

East Lothian Partnership

CLD PARTNERSHIP PLAN 2021 – 2024



CONTENTS

- 1.** Introduction
- 2.** Review of CLD Partnership Plan 2018-2021
- 3.** The impact of COVID-19, challenges and opportunities
- 4.** Identifying need – what does the data tell us?
- 5.** Why have a CLD Partnership Plan?
- 6.** Shared CLD priorities and improving outcomes
- 7.** Governance : East Lothian Partnership and reporting structure
- 8.** Equipping our workforce to deliver our priorities
- 9.** APPENDICES

1. INTRODUCTION

This CLD Partnership plan has been developed at a time of unprecedented global challenges as a result of COVID-19. This living document reflects the priorities, challenges and opportunities of working and planning in partnership through a pandemic. Whilst still in 'response', with Communities staff heavily involved in supporting local COVID relief efforts, the focus is shifting to COVID-19 recovery. Due to this exceptional and unpredictable context, a flexible and adaptable approach to engaging with our communities and learners is required, with the ability to reflect changing and emerging needs, to shape our priorities accordingly.

While the future is still uncertain, as we re-open community facilities and restart activities, the longer term impacts of both are unknown but likely to have significant effects on our communities for many years to come. However, we remain optimistic that what may come from this uncertain time is new ways of working, opportunities for transformation and ways to capitalise on unexpected opportunities such as accelerating the move to more digital learning and engagement.

We recognise that a return to the pre COVID-19 'normality' may not be possible or even desirable and along with our communities and partners, we want to harness the efforts including the impressive volunteer response, community spirit, kindness and resilience to use the pandemic as an opportunity and not a barrier to future development and growth across our county.

Sharon Saunders

Head of Communities

2. REVIEW OF CLD PARTNERSHIP PLAN 2018-2021

During the life of the plan, East Lothian Council undertook a Service Review to better align and consolidate resources working with communities to address inequalities; this resulted in a new Connected Communities Service which was launched in February 2020.

Early in 2021 a series of review sessions were held with colleagues and partners, to review the previous CLD Partnership Plan. We worked with key partners to establish what outcomes and targets had been met and what had not been achieved during that time. This exercise also identified relevant achievements which were not captured in the previous plan.

We were on track and making significant achievements during 2018-2020 for most of the outcomes. However, the impact of the pandemic has had a significant impact on our ability to meet some of the targets; specifically decreased awards, courses and activities reliant on face to face engagement. It has taken time to adapt to online learning and for some activities this has been more successful than others, mainly because course materials were not designed for online delivery nor had been developed as such, for example the Growing Confidence parenting programmes.

Use of agreed IT platforms for engaging with community groups caused initial difficulties for staff and volunteers, with most community groups preferring to use zoom and most local authorities' security concerns favouring use of Skype and MS Teams. This was particularly challenging for the Connected Communities and East Lothian Works staff whose work relies on engaging with individuals, community groups and communities.

What have we achieved?

Here is a summary of our key successes and achievements:

Youth Work

- Duke of Edinburgh awards and Saltire achievements increased by 10% from 2018-2020
- There has been a steady increase in 'awards achieved' for DofE since 2018 until the start of the first lockdown in Spring 2020
- Young people have been volunteering across community settings as part of their award
- East Lothian's positive school leaver destination outcome was on target and achieved up until 2020
- Through partnership with Young Scot there has been the creation of a new website for young people (still in development) ([Activities for Young People in East Lothian | Young Scot](#))
- Identified training needs for youth workers and delivered as part of our workforce development
- Closer collaborative working with Education, Health and 3rd sector youth work organisations enabled successful delivery of targeted youth work for particularly vulnerable young people during lockdown ('Get Connected' initiative)
- 'Summer of Play/Get Into Summer' programme of diverse activities funded by Scottish Government and delivered collaboratively by a range of Council services (including Connected Communities, Sports, Arts, Drama, Libraries) and 3rd sector groups.

- Outreach youth work engaged with young people, online courses and groups have been developed and delivered such as ZAP and Star Youth Clubs (both ASN), music tuition, general youth club and arts and craft activities.

Digital Capacity

- The 6 Area Partnerships have been engaging with communities to identify priorities to improve digital inclusion and reduce inequalities
- Partnership working was developed to deliver ESOL in schools
- Digital capacity building has been delivered through Connecting Scotland, providing devices, myfi and support for people on low incomes to develop digital skills and confidence, and supporting parents with home-learning (examples have been gathered by case studies)
- Connecting Scotland Digital Champion Training
- Delivery of online youth work sessions and other training
- Workforce development to support staff to develop digital skills and confidence e.g. use of social media
- Engagement with 3rd sector and volunteers to promote opportunities to improve digital inclusion

Adult and Family learning

- Full service review undertaken in East Lothian Works to better align the work to supporting COVID recovery and employability for young people and adults
- Online courses and groups have been developed and delivered such as Skills for Work – new course (level 5)
- The suite of Growing Confidence courses have been delivered in partnership during 2018-2020
- The Family Learning offer has included STEM sessions delivered during 2018-2020
- Prestonpans Library has been developed as a children and families library supporting those children and families who need a bit more support and providing a friendly, quiet and non-threatening environment for children with autism to use
- 12139 children and 10792 adults attended 822 Bookbug sessions during 2019-2020
- Review of family learning support undertaken by Children’s Services to map out the current offer across Council services and the third sector with plans being developed to align and give greater coherence to core priorities.

Food poverty and reducing social isolation

- Physical activity participation levels have increased and continues to focus on outdoor and physical activities, developed in partnership with Active Schools during the pandemic.
- Community connectedness and reducing social isolation have been addressed through a number of projects, some food related, developing outreach services, telephone befriending, and other arts related and physical activities.
- The bursary scheme has partially successfully met targets through providing funding to remove financial barriers to participation.

- The development of several local food initiatives including establishing a new Fareshare hub, a range of local larder initiatives and other food related projects
- Connected Community Resilience Hubs staffed by Community Development Officers and community centre staff working with volunteers, established during lockdown to support local resilience efforts and co-ordinate provision of emergency food and other essential support for people affected by COVID (shielded, self-isolating etc.)
- Holiday lunch club clubs with activities have been developed during lockdown
- A new food network has been established and a coordinator appointed to promote good practice and share learning about healthy eating
- Online cookery sessions have been delivered to encourage healthy eating and cost-effective use of food provided

Volunteering

- Volunteering has increased during the pandemic to support the community resilience effort resulting in increased partnership working
- Volunteering hours now captured as part of the CLD Statistics
- The Third Sector Interface in East Lothian, previously STRiVE and now Volunteer Centre East Lothian (VCEL) has established a new volunteer taskforce to support recruitment and induction of volunteers
- Volunteers have been and continue to assist at COVID testing and vaccination centres

What we didn't manage to achieve during 2018-2021

Achievements that have been significantly impacted by the pandemic

Youth Work

- During 2020-2021 the Duke of Edinburgh awards achieved were reduced by 50% due to lockdown restrictions
- There has been a decrease in 'Awards Started' as schools have been closed during lockdown and have had less capacity over the last couple of years to deliver the award
- Positive school leaver destinations for 2021 were impacted by COVID-19
- Progress in encouraging more participation and engagement of young people and capturing youth voice as part of the community planning process
- Due to COVID restrictions regular youth work activities such as regular youth club sessions could not be delivered.

Digital Capacity

- Digital barriers to both devices and broadband have been faced by different thematic and geographic communities with poor digital infrastructure in some parts of East Lothian, particularly in rural areas
- Initially issues were experienced with accessing commonly used platforms for online community meetings (e.g. Zoom)

- Unable to deliver our full complement of face to face learning, difficulties encountered delivering online in terms of use of digital platforms and course materials only suitable for face to face delivery

Inequalities work

- The pandemic has exacerbated inequalities, the full extent of its impact is not yet fully understood
- Poverty strategy and child poverty action plan in place to tackle inequalities, developed in collaboration with partners
- Delivery of 1140 hours programme was delayed, paused due to COVID
- Fewer opportunities for learning abroad due to BREXIT, such as Erasmus and unknown impact of Brexit

What we achieved but not captured in the plan?

Community Resilience

- Being at the forefront of resilience work during the height of the pandemic, Connected Communities staff developed Community Resilience Hubs in each community, supporting community volunteers
- During the pandemic, partnership working has been a priority working with key community partners supporting community resilience and volunteers
- Coordination of community resilience and resilience planning including providing food/ prescription support, assisting those on the shielding list and socially isolated with food boxes and telephone support and developing local food pantries
- Staff and volunteers getting to know their communities in a different way as a result of the impact of the pandemic, engendering strong community spirit
- Directing of additional COVID relief funding via the 6 Area Partnerships

Youth Work

- Partnership working involving Council Services, NHS and 3rd sector organisations developed a new approach to identify suitable activities for children and young people who are in need of more support, targeting more vulnerable young people leading to the *Get Connected* project
- With engagement restricted to online and outdoors, focus shifted to delivering online youth work and increasing the outreach youth work offer across East Lothian
- Arts and creative activities, Connected Communities and third sector youth organisations were delivered online and outdoors where possible to support continuity of engagement with young people, particularly those most affected by the pandemic.
- Widening the reach of the Summer Reading challenge to include parents and children who have not traditionally participated.

