CLD PARTNERSHIP PLAN

2025 – 2027

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# **INTRODUCTION**

I am delighted to be able to present this latest Community Learning and Development (CLD) Plan 2025-2027 which supports the priorities set out in the ELP East Lothian Plan 2017 - 2027.

This CLD plan is produced alongside our Community Learning and Development Partnership and its members on behalf of the East Lothian Partnership. It is a tribute to and product of the many individuals and community groups and partner organisations who give their time to work in partnership for a better East Lothian. The CLD partnerships overarching aim is “Improving learning and development opportunities in our communities”. The CLD Partnership will provide leadership to CLD in East Lothian and foster strong and purposeful cooperation across a range of partners involved in the delivery of learning opportunities across East Lothian. It will also provide guidance and support to ensure the effective delivery of the CLD Partnership Plan. It will act on behalf of the East Lothian Partnership Governance Group and will provide direction and celebrate the engagement and impact on our learners.

The CLD Partnership is on a journey of renewal, following a refresh of our partnership and its membership. We have enhanced our structures over the temporary period of our previous one-year CLD plan, focusing on strengthening our governance structures at the East Lothian Partnership. Which has in turn strengthened the strategic leadership and governance of CLD in East Lothian. Whilst our CLD partnership is growing, there is recognition from our members, and indeed from East Lothian Council as the co-ordinating partner, of areas within our existing structures and plan where we still need to develop and improve. These matters are ongoing and indeed the plan will continue to evolve and develop, as our partnership does the same. It is important to note that some of the key changes to this plan may come from our draft Local Outcome Improvement Plan, which is currently in development.

Community learning and development has a crucial role to play in building a learning culture and promoting dialogue between communities, groups, individuals and service providers – bringing local people, individuals and groups, to the heart of what’s right for their communities. In turn, this supports the growth opportunities now being seen in East Lothian. This will enable services and partners to deliver what is most needed now, and in the future, in partnership with local communities.

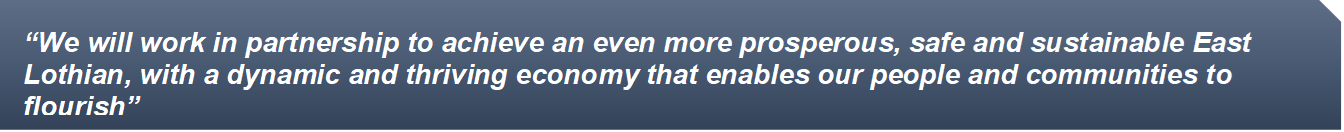
As Executive Director and Chair of the CLD partnership, I welcome this opportunity to continue to build on our strong ethos of partnership working creating stronger, more resilient, influential and inclusive communities.

**Lesley Brown**

**East Lothian Council, Executive Director and Chair of CLD partnership**

# **EAST LOTHIAN PLAN**

The East Lothian Plan 2017-2027 highlights that the East Lothian Partnership is working together on many initiatives focusing on making East Lothian increasingly prosperous, community minded and fair. The East Lothian Plan 2017 – 2027 carries the undernoted Statement of Intent:



The local outcomes to be delivered through effective community learning and development partnership working are:

**Fair**

Outcome 3.1

We tackle the causes and effects of poverty in East Lothian and we reduce the gap between the richest and poorest people

Outcome 3.2

People in East Lothian are enjoying healthier lives

**Community-minded**

Outcome 2.1

East Lothian has strong resilient communities where people respect and support each other

Outcome 2.2

East Lothian people can live affordably and contribute to a thriving community life in a high-quality environment

**Prosperous**

Outcome 1.1

East Lothian people are working, are free from in-work poverty and are able to develop and improve their work skills

Outcome 1.3

People and businesses in East Lothian have better access to digital infrastructure and the digital skills they need

The East Lothian Council Plan has been reprioritised to focus on:

* Ensure the financial sustainability of the Council through the delivery of approved savings and transforming the way we deliver services.
* Target resources on statutory services and focus on the highest risks and those most in need.
* Deliver key infrastructure, economic development and environmentally sustainable projects within available Council resources and maximising external funding.

# **CLD GOVERNANCE IN EAST LOTHIAN**



The Requirements for 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.