- Increasing collaborative working to address children and young people’s mental health through the development of a new triage approach to identify appropriate options such as school counselling service, Mental Health Youth Workers and engaging in community based activities
- Continuing to offer CLD student virtual placements during the pandemic

Third Sector support

- The Third Sector Interface VCEL produced a COVID 19 report with a summary of local and national impacts
- Hosted the VCEL Summit with speakers and provide the opportunity for local organisations to share experiences of COVID
- VCEL supported 50 organisations and 427 interactions took place providing, guidance, training and funding advice The Community Lottery initiative went live on April 2021 supporting local organisations to raise funds and become more self-sustainable

3. THE IMPACT OF COVID-19, CHALLENGES AND OPPORTUNITIES

The impact of COVID-19 has been extremely challenging and has placed extraordinary demands on many services, particularly those working for and with communities. *Scotland’s Wellbeing: the impact of COVID-19 report published by Scottish Government* highlights that the pandemic is likely to have significant and wide-ranging impacts, right across the National Outcomes. A key finding is that the impacts of the pandemic have been, and are likely to continue to be, borne unequally; the inequalities which existed pre-COVID have been exacerbated. The evidence to date suggests that health, economy, fair work and business and culture outcomes have been deeply negatively affected so far, and when the labour market impacts fully emerge, this is likely to also have a negative impact on the poverty outcome. Education and children outcomes are also likely to be impacted negatively, but the evidence on the scale of the impact so far is limited and these impacts are likely to take longer to emerge.

National surveys such as *Lockdown Lowdown* have been produced about the effects of lockdown on young people, the longer term impacts of the pandemic on young people, families and communities are unknown. Health, both physical and mental have been hugely impacted as our normal way of working and living were ‘put on hold’. Lockdown restrictions led to an increase in the number of young people gathering outside in open spaces on our beaches and in our parks. Whilst the majority of gatherings are peaceful and have provided an opportunity to meet with friends, a few incidents which have caused concern involved drugs and alcohol and associated high risk behaviour. This has been both a national and local issue and in East Lothian has resulted in the creation of Problem Solving Partnerships to provide a collaborative platform to discuss partnership solutions and opportunities for more positive engagement with young people. Through partnership working we have delivered an increased number of outreach youth work sessions with the aim of building positive relationships with young people on the streets, beaches and parks and in consultation with young people have been developing alternative outdoor evening activities. The impact of the pandemic and Scottish Government guidance has meant our normal generic youth work provision has not been possible, with only a very small targeted youth work provision being permissible.

We have seen an increased need for food and welfare related supports, with projects to tackle food insecurity being developed across our communities. The issues of social isolation emerged. Staff and local resilience teams of volunteers across East Lothian worked to support individuals and families with food support, prescription collection and provided much needed kindness and neighbourly support at a time of crisis. The Third Sector COVID report produced by VCEL and their online Summit highlighted the importance of partnership working and the impact of the pandemic at a local and national level. Volunteering had to move quickly to keep pace with the support required particularly during the first lockdown. New volunteers came forward as many of the more traditional cohort of volunteers were shielding.

The effect of COVID on household incomes is not fully known, although applications for Universal Credit and the uptake of free school meals have increased. The impact is further masked by the furlough scheme and it is as yet unknown the impact on the labour market and it will be challenging to deliver the required employability services. It is clear that the pandemic has disproportionately affected some more than others resulting in a widening of the inequalities gap, within and between communities.

We also recognise that the longer-term effects on all of us of not being able to have contact with people who are important to us may be significant and enduring, particularly for children and young people. We need to listen to issues and needs as they arise for learners and communities and continue our knowledge and understanding of the issues they face.

Volunteer Centre East Lothian, the TSI has identified that a number of local groups emerged during the pandemic, largely un-constituted and operating to their own guidelines. This raised questions about the ability to support new and emerging groups to operate to standards whilst keeping themselves and the citizens of East Lothian safe.

Whilst there have been challenges there have also been opportunities, for example it has accelerated the move to online learning and the use of digital technology, which we had always identified as a priority. Working remotely throughout a pandemic has forced the use of digital platforms, flagged issues of the lack of access to devices, broadband and confidence to engage in a different way. We have been working with the SCVO's Connecting Scotland initiative to secure devices and myfi connections for people identified as being digitally excluded, we are seeking to further develop opportunities to support people who do not meet the Connecting Scotland criteria but who would benefit from such assistance.

The pandemic also afforded us the opportunity to focus on supporting the most in need of support, be it the shielding group in the first lockdown or the more targeted approach to youth work provision through our *Get Connected* project supporting our most vulnerable young people. This partnership working has created a more collaborative approach to supporting our care experienced and more vulnerable young people through tailored youth work activity programmes as highlighted in Education Scotland's *What Scotland Learned 100 stories of lockdown*, [what-scotland-learned_100stories.pdf](https://www.education.gov.scot/media/100stories/what-scotland-learned-100stories.pdf) ([education.gov.scot](https://www.education.gov.scot)) p158 provides a case study of how this project has encourages positive self-esteem and confidence during lockdown.

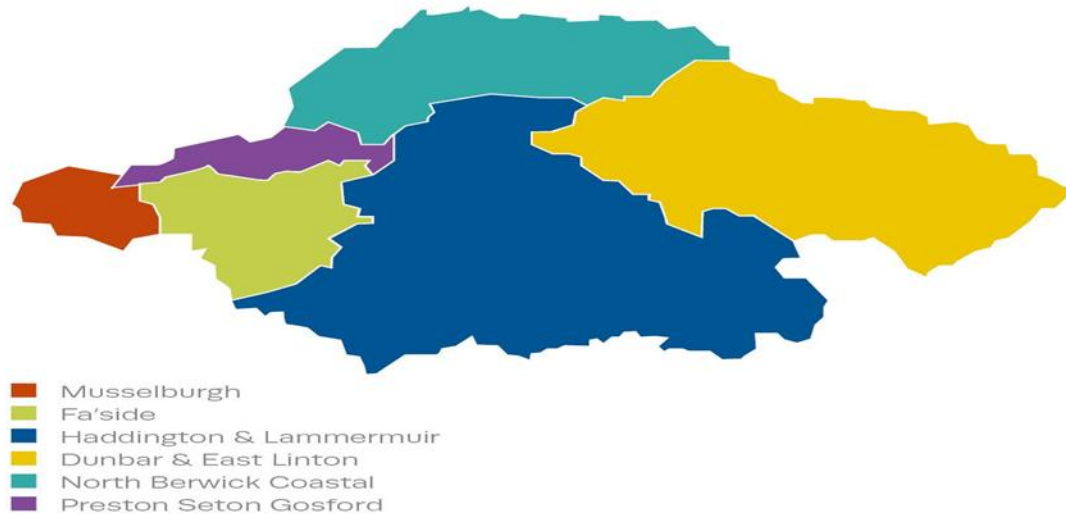
During the last year the Food Group, a multi- agency partnership group of Council, Third Sector and Health representatives have met regularly to discuss and coordinate financial and food related support and COVID relief funding has been dispersed through the Area Partnerships to address local needs.

The future challenge is to build on what we have learnt through engaging with communities and learners during the pandemic. Certain issues and challenges have already emerged with other as yet unknown. The CLD partnership plan needs to be flexible and adaptable to respond to the emerging and changing needs and priorities. It will be important to review the plan to ensure that it remains relevant and it is continues to reflect an opportunity for change and improvement. This will be particularly important to be flexible and adaptable in year one as we plan for COVID-19 recovery for services, learners and communities.

4. IDENTIFYING NEED – WHAT DOES THE DATA TELL US?

East Lothian covers the 6 main towns and geographic clusters including a mix of urban and rural communities. There are 6 Area Partnerships which bring together local community representatives as the local voice of community planning.

Area Partnership Locations



What do we know so far? East Lothian Council is only one of four council areas where it is estimated that less than 10% of children live in families with limited resources. However, our demographic and deprivation profile presents us with significant challenges. We have pockets of deprivation throughout the county, even in more affluent communities and is rising across the county. We are among only six councils in Scotland whose share of the 20% most deprived datazones has increased since 2016. We need to improve how we move families out of poverty and improve the support and promote the wellbeing of families and communities, this is a comparatively recent phenomenon and time will tell how the pandemic has impacted on this. Data provided for the 2020-2023 East Lothian Children's Strategic Partnership Children and Young People's Services Plan is shared below.

There is significant Partnership work ongoing to deliver and develop anti-poverty work such as our Local Child Poverty Action Reports and wider anti-poverty work in East Lothian. The draft 2021-2023 East Lothian Poverty Plan is currently out for consultation [Council to consult on Draft Poverty Plan | East Lothian Council](#). Collaboration and partnership working are essential for this work to be effective and make a difference to families and communities. There will always be differences in outcomes for people living in East Lothian, but we can aim to increase opportunities and reduce inequality.

Within East Lothian, deprivation ranges from almost 30% in some areas to 12% in others. 13 of our 132 datazones (7%) are among the 20% most deprived areas in Scotland, according to the Scottish Index of Multiple Deprivation 2020. [SIMD \(Scottish Index of Multiple Deprivation\)](#) Therefore, we have 1 in 5 children of children living in poverty after the cost of their housing is taken into account. This affects not only their health and well-being but also limiting their opportunity to be the best that they can be. The stigma of poverty remains strong across the county and can leave families feeling ashamed of their circumstances and slow to ask for help and support.

There has been a significant rise in Universal Credit claimants since the start of the COVID-19 lockdown from 5842 in mid-Feb 2020 to 9590 in mid-May 2021 (from a high of 9777 in July 2020)– a 64.2% increase. In addition, there has been an even greater increase in the number of Universal Credit claimants who are seeking work, from 1668 in mid-Feb to 2978 in mid-May 2021 – a 78.5% increase. This means that the percentage of working age population in East Lothian who are claiming job seekers element of Universal Credit has risen from 2.6% to 4.6%. Overall Universal Claimant count between Feb 2020 and May 2021 has increased by 78% in East Lothian with the Scottish figure sitting at 71%, East Lothian is higher than the Scottish average. For 16-24 year olds there has been a 100% increase in claimants for the same period, compared to a 74% increase for 25-49 year olds and 71% increase for 50+ year old claimants. The 16-24 year olds have been disproportionately affected. The forthcoming anticipated reduction in Universal Credit and increased fuel costs will further exacerbate hardship for many households.

The number of people recorded as part of the furlough scheme in July 2020 was 8200, this decreased to 3800 by October 2020, increased to 7900 in January 2021 and decreased to 5500 by April 2021. Numbers have fluctuated over the last year, overall figures are lower now than in July 2020.

Source: NOMIS, Office for National Statistics (May 21)

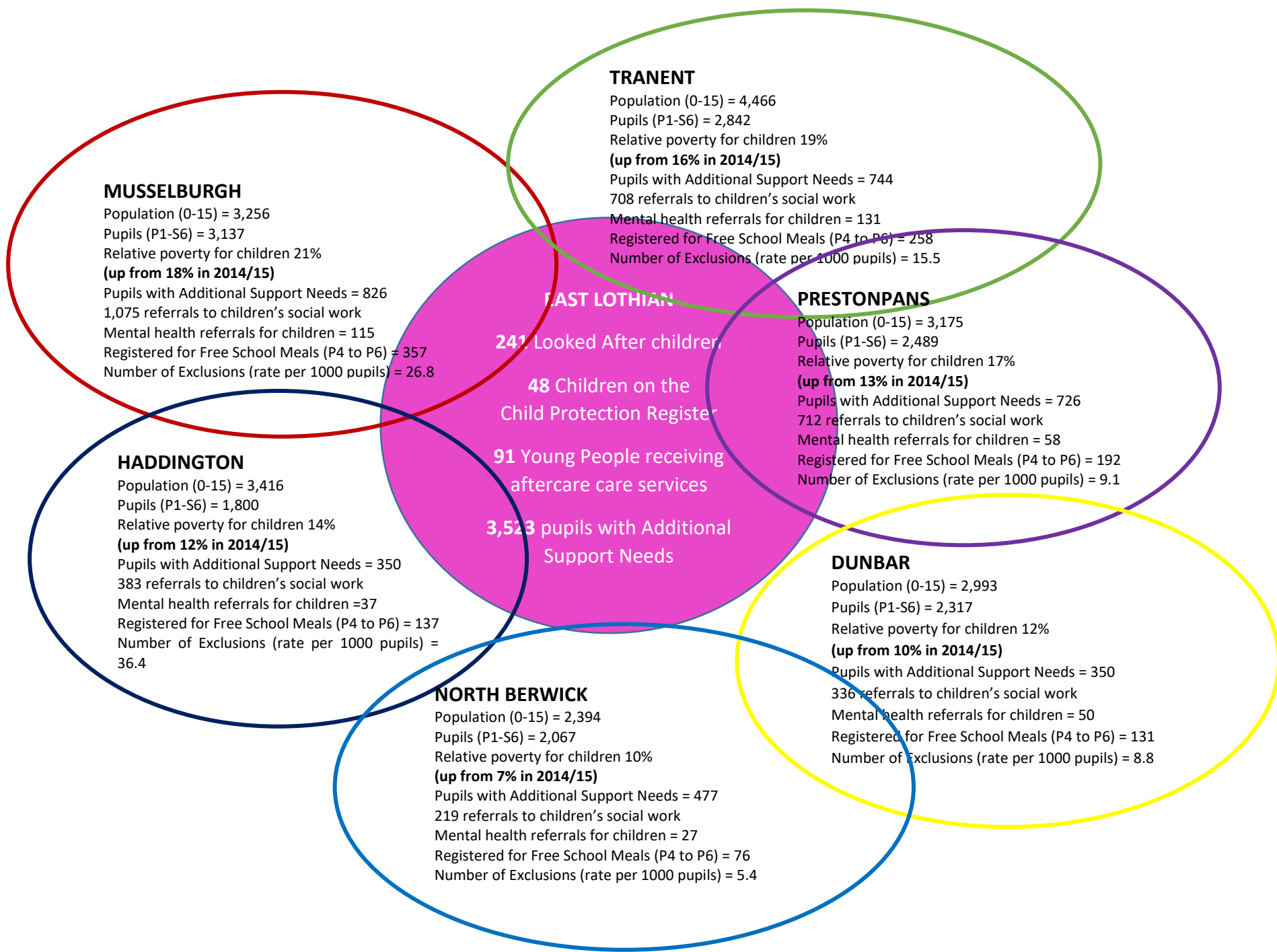
Free school meals data shows an increase from 2019-2020 to 2020-2021 for both P4-P7 and S1-S6 pupils, an increase from 11.9% to 13.9% and 9.4% to 11.1% respectively.

This data has been used to inform a targeted approach such as Scottish Government COVID relief funding being distributed via the six Area Partnerships. Data sharing remains an issue for partnership working across departments and third sector, data sharing agreements need to be developed to ensure closer working arrangements.

Data gathering is an area for improvement, there are no nationally set performance indicators for the CLD Sector in Scotland. CLD Managers Scotland agreed at their Executive in August 2020 to explore ways of gathering a more comprehensive picture through the organisation. Recently CLD Managers Scotland asked local authorities to respond to proposed new performance indicators 2019-2020. Our new CLD Stats management information system needs to be reviewed in light of the new performance indicators to ensure relevant data can more easily and readily be captured ensuring more accurate reporting. See appendix 3 for East Lothian's KPi for 2019-2020. Case studies to highlight the work and contribution

of CLD is crucial to raise the profile of the role of CLD during the pandemic and recognise its valuable contribution to COVID recovery. The role of Connected Communities staff as well as other key partners is crucial in working towards reducing the inequalities within and between communities. The pandemic has further exacerbated these issues; we need to continue to work in partnership to make the most effective use of our skills and resources, collectively making a positive difference to our families and communities across the county. We will continue to gather views and feedback from individuals and communities; one such survey is the [Residents Survey 2019 - Full Report | East Lothian Council](#) and other opportunities to link into other council surveys will be further explored for example including questions into the SEE survey issued through schools.

Scotland is already a digital nation. The pace of change has been accelerated over the past 12 months, but not for everyone. Around one in five adults in Scotland don't have Essential Digital Skills (EDS) for Life. Around 50% of people have EDS for Work, such as being able to share documents by email, saving documents in the cloud or using the internet to solve problems. Only 31% of people state that they improved or learnt a new digital skill for work since the start of lockdown, and the majority of those who did were self-taught.