In East Lothian, the East Lothian community planning structure, overseen by the East Lothian Partnership Governance Group, includes the CLD Partnership, which has a membership comprised of key community planning partners and a range of ELC Services. The CLD Partnership reports progress and impact to the East Lothian Partnership Governance group (see the structure chart). The terms of reference and membership of the CLD partnership is attached as Appendix 1.

# **COMMUNITY LEARNING AND DEVELOPMENT – The NATIONAL and LOCAL FOCUS**

Community Learning and Development activity has a strong focus on early intervention, prevention and tackling inequalities which is compatible with achieving the outcomes within the East Lothian Partnership East Lothian Plan 2017-27. Community Learning and Development is lifelong and life wide.

Community Learning and Development is widely understood to include:

* community development (building the capacity of communities to meet their own needs, engaging with and influencing decision makers)
* youth work, family learning and other early intervention work with children, young people and families
* community-based adult learning, including adult literacies and English for Speakers of Other Languages (ESOL)
* community-based learning for vulnerable and disadvantaged groups in the community, for example, people with disabilities, care leavers or offenders
* volunteer development
* supporting community groups to lead and manage community activities and assets
* learning support and guidance in the community

In developing this CLD plan 2025-2027, the CLD Partnership has also considered the recommendations in the Education Scotland CLD Progress Visit 2024 and Follow up CLD Progress Visit 2025, the Community learning and development: guidance for 2024 to 2027 and the Requirements for CLD (Scotland) Regulations 2013. This two-year plan builds on the successes of the one-year CLD partnership plan 2024-2025. Please see Appendix 2 for the Year One Report.

The main recommendations are listed below:

* Regulation 4 of the Requirements for CLD (Scotland) Regulations 2013 requires each local authority to consult on and publish plans every three years containing specified information on the provision of CLD by both the local authority and its partners.
* Take account of the impact of the Independent Review of CLD.
* Create a shared CLD plan that sets out clear and coherent priorities for the delivery of CLD services across the education authority area. The plan should be developed in partnership with community planning partners from schools, colleges, third sector organisations and other partners across the local authority area.
* CLD plans should be developed in partnership with learners and communities. The needs of learners and communities should clearly inform priorities and there should be evidence of effective community engagement which is enabling learners and groups of all ages to have ownership of CLD priorities in the area.

# **COMMUNITY LEARNING AND DEVELOPMENT – The NATIONAL and LOCAL FOCUS (Cont.)**

* Clear, robust governance arrangements, evident within the existing governance structures of the local authority of CLD service delivery, should be created for annual monitoring and reporting.
* The education authority should ensure that CLD workforce planning is an integral part of the CLD plan and that the plan identifies the actions to be taken to support and develop the CLD workforce.

More recently the Education Scotland CLD Progress Visit 2024 and Follow up CLD Progress Visit 2025 identified the following areas for improvement:

* Strengthen the leadership and governance of CLD in line with legislative requirements
* The CLD partnership needs to improve identifying shared priorities with years 2 and 3 of the CLD plan more fully reflecting the work of all partners.
* Improve monitoring and reporting on CLD with the CLD partnership further developing their approach to joint self-evaluation.
* The CLD partnership need to create a shared model of data collection to help influence and improve decision making.
* With learners and community members becoming active partners in decision making by influencing the priorities in year 2 and 3 of the CLD plan.

There are several areas for improvement highlighted above that are a focus for the CLD partnership during the next two years and which are incorporated within the new Community Learning and Development Partnership Plan 2025-2027. The CLD partnership plan continues to be a livingdocument which will require to be monitored and evaluated annually to assist the CLD partnership with its improvement journey.

# **UNMET NEED**

Resilient communities through lifelong learning. CLD is a distinct practice with learning at its core. To support empowered learners and communities the education authority must provide leadership and direction at all levels and across the breadth of our services. The council is committed to community empowerment as a key principle of its vision. The council’s Connected Communities Service has a lead role in delivering the council’s community empowerment objectives, encompassing the Community Learning and Development services, support for local area partnerships, community councils and grant funding for community organisations. The council’s commitment to community engagement and empowerment is demonstrated through its service structures and delegated funding. The new Participation and Engagement Strategy will deepen dialogue with citizens in relation to the decisions that affect their lives.