MUSSELBURGH

Population (0-15) = 3,256
 Pupils (P1-S6) = 3,137
 Relative poverty for children 21%
(up from 18% in 2014/15)
 Pupils with Additional Support Needs = 826
 1,075 referrals to children's social work
 Mental health referrals for children = 115
 Registered for Free School Meals (P4 to P6) = 357
 Number of Exclusions (rate per 1000 pupils) = 26.8

TRANENT

Population (0-15) = 4,466
 Pupils (P1-S6) = 2,842
 Relative poverty for children 19%
(up from 16% in 2014/15)
 Pupils with Additional Support Needs = 744
 708 referrals to children's social work
 Mental health referrals for children = 131
 Registered for Free School Meals (P4 to P6) = 258
 Number of Exclusions (rate per 1000 pupils) = 15.5

EAST LOTHIAN

241 Looked After children
 48 Children on the
 Child Protection Register
 91 Young People receiving
 aftercare care services
 3,523 pupils with Additional
 Support Needs

PRESTONPANS

Population (0-15) = 3,175
 Pupils (P1-S6) = 2,489
 Relative poverty for children 17%
(up from 13% in 2014/15)
 Pupils with Additional Support Needs = 726
 712 referrals to children's social work
 Mental health referrals for children = 58
 Registered for Free School Meals (P4 to P6) = 192
 Number of Exclusions (rate per 1000 pupils) = 9.1

HADDINGTON

Population (0-15) = 3,416
 Pupils (P1-S6) = 1,800
 Relative poverty for children 14%
(up from 12% in 2014/15)
 Pupils with Additional Support Needs = 350
 383 referrals to children's social work
 Mental health referrals for children = 37
 Registered for Free School Meals (P4 to P6) = 137
 Number of Exclusions (rate per 1000 pupils) = 36.4

NORTH BERWICK

Population (0-15) = 2,394
 Pupils (P1-S6) = 2,067
 Relative poverty for children 10%
(up from 7% in 2014/15)
 Pupils with Additional Support Needs = 477
 219 referrals to children's social work
 Mental health referrals for children = 27
 Registered for Free School Meals (P4 to P6) = 76
 Number of Exclusions (rate per 1000 pupils) = 5.4

DUNBAR

Population (0-15) = 2,993
 Pupils (P1-S6) = 2,317
 Relative poverty for children 12%
(up from 10% in 2014/15)
 Pupils with Additional Support Needs = 350
 336 referrals to children's social work
 Mental health referrals for children = 50
 Registered for Free School Meals (P4 to P6) = 131
 Number of Exclusions (rate per 1000 pupils) = 8.8

5. WHY HAVE A CLD PARTNERSHIP PLAN?

Community Learning and Development activity has a strong focus on early intervention, prevention and tackling inequalities and aligns with the outcomes within the East Lothian Partnership's East Lothian Plan 2017-27:

“We will work in partnership to achieve an even more prosperous, safe and sustainable East Lothian, with a dynamic and thriving economy that enables our people and communities to flourish”

The plan focuses on the 3 main outcomes of Prosperous, Community Minded and Fair to create opportunities to play a full and active part in East Lothian's social and economic development. When delivering the plan the focus will be on:

- Reducing inequalities across our area
- Tackling poverty
- Working to prevent problems and acting quickly when problems start.

Work developed through the pandemic has strengthened partnership working with the new CLD Partnership plan aligned to the draft 2021-2023 East Lothian Poverty Action, 2020-2023 East Lothian Children's Strategic Partnership Children and Young People's Services Plan, Area Partnerships Locality Plans, South East Improvement Collaborative Plan Regional Improvement Plan April 2021, Plan 21-24 The Promise and UNCRC.

The legacy of COVID-19 poses an unprecedented challenge for the youth work sector in Scotland. We need to continue to work across the whole education system to reduce inequalities and help raise attainment. An understanding of youth work's essential role across public policy areas and recognition of the benefits of taking a youth work approach as a key component towards achieving positive outcomes for all Scotland's young people and must be a priority. This is especially important at a time when the Scottish Government has committed to directly incorporating the United Nations Convention on the Rights of the Child (UNCRC) into Scots law. It is crucial therefore that the whole education system commits to enhancing youth voice and recognises the opportunities the youth work sector provides at realising the ambition contained within UNCRC.

The plan continues to be a *living* document which evolves over time, it needs to be reviewed and refreshed regularly and as required to take into account future published plans and strategies at both national and local level, for example the new national Youth Work Strategy, Lifelong Learning Framework 2022–27 and Adult Learning Strategy 2021–2026.

At a local level the new Youth Strategy is in development and will be published in 2022. This will be a key priority for partners to produce a new Youth Vision which will include consultations with young people especially as youth voice is an area for improvement. The new Youth Vision will need to take cognisance of other national and local Strategic Plans and consultations for example, National Youth Work Strategy 2014-2019 (currently being revised), Youth Without Limits 2021 – 2026 new DoFE Strategy, East Lothian Partnership’s Children and Young People Service Plan 2020-2023, the CLD Partnership Plan 2021-2024 and East Lothian Poverty Action Plan. Strong links to the Children’s Strategic Partnership and Community Justice Partnership priority workstreams will ensure cohesive oversight across all areas of youth work e.g. targeted intervention in youth antisocial behaviour, youth justice etc.

In addition to the impact of COVID-19 and Brexit, in particular the loss of Erasmus funding there have been a number of local changes impacting the delivery of services since the previous CLD partnership plan was produced. One of our key partners, the TSI (formerly STRiVE) has been undergoing significant changes and restructuring. Our third sector interface partner is now Volunteer Centre East Lothian, known as VCEL. They have recently undertaken an evaluation process with Improvement Scotland in consultation with all of their partners to review the role of the TSI, helping to improve and shape their future work and strategy to support third sector/voluntary organisations in East Lothian.

VCEL provides support, learning and development opportunities for both individuals and organisations, underpinned by the organisation’s new, refreshed Vision, Mission & Values:

Vision - A strong and sustainable third sector that can make lasting change to the health, wellbeing, and community life of the people in East Lothian.

Mission - To inspire and support people and organisations to develop and become active members in their community.

Values

- WE WILL WORK IN AN OPEN AND HONEST WAY WITH ALL OUR PARTNERS
- WE WILL WORK WITH INTEGRITY AND TRUST
- WE WILL ASPIRE TO CREATE DYNAMIC, FORWARD THINKING CARING COMMUNITIES
- WE WILL BE PASSIONATE AND INCLUSIVE ABOUT WHAT WE DO

In early March 2020 the Council launched the new Connected Communities Service to deliver its community empowerment objectives, encompassing the CLD Service, support for Area Partnerships, Community Councils and grant funding for community organisations. This created 6 new locally based Connected Communities teams with a significant focus on taking a place based approach. This new service went live in early March 2020, just weeks before the first lockdown.

By aligning these workstreams and resources we are well placed to build on the existing partnerships with communities and learners that help inform and shape the plan. We will maximise engagement with members of our communities, develop our work with Area Partnerships to promote community empowerment, participatory budgeting and agree local priorities, with VCEL the voice of the third sector and with youth organisations and young people continue to shape the priorities and agreed actions.

6. SHARED CLD PRIORITIES AND IMPROVING OUTCOMES
Actions for 2021-2022

THE SHARED OUTCOMES OF THE CLD PARTNERSHIP PLAN 2021-2024

STRATEGIC ACTION PROSPEROUS: East Lothian People are working , are free from in-work poverty and are able to develop and improve their work skills				
What is our unique CLD contribution to this action?	WHY Reference to local and national improvement plans Base line data and Target data	Who will be involved?	Milestones	How will we know we have made a difference?
<p>Increase the number of young people achieving awards</p> <p>Duke of Edinburgh’s Awards</p> <p>Saltire award (ages 12 to 25)</p> <p>Youth Achievement</p> <p>Dynamic Youth Awards and Hi5 Awards (ages 5+)</p> <p>John Muir Awards</p>	<p>“Over next 5 years - Making DofE more accessible and relevant, giving more than one million young people over the next five years the chance to participate in a life- changing DofE programme”</p> <p>Youth Without Limits 2021-2026 new DofE Strategy</p> <p>East Lothian DofE Action Plan 2020-2023</p> <p>DofE Awards 2018/19 – 205 2019/2020 - (222) 2020/2021 - 83</p> <p>VCEL Operational Plan Saltire Awards 2017/18 - 541 (465)</p>	<p>Connected Communities</p> <p>Active Business Unit</p> <p>Arts Service Museum Service</p> <p>VCEL /Third Sector</p> <p>East Lothian Works</p> <p>Secondary Schools</p> <p>Community groups</p>	<p>Year 1: Awards increased by 25%</p> <p>Year 2 & 3 to be agreed at annual review</p>	<p>D of E Scotland : eDofE System</p> <p>Youth Scotland Data</p> <p>Saltire Awards</p> <p>Milo</p> <p>John Muir Awards</p>

<p>Increase number of young people participating in awards from for example lower SIMD areas (deciles 2-3), care experienced young people and children and young people in receipt of FSM.</p>	<p>2018/19 – 595 (431)</p> <p>Targeted Groups achieved 18/19 - 5 awards 19/20 18</p> <p>Hi5 - a new award initiated by Youth Scotland for age 5+ 2018/19 – 20</p>			
<p>Increase an initial and sustained destinations to 95% for both participation measure and SLDR</p>	<p>Annual participation measure 2020 94.5% National 92.1% East Lothian 0.05 % from previous year 2019 Bench mark against national picture</p> <p>DYWP plan SLDR report Participations Measure report Education and Children’s Services Progress and Improvement Plan 20/21 YPG NOLB</p>	<p>Education Service</p> <p>East Lothian Works Local Employability Partnership</p>	<p>Year 1 Weekly and monthly monitoring SLDR initial snapshot Oct 2021 Follow up end of March/ April 2022</p>	<p>SLDR Participation Measure</p>
<p>Reduce the impact of Covid-19 on young people aged 16-24 through the implementation of the Young Person’s</p>	<p>Young People have been disproportionality affected by COVID-19 with 100% increase in Universal claimants compared to</p>	<p>East Lothian Works</p> <p>Local Employability Partnership Third Sector organisations</p>	<p>Number of young people participating in East Lothian’s YPG and Kickstart programmes</p>	<p>Number of young people progressing on to further training (including Modern Apprenticeships),</p>

<p>Guarantee and Kickstart programmes in East Lothian</p>	<p>74% increase for 25-49 year olds and 71% increase for 50+ year old claimants. Source: NOMIS, Office for National Statistics (May 21)</p> <p>Scottish Government's Young Person's Guarantee – offer of job, placement, training or volunteering for all 16-24 year olds</p> <p>Kickstart Scheme (DWP) – funding to employers to create jobs for 16-24 year olds on UC.</p>			<p>further education or employment following participation in East Lothian's YPG and Kickstart programmes</p> <p>SLDR and Participation Measure</p> <p>Reduction in unemployment figures</p>
<p>In alignment with No One Left Behind, Scottish Government's employability strategy, continue to develop pathways for an all age employability service that supports adults and young people to progress towards employment, particularly those furthest away from the labour market.</p> <p>Expand appropriate adult learning opportunities to ensure East Lothian residents can continue to develop and expand their skills to progress into work and further learning. This includes Adult</p>	<p>Council Plan 2018-22 Growing our Economy</p> <p>No One Left Behind: Next Steps for Employability Support Delivery Plan</p> <p>Scottish Government - Adult Learning Strategy for Scotland 2021 – 26 (draft)</p> <p>Education and Children's Services Progress Report and Improvement Plan 2020/21</p>	<p>East Lothian Works</p> <p>Local Employability Partnership</p>		<p>Number of adults and young people progressing along the strategic skills pipeline</p> <p>Number of adults and young people achieving accredited qualifications</p> <p>Number of adults and young people progressing into volunteering, paid work experience, employment or further education</p>

<p>Literacy & Numeracy, ESOL and Employability with integrated literacies.</p>				
<p>Increase the number of parents participating in learning and employability programmes</p> <p>As part of the Parental Employability Support Fund, East Lothian Works should develop a focused project to improve skills, confidence and opportunities for parents funding to allow them to return to work or education and lead to better long term outcomes for their young families.</p>	<p>Parental Employability Support Fund Tackling Child Poverty Delivery Plan</p> <p>East Lothian Poverty Action Plan no. 25</p> <p>Scottish Government – A Blueprint for 2020: the Expansion of Early Learning and Childcare in Scotland</p> <p>East Lothian Works and Edinburgh College have a well-established Skills for Work programme in Early Education & Childcare</p> <p>East Lothian Works continue to deliver Routes to Works (currently remotely) and Paid Work Experience programmes. They have been adapted to suit parents.</p>	<p>East Lothian Works</p> <p>Education Service</p> <p>Local Employability Partnership</p>	<p>Number of parents participating in PESF, including a defined employability activity</p> <p>Number of parents participating in ELC's Paid Work Experience Programme</p> <p>Number of parents participating in Skills for Work programme or other accredited training</p> <p>Number of parents who have accessed financial advice</p>	<p>Number of parents achieving accredited qualifications</p> <p>Number of parents increasing their income</p> <p>Number of parents progressing into work or further education</p>

STRATEGIC ACTION PROSPEROUS: People and businesses in East Lothian have better access to digital infrastructure and the digital skills they need				
What is our unique CLD contribution to this action?	WHY Reference to local and national improvement plans Base line data and Target data	Who will be involved?	Milestones	How will we know we have made a difference?
<p>Increase digital capacity and digital skills of community members supported by Digital Champions</p> <p>Review the Digital Inclusion Strategy taking account of the Connecting Scotland initiative and the SCVO Digital champions support</p>	<p>Connecting Scotland - funded by Scottish Government and co-ordinated by the Scottish Council for Voluntary Organisations (SCVO). This programme is targeted to assist people on low incomes and has clear criteria provides a device (either a Chromebook or iPad), mifi and support via a dedicated local digital champion. All phases focus on individuals that are digitally excluded – do not have an appropriate device and/or are not connected to the internet at home; and are on low incomes so cannot afford to buy a device or pay for internet access.</p> <p>8/10 households have an internet connection 4/10 have a tablet computer 6/10 people use a smart phone However 1/5 don't have the basic digital skills they need for getting online SCVO Connecting Scotland</p>	<p>Digital Champions Connecting Communities East Lothian Works SCVO VCEL</p> <p>Also the following East Lothian Council departments: Housing/ Homeless Libraries IT Children Services Adult Wellbeing Community Mental Health Team Third Sector – MYPAS, People Know How, Day Centres, ELTRAP, RVS, Triage Central, MECOPP – gypsy/travellers carers, Who Cares Scotland, Children 1st, Headway,</p> <p>FE/HE Edinburgh College</p>	<p>212 devices and mifi allocated to East Lothian for phase 2, round 1. Roll out and completion of phase 3: Young People or Adults who are actively taking steps to improve their employment prospects. This includes people furthest from the labour market who are not job ready but are undertaking activity to address any barriers to employment or training (e.g. confidence building, improving health or wellbeing, ESOL programmes)</p> <p>Digital needs audit complete 7th June 2021 applications round 1 open</p>	<p>Devices allocated from phase 3 to local individuals and support from Digital Champions.</p> <p>Baseline Survey (now known as Welcome Survey) Follow up evaluation to measure impact of access to a device and distance travelled. Additional support provided results in greater engagement in digital activities</p>

	<p>Phase 1 (April – July 2020) focused on those who were at risk of isolation due to coronavirus because they were in the extremely high vulnerability group (‘shielding’) or the higher risk of severe illness group. Baseline data exists for Phase 1.</p> <p>Phase 2 launched on 18th August 2020 and focused on:</p> <p>households with children, or where a child is normally resident (this includes pregnant women with no child in the household) care leavers up to the age of twenty-six (in line with eligibility for aftercare support). Baseline data is not yet complete.</p> <p>Winter Support Fund for older people (aged 60+) and/or have a disability;</p> <p>Phase 3 – employability focus and fast tracks (July 21)</p> <p>Additional support for people who are digitally excluded not meeting the Connecting Scotland threshold</p>	<p>East Lothian Works Connected Communities Area Partnerships Community councils Third Sector: People Know How</p>	<p>5th July 2021 applications close</p> <p>Round 2 allocation September 2021.</p>	
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	COVID funding via Scottish Govt to enable Connected Communities teams to direct support where required e.g. providing devices and training			
STRATEGIC ACTION COMMUNITY MINDED: East Lothian has strong resilient communities where people respect and support each other				
What is our unique CLD contribution to this action?	WHY Reference to local and national improvement plans Base line data and Target data	Who will be involved?	Milestones	How will we know we have made a difference?
Further develop the work of the Area partnerships and sub-groups in line with East Lothian Plan priorities and Community Empowerment. Refresh Area Partnership plans. Work with local community representatives in a community led approach to influence local decision making including influencing spend of their delegated budgets to address local priorities. Area partnerships acting as vehicle to distribute Scottish Government financial insecurity funds to support areas in most need	Continue to work towards addressing priorities of inequalities within and between communities. Area Partnership Locality Plans are being refreshed to take account of COVID impact and review local priorities.	Connected Communities VCEL Amenities Roads National partners – NHS SftS Education/ East Lothian Works Active Business Unit Third Sector Arts Service Museum Service		Review, refresh and implement Area Plans with a focus on identifying local priorities

<p>Commitment to Community Empowerment to enable further involvement of local communities including the development of Participatory Budgeting and influence in local decision making</p>	<p>UNCRC - We need to use the views of young people more to inform our views and priorities</p> <p>ELC Climate Change Strategy</p> <p>Scottish Government Community Choices Fund: Community Empowerment Scotland Act 2015</p> <p>The council will consider how it continues to meet the commitment that 1% of revenue budgets will be devoted to PB</p> <p>East Lothian Council has devolved significant budget spend (£1.85m in 2017/18) to the six Area Partnerships to make spending decisions.</p>	<p>Connected Communities</p> <p>Education</p> <p>Third Sector VCEL</p> <p>Young Scot</p> <p>Other Council departments – e.g. Amenities, Road reviewing approach to engaging with communities to agree local priorities and budgets</p>		<p>Effective participation in PB process</p> <p>Successful award of PB applications</p> <p>Annual Statement of Council Budget Allocated to PB</p>
<p>East Lothian Council will involve and empower our young people in tackling climate change locally. East Lothian Youth Council has a focus on tackling climate change and continues to progress specific projects suggested by and involving young people.</p>	<p>ELC Climate change strategy COP 26 Funding SCSP</p>	<p>Pupil Councils Eco groups Scottish Youth Parliament Area Partnerships Sustainability and active travel sub groups Connected Communities</p>	<p>Encourage cycling more. 'Bikeability' lessons rolled out across school and youth groups.</p>	<p>Number of projects delivered</p> <p>Number of young people involved in the development and delivery of initiatives</p>

<p>Develop an up-to-date and refreshed Youth Vision in partnership with young people and Third Sector partners reflecting current and emerging priorities. Develop an easy read version. Young people's voice and views to shape our future youth vision by identifying their key priorities and issues of concern.</p>	<p>Existing Youth Vision Strategy is out of date and needs to be reviewed and refreshed. Strategy needs to take cognisance of National Strategies and Policies.</p>	<p>Third Sector VCEL Education and Children's Service East Lothian Works Connected Communities Young People Area Partnerships Arts Service Libraries Service Museum Service Active Business Unit ELC Sports Hubs</p>	<p>Timeframe for completion Summer 2022</p>	<p>Process and production of refreshed Strategy to shape way forward for youth services, shaped by young people's views.</p>
<p>Support volunteering opportunities as a key way in which to build skills and networks for mutual benefit between communities and individuals.</p> <p>Improve tracking and reporting on volunteering</p> <p>Adopt and implement the new Volunteering Strategy for East Lothian.</p> <p>Celebrate Volunteering through Inspiring Volunteer Awards</p>	<p>Volunteering increased during the pandemic to support the resilience effort. 51 community taskforce volunteers, 200 deployments = 900 hours of volunteering in 3 month Feb – April period 2021 Value = living wage £8550 Processed 754 volunteers through Ready Scotland campaign</p> <p>East Lothian Partnership Volunteering Strategy 2016-21</p> <p>East Lothian Poverty Commission Report Action plan no.29</p>	<p>VCEL East Lothian Works Third Sector Arts Service Libraries Service Museum Service</p> <p>Connected Communities Area Partnerships Community Councils</p> <p>Active Business Unit</p> <p>Countryside Rangers</p>		<p>DofE Social Values Certificate</p> <p>TSI database</p> <p>Partners report data, volunteering hours and case studies to capture impact of volunteering</p> <p>Connecting Communities collection of volunteering hours through CLD Stats: online database</p>

<p>Increase the number of opportunities for youth volunteering through awards and Young Person's Guarantee</p>	<p>2017-18 Adult volunteer hours: 58,000 hours Youth volunteer hours: 61,000 hours</p> <p>2018-19 Adult volunteer hours: 64,000 hours Youth volunteer hours: 67,050 hours Econ Young Person's Guarantee (Scottish Government)</p>			
<p>Support community groups to maximise external funding to increase financial sustainability</p> <p>Year 2 Support community groups to build capacity with governance, quality assurance and accreditation schemes</p>	<p>2019/2020 VCEL have supported 50 Organisations, 427 interactions. VCEL also provided £180k of direct grant funding locally (supporting 73 local community organisations) and nominated a further 40 organisations for support through Corra Foundation.</p>	<p>VCEL including Volunteer Workforce, Training & Development Network</p> <p>Connected Communities</p> <p>Arts Service</p> <p>ELC Sports Hubs</p>		<p>Partners and groups reporting external funding data, projects and outcomes</p> <p>Community Lottery Volunteer Friendly awards – 3 year accredited award</p>
<p>Work with the newly appointed Parenting and Family Support Coordinator to support parents, carers and families be more resilient through facilitating or delivery</p>	<p>ELC Parenting and Family Support Strategy (draft)</p> <p>ELC Children and Young People's Services Plan 2020-2023</p>	<p>Connected Communities</p> <p>Children's Services</p> <p>East Lothian Works</p> <p>Health - NHS</p>	<p>Adoption of ELC Parenting and Family Support Strategy</p>	<p>Promotion of the positive impact and evaluation of courses</p>

<p>of universal community based courses and groups</p> <p>Support the work of the Coordinator to review the number of trained parenting facilitators, identify gaps and build capacity</p> <p>Support the work of Support from the Start Networks Family Support Workers, who work with families in greatest need</p> <p>Work with City of Edinburgh Council Growing Confidence staff to explore the newly refreshed programme linking to SEIC plan and MH Awards</p>	<p>Education and Children's Services Progress Report and Improvement Plan 20/21</p>	<p>Third Sector</p> <p>Support from the Start</p> <p>Education / Early Years Team</p>		
<p>Work with key partners particularly Education to increase access to family learning programmes including STEM as part of the learning offer</p> <p>Develop Prestonpans Library to focus on Children and Family Library to improve attainment and support children and family development</p>	<p>Review of Family Learning Supporting Excellence and Equity Dec 2016</p> <p>2018 National Improvement Framework and Improvement Plan for Scottish Education Family Learning Framework April 2018</p> <p>STEM Education and Training Strategy for Scotland 2017</p>	<p>Children Strategic Partnership</p> <p>Education</p> <p>CLD Team</p> <p>Libraries Service</p> <p>Museum Service</p> <p>Enjoy Leisure</p> <p>Third Sector</p>		<p>Evaluation and feedback from Family Learning groups to highlight benefit to parents/carers and children.</p>

STRATEGIC ACTION FAIR: We tackle the causes and effects of poverty in East Lothian and we reduce the gap between the richest and poorest people				
What is our unique CLD contribution to this action?	WHY Reference to local and national improvement plans Base line data and Target data	Who will be involved?	Milestones	How will we know we have made a difference?
Continue to increase uptake and access to free or supported places for children to sports, arts, youth work, play and educational opportunities where finance is a barrier, To improve promotion of bursary schemes, To develop new schemes to encourage participation in different activities. Focus on a targeted approach to children in receipt of FSM and care experienced children and young people.	2017 Number of Bursaries: 28 Number of Sports bursaries:1 Target for 2018-19 to increase bursaries by 10%	Connected Communities Active Business Unit Education Arts Service Support from the Start (0-8) Network Third Sector		Direct information and successful funding Number of successful bursaries awarded New innovative approaches introduced to reduce barriers to participation
Partnership working to address food insecurity, holiday 'hunger' and learning loss targeting families in receipt of free school meals enabling the sharing of	East Lothian Poverty Commission Report and Action Plan Issues further exacerbated by impact of COVID £30,000 of 'Holiday Hunger/ food insecurity' funding has been	Food Poverty Strategy Group 2021-2023 Draft Poverty Action Plan Education Active Business Unit Connected Communities		Evaluations and feedback from Holiday provision.

resources to support families at critical transition points	baselined in the Council's Education budget and is distributed via Connected Communities'	Third Sector VCEL – Social Justice and Poverty Forum Arts Service		
Continue to support the East Lothian Food Friendly Network and sustainable initiatives to increase access to food, cooking skills and facilitate social interaction with the aim of reducing reliance on emergency food. Develop an East Lothian Food Growing Strategy	COVID has increased local reliance on community food provisions such as food banks, Fundamental Foods, Our Community Kitchen, and new Food Pantries and Larders Significant support has been provided by statutory bodies, voluntary and community effort to provide emergency food to people during the pandemic. The Fareshare HUB was established to support local community food initiatives. It also helps to reduce food waste.	Food Poverty Strategy Group 2021-2023 Draft Poverty Action Plan Third Sector – Fundamental Foods VCEL Connected Communities Third Sector ELC - Amenities		Terms of reference of Friendly Food Network, minutes and actions.
STRATEGIC ACTION FAIR: People in East Lothian are enjoying healthier lives				
What is our unique CLD contribution to this action?	WHY Reference to local and national improvement plans Base line data and Target data	Who will be involved?	Milestones	How will we know we have made a difference?
Continue working in partnership to support our more vulnerable young people in our communities through child centred creative solutions for social change, to	What Scotland Learned 100 stories of lockdown Education Scotland 2020	Education Connected Communities VCEL Children and Young People Forum Children's Services Arts Service		Feedback and evaluation from projects from Get Connected project

<p>improve mental health and wellbeing outcomes, increase social engagement and offer positive activity choices. Develop the <i>Get Connected</i> model for children and young people experiencing social isolation.</p>		<p>Active Business Unit Third Sector e.g. Heavy Sound North Berwick Youth Project Recharge MYPAS</p>		<p>Mental Health Triage feedback Eljam – Youth Music Network</p>
<p>Increase the levels of participation in physical activity in East Lothian particularly for key target groups including the number of low income families, people with ASN, care experienced children and young people and women and girls.</p>	<p>Evidence suggests that there has been a decline in vigorous activity from 2017 to 2019, from 47% to 41% and participating in vigorous activity declines with age. There has been no significant difference in the amount of engagement with moderate exercise. East Lothian Residents Survey 2019.</p> <p>East Lothian Physical Activity Plan 2019-2023: Best Investments in Physical Activity – 7 areas</p> <p>Proportion of adults achieving the nationally recommended 150 minutes of moderate physical activity each week (Citizen’s Panel) 39% 2018-19 43%</p>	<p>Active Business Unit Arts Service Connected Communities</p>		<p>Citizen Panel update Collation of partners data East Lothian Physical Activity Plan 2019-2023</p>

<p>To improve, maintain and promote the physical and mental health and wellbeing for older people by increasing community connectedness and reducing social isolation through a number of community based initiatives.</p>	<p>Carer Friendly Communities</p> <p>Dementia Friendly East Lothian</p> <p>Intergenerational work</p> <p>Dementia Friendly activities in PSG and North Berwick 2018-19 20 participants</p> <p>VCEL – hospital discharge programme run by staff member and volunteers, through Rehab scheme funded through HSCP</p> <p>Libraries and Museums provision of space for groups to meet and reminiscence boxes through Local History/ Archives and Museums.</p>	<p>Dementia Friendly East Lothian</p> <p>Connected Communities</p> <p>VCEL – Community taskforce</p> <p>Volunteers</p> <p>VCEL - Adult health and wellbeing network</p> <p>Health & Social Care</p> <p>Ageing Well</p> <p>ELC Arts Service</p> <p>Libraries Service</p> <p>Museum Service</p> <p>Third Sector – bite and blether, OCK</p> <p>Telephone befriending developed during pandemic</p>		<p>Feedback and evaluation from partners</p>
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7. GOVERNANCE: EAST LoTHIAN PARTNERSHIP AND REPORTING STRUCTURE



The CLD (Scotland) Regulations 2013 place requirements on local authorities to have a lead role in making the best use of resources to achieve maximum positive impact for Community Learning and Development (CLD). CLD has a powerful impact on the lives of learners and communities through community empowerment, supporting them to identify and work towards positive change within their communities. In practice, CLD is delivered through partnership activity together with third sector organisations and other providers of public services as the best means of achieving positive outcomes for communities and learners.

The East Lothian Partnership updated its structure in January 2018 with the aim of actively involving more partners and community groups in its work. The structure includes:

- **East Lothian Partnership Governance Group**
- **East Lothian Partnership Forum** which brings together a wide range of partners with the aim of actively involving them in the Partnership's work
- A number of **Strategic / Delivery Groups** who play a role in delivering the outcomes in the East Lothian Plan - these include East Lothian's 6 Area Partnerships

The East Lothian Partnership Governance Group is the governing body of the wider East Lothian Partnership. The Governance Group's role is to provide strategic and collaborative leadership, driving performance and ensuring good governance to deliver the outcomes contained within the East Lothian Plan 2017-2027 (our Local Outcome Improvement Plan [East Lothian Plan 2017 27.pdf](#)).

The Governance Group also maintains an oversight of the six Locality Plans (referred to locally as 'Area Plans') and plays an enabling role in their delivery to help ensure they fulfil their purpose in terms of addressing inequality as defined in the Community Empowerment (Scotland) Act 2015.

The core membership of the Governance Group consists of the five statutory partners who have responsibility under section 13 of the Community Empowerment (Scotland) Act 2015 to facilitate community planning and take reasonable steps to ensure that the community planning partnership carries out its functions efficiently and effectively. The statutory partners are:

- East Lothian Council
- NHS Lothian
- Police Scotland
- The Scottish Fire and Rescue Service
- Scottish Enterprise

In addition to the statutory partners listed above, membership of the Governance Group includes:

- The Third Sector Interface, Volunteer Centre East Lothian (VCEL)
- Edinburgh College

An area previously identified for improvement is the need to conduct annual self – evaluations and this remains a key priority for the CLD partnership. A commitment to regular reviewing and refreshing of the plan is required to keep pace with the emerging priorities and associated outcomes. Consultation of wider engagement has been challenging due to the impact of COVID and staff capacity. Staff wellbeing has been impacted by the continual pressures and challenges of working in challenging times. The direction of travel has been influenced by Scottish Government funding and the need to respond and deliver, often at very short notice. This has further impacted on staff capacity and the space and time to reflect on delivery has been exceeded by the need to deliver and respond. The opportunity to engage and consult with a wider range of learners and communities will need to be part of year 1 and continue into year 2 and 3 of the plan.

An area of unmet need is to consider how best to encourage more young people to be involved in local community planning and other local community groups, for example community councils and management committees so that their views and voices are listened to. Engagement needs to be more creative and an alternative to attending meetings, we have not yet been able to address this. Digital shift offers more options for engagement and the community council elections due to be held in October 2021 provide an opportunity to encourage a more diverse, representative voice to participate in local democracy. The Youth Strategy will also address this aim to engage more young people in community planning decision-making processes.

9. EQUIPPING OUR WORKFORCE TO DELIVER OUR PRIORITIES

Mandatory training continues to be a requirement for our staff at all levels and volunteers, equipping them with the knowledge and skills to enable them to best support the children, young people and communities that they support i.e. child protection, domestic abuse awareness and PREVENT.

In addition, the focus over the coming three years will be to embed practice with a renewed focus on health and wellbeing:

1. Trauma Informed Practice

We will ensure our staff are trained to enable them to deliver trauma informed services by following the NHS NES trauma informed practice model. This means that:

- People affected by trauma, their families and supporters are aware of what services they can receive at different points in their recovery journey.
- Workers will have the knowledge and skills required to successfully deliver quality, evidence-based trauma informed or trauma specific services to people affected by traumatic events (depending on their role).
- Staff will have the necessary knowledge and skills to meet the needs of people affected by trauma, their families, carers and supporters.

2. Mental Health

We will develop a workforce training offer to support adult, children and young people's mental health and wellbeing using multi-agency training approaches. This will ensure:

- Improved consistency of workforce development.
- A shared understanding of mental health and wellbeing and a common language across the county.
- A tiered approach to mental health training.
- All staff have access to appropriate knowledge, understanding and skills relevant to their role.
- The CYP workforce is more competent and confident in supporting CYP's mental health and wellbeing.

3. Digital Access and Skills

A recent report from Audit Scotland (Digital Progress in Local Government) has highlighted that insufficient staff capacity and digital skills are the most significant barriers to progress. The report states that "councils do not have enough staff with the required digital skills to implement their digital plans successfully" The report recommends the councils need to carry out digital skills surveys to understand what skills staff have and where the gaps are, including the wider workforce: essential digital skills and awareness in online and remote working.

The Connected Communities staff (CDOs and Team Managers) have had access to devices and iPhones to ensure they are connected remotely throughout the pandemic. Staff have had to become familiar with hosting and chairing online meetings. ery recently ELC has moved to MS Teams and are introducing a scheme to identify department MS Teams Champions to increase staff confidence to use this alternative platform as part of a wider move and roll out to Microsoft 365.

In partnership with SCVO, as part of Digital Leaders training, will identify up to 15 Digital Champions and up to 15 Digital Motivators across the East Lothian Council in September / October 2021.

A pilot scheme is being devised to identify which ELC departments are interested in having their own Digital Champions. This is at the very early stages of development and the following departments have been approached housing, customer services, facilities management, roads, transport and waste. Housing and Customer Services, some members of staff have already participated in Digital Champion training to support their clients.

A variety of training courses, webinars etc. have been made available through a number of organisations, such as Education Scotland, staff are encouraged to upskill to ensure they are better able and more confident to deliver groups, courses and meetings. Staff are encouraged to participate in Digital focus groups through Education Scotland to help shape future workforce development provision.

4. Student placements

Staff will be encouraged to continue to provide student placements over the coming 3 years. Two Edinburgh University 4th CLD students were offered a placement during the 2020 pandemic and whilst challenging, it enabled the students to meet their learning outcomes as part of a virtual placement. Strong working relationships have developed with Edinburgh University and staff are regularly involved with other activities for example student recruitment, presentations and consultation with the new degree programme.

The Arts Service has offered placements for CLD Students from Edinburgh University, Cultural Management placements from Queen Margaret University and Creative Industries placements from Edinburgh College. In addition the Arts Services offers placements to each of the six secondary schools.

Our Third Sector partners also offer CLD placements, the Connected Communities team will consider offering external supervision if there is staff capacity to do so.

East Lothian Works focus is on delivering the Young Person's Guarantee and Kickstart programmes in East Lothian.

The Connected Communities focus has been on developing career pathways and strong links with Edinburgh University, we have recruited some of our students as part time youth workers and others have been successfully recruited to full time positions.

5. CLD Standards Council

The service has a commitment to recruit qualified staff holding recognised CLD qualifications at Community Development Officer. While CLD practitioners choose to become members of the CLD Standards Council, registered membership is encouraged with the CLD Standards Council to benefit from membership scheme. During Sept 19-Aug 20 there were 3 Associate members of CLDSC and 16 full members in the local authority. This increased in Jun 21 to 3 Associate members and 18 members. For the third sector during Sept 19-Jun 21 there was only 1 Associate and 1 member. Promotion of the CLD Standards Council membership highlighting the benefits of the membership scheme will continue.

Staff are encouraged to deliver and participate in the workforce development sessions and opportunities afforded by links to the South East & Central CLD Workforce Development Consortium, the CLD CPD Regional Networks, CLD Standards Council and Education Scotland.

Improve knowledge, skills and confidence of staff and volunteers to deliver high quality CLD services to meet identified and emerging priorities				
What are our Workforce Development outcomes?	Why Reference to local and national data	Who?		How we will know if we have achieved our workforce development priorities?
<p>Standards Council CPD requirements, promote CLDSC membership and record number of staff who are members of CLD Standards Council</p> <p>Conduct training needs audit to identify workforce development upskilling required as part of PRD include SCVO template</p> <p>Improve knowledge, skills and confidence of staff... Digital Access and skills, Trauma Informed and Mental Health as identified above.</p> <p>Digital Champion programme run by SCVO provides a framework for councils to follow to assess their digital skills, the gaps and address these through the digital champion programme. DSEG leading on digital inclusion and strategy. Digital motivators and champions identified through the council for training. Start of process. MS Teams roll out with 365 coming next.</p>	<p>ELC Workforce Plan Implementation Plan</p> <p><u>Working With Scotland's Communities 2018</u></p>	<p>Connected Communities</p> <p>VCEL – Volunteer Workforce, training and development</p> <p>Education/ East Lothian Works</p> <p>Third Sector</p> <p>ELTRP</p> <p>ELC – Corporate Policy & Improvement</p>		<p>Training audit completed</p> <p>Programme of training offered based on needs and mandatory priorities</p> <p>Uptake of external training offers</p> <p>South East & Central Consortium workforce development learning offer</p> <p>Record the number of staff reported to have completed training</p> <p>Evaluations will report impact on staff confidence and understanding of impact on practice</p> <p>Record the number of student placements and role with placement providers</p> <p>Record the number of staff delivering and participating in workforce development sessions.</p>

<p>Continue to improve communication between CLD partners locally, regionally and nationally to promote and share workforce development opportunities and information</p> <p>Deliver a range of affordable and accessible learning opportunities to address identified training needs:</p> <p>Community Training Calendar blended learning offer meeting the needs of staff, volunteers and community groups.</p> <p>Free information, events and training relevant to third sector</p> <p>Training for third sector workforce</p> <p>Third Sector Peer support and Forums/networks</p> <p>Increase use of online learning, for example learnpro and OU modules. Review and relaunch of the 'Understanding Poverty' E-learning module targeted at all staff and available to community groups</p>	<p>South East & Central CLD Workforce Consortium CLD Standards Council CLD Mangers Scotland Education Scotland CLD CPD Regional Networks</p> <p>Develop relevant poverty awareness and sensitivity training for all those working in service design and delivery and those involved in making funding decisions at local community level.</p>			
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APPENDICES

APPENDIX 1

NATIONAL POLICY CONTEXT FOR COMMUNITY LEARNING & DEVELOPMENT

A Blueprint for 2020: the expansion of early learning and childcare Quality Action Plan 2017 Scottish Government

A Culture Strategy for Scotland 2020 Scottish Government

A Scotland where everybody thrives: Public Health Scotland's Strategic Plan 2020-2023

Achieving Excellence and Equity 2021 National Improvement Framework and Improvement Plan, Scottish Government

Adult Learning Strategy for Scotland 2021 – 26 (draft) Scottish Government

Adult Literacies in Scotland 2020: Strategic Guidance Scottish Government

CLD Strategic Guidance for Community Planning Partnerships, 2012, Scottish Government

Community Empowerment Act, 2015, Scottish Parliament

Community learning and development plans: guidance – 2021 to 2024

Developing the young workforce: Scotland's youth employment strategy 2014, Scottish Government

Draft How Good is the Learning and Development in our Community 4? Education Scotland

Every Child, Every Chance: the tackling child poverty delivery plan 2018-2022

Family learning framework advice for practitioners 2018 Education Scotland

Full Analysis Working with Scotland's Communities 2018 Rocket Science, Education Scotland & CLD Standards Council Scotland

Getting it Right for Every Child (GIRFEC), Scottish Government

Lockdown Lowdown, Youthlink Scotland 2020-2021

[National Standards for Community Engagement | SCDC - We believe communities matter](#)

No One Left Behind: Next Steps for Employability Support Delivery Plan, 2020 Scottish Government

Our ambition for improving the life chances of young people National Youth Work Strategy, 2014-2019, Youthlink Scotland, Education Scotland and Scottish Government

Play Strategy for Scotland: Our Vision 2013 Scottish Government

Scotland's Creative Learning Plan 2013 Creative Scotland

Scotland's Curriculum for Excellence: putting learners at the heart of education 2019, Scottish Government

Scotland's National Performance Framework, 2018, Scottish Government

Scotland's Wellbeing: The Impact of COVID-19, 2020 COSLA and Scottish Government

STEM education and training strategy for Scotland 2017 Scottish Government

Tackling child poverty: second year progress report (2019-2020)

The Competence Practitioner Framework using the CLD competences to reflect, develop and progress 2018 CLD Standards Council Scotland

The Requirements for CLD (Scotland) Regulations, 2013, Scottish Government

United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill 2021

Welcoming Our Learners: Scotland's ESOL strategy 2015-2020 Education Scotland and Scottish Government

What Scotland Learned 100 stories of lockdown Education Scotland

Youth Without Limits 2021-2026 new DofE Strategy

APPENDIX 2

LOCAL POLICY CONTEXT FOR COMMUNITY LEARNING & DEVELOPMENT

Area Partnership Area Plans 2018-2022

Challenging Perceptions Overcoming Poverty, East Lothian Poverty Commission 2017

Child Poverty: Taking Action in East Lothian Child Poverty Action Report 2019 East Lothian Council and NHS

DRAFT 2021-2023 East Lothian Poverty Plan

East Lothian Council Corporate Parenting Plan 2017-2020

East Lothian Council's Climate Change Strategy 2020–2025

East Lothian Council Digital Strategy 2015-2017 (under review)

East Lothian Council Duke of Edinburgh Award's Action Plan 2020-2021

East Lothian Council Equality Plan 2017-2021

East Lothian Council Play policy 2017-2020

East Lothian Council workforce plan 2018-2022 revised 2019

East Lothian Economic Development Strategy 2012-2022 (refreshed 2018)

East Lothian Health and Social Care Partnership Strategic Plan 2019-2022

East Lothian Integration Joint Board Workforce Development Plan East Lothian Health & Social Care Partnership

East Lothian Partnership Children and Young People Services plan 2020-2023

East Lothian Partnership CLD plan 2018-2021

East Lothian Partnership Developing East Lothian's Young Workforce Plan

East Lothian Partnership East Lothian Plan 2017-2027

East Lothian Partnership East Lothian Strategic Assessment Our Analysis of East Lothian by Numbers June 2017

East Lothian Partnership Volunteering Strategy 2016-2021

East Lothian Physical Activity Plan 2019-2023: Best Investments in Physical Activity – 7 areas

Education and Children's Services Progress Report and Improvement Plan 2020/21

ELC Parenting and Family Support Strategy (draft)

Inspection of Community Learning and Development in East Lothian Council 2018 Education Scotland

Local Development Plan (LDP) 2018

Local Police Plan 2017 - 20 Our commitment to the safety and wellbeing of the people and communities of East Lothian Police Scotland

NHS Lothian health promotion service strategic framework 2018-2023

The East Lothian Council plan 2017-2022

Volunteer Centre East Lothian Scottish Government Annual Return 01/04/2020-31/03/2021

Volunteer Centre East Lothian Summit Report 2021

Workforce Plan – Implementation Plan 2018

[National Standards for Community Engagement | SCDC - We believe communities matter](#)

APPENDIX 3

EAST LOTHIAN 2019-2020

KPi1 Number of adults engaged in CLD activity 4245

KPi2 Number of adults receiving completed nationally recognised awards through CLD activity 145

KPi3 Number of adults gaining wider achievement awards, local awards and those not nationally recognised through CLD activity (e.g. Health Issues in the Community and Keystone Awards) 46

KPi4 Number of adults engaged in Family Learning through CLD activity 612

KPi5 Number of children/ young people engaged in Family Learning through CLD activity 1530

KPi6a Number of children engaged in CLD activity 1323

KPi6b Number of young people engaged in CLD activity 1403

KPi7a Number of children receiving completed nationally recognised awards through CLD activity 25

KPi7b Number of young people receiving completed nationally recognised awards through CLD activity 866

KPi7c Number of young people receiving sectional certificates towards the above awards 0

KPi8 Number of young people gaining wider achievement awards, local awards and those not nationally recognised, through CLD activity 0

KPi9 Number of adults with improved mental health and wellbeing outcomes through CLD activity 326

KPi10 Number of children/young people with improved mental health and wellbeing outcomes through CLD activity 452

KPi11 Number of community groups receiving capacity building support through CLD activity 110

KPi12 Number of adults and young people taking part in influence and engagement activity through CLD – (including community planning / participatory budgeting / local and national consultations / co-production and influencing service design) 217

KPi13 Number of adults and young people reached and engaged with through one off promotional events / drop-ins / community events / engagements / etc 277