In common with other areas in Scotland, in East Lothian, resources for CLD have been reducing whilst the population has been increasing significantly. Many of these challenges will continue over the next two years with national funding for local authorities likely to decrease further despite the recommendations made in the Independent Review of Community Learning and Development (Learning: For All. For Life 2024). <https://www.gov.scot/publications/learning-life-report-independent-review-community-learning-development-cld/documents/>

The East Lothian CLD partners are at an early stage of development, some of the partners are new to community learning and development and are committed to making the joins and connections. Strengthening the partnership is a priority moving forward.

The other areas, East Lothian CLD partners have identified, where needs may not be met over the course of the CLD partnership include:

1. East Lothian’s population is increasing rapidly, it is the second fastest growing local authority in Scotland. There are no increasing resources to match the growth. Infrastructure is not able to keep pace with the growth in communities and creation of new communities. Pressure and demands are increased on already stretched services, both for local authority and third sector. As highlighted in the Strategic Needs Assessment 2024 population growth is projected at a rate of approximately 1,000 per year for the next 20 years this is at both ends of the age range (young and old). Both groups are vulnerable to poverty. The lack of affordable housing is also highlighted as is accessible and adaptable housing for the ageing population.

Increased demand of services results in not being able to cover all the identified needs and demands within our communities. A growing population will increase statutory costs, particularly our older care services. Because of the number of people moving into the county we do not know yet the needs of our growing population. The demand on statutory services is highlighted in the Scottish Government’s Public Sector Reform and the new IJB Strategy 2025-2030 where there is a priority around transformation of services including “shifting the balance of care from hospital to community settings”. This will require the need for greater partnership working to deliver new and innovative services with the 3rd sector which will impact on CLD partners.

# **UNMET NEED (Cont.)**

The reduction in financial grants, reduction in staffing and increasing operational costs within the CLD sector impacts on the capacity of all departments and organisations to provide services. Financial pressures are having a direct impact on policy direction within the local authority with a move to generate savings through for example asset reviews and place making projects. Whilst these may create a pressure, they can also present an opportunity to empower and enable communities and partner organisations to realise their aspirations. Local authority services are facing increasing financial pressures with some uncertainty on what the impact of this will be over the lifetime of this plan. Our workforce, in common with other local authority areas, and their development is impacted, with decreasing budgets around the professional learning offer has reduced as is our ability to pay our sessional staff to undertake training.

The Strategic Needs Assessment 2024 highlights that Climate change is a bigger issue than previously noted. Climate change will impact vulnerable and low-income communities the hardest. It is likely that the next decade will require radical lifestyle changes for everyone. Due to other larger competing priorities, there are matters which will take us longer to fully address, which lies out with the scope of the lifetime of this plan, despite the commitment from partnership members.

Social isolation and mental health needs are critical challenges for all age groups. Prolonged hardship has had a significant impact on people’s mental health and resilience. We are seeing a rise in complex cases, with a wider range of support needed. This results in longer time working with an individual or household on already stretched services. Our services need to continue to adapt to meet these increasing needs using a person centred and trauma informed approach. These issues feature in the development of the new Local Outcome Improvement Plan 2026-2036 in seeking community solutions to wellbeing, connection and waiting well. The IJB Strategic plan 2025-2030 also seeks to support the shift of mental health provision from acute to community setting and use digital technology to enhance and transform services.

Early intervention and prevention work may stop bigger challenges emerging, such an approach is being undertaken with the Belonging to East Lothian initiative where the East Lothian partnership will continue to use its resources as effectively as possible to support our children, young people and their families remain well supported within their communities. This is at its early stages of development and development work is planned over the next two years.

1. Poverty in East Lothian is not new, and through the East Lothian Partnership Poverty Plan 2024-2028, the Local Outcome Improvement Plan 2026-2036 (currently under development) and the CLD partnership plan we will work in partnership towards a shared vision where everyone in East Lothian deserves to live a life free from poverty. Poverty is about more than simply the lack of money. It is forced upon people through complex circumstances. Poverty has a significant, negative impact on people’s wellbeing, confidence and sense of worth. Poverty is never a choice. It is a human rights issue. People have a right to an adequate standard of living, to feel included and able to participate in their community. Poverty is everybody’s business and that`s because the actions to tackle poverty are part of every service plan. We aim to improve working effectively as a partnership, we will strive to build on our existing strong partnership in East Lothian. We aim to share resources and knowledge more effectively, improving our use of shared data to identify tailored solutions, and will work towards a collective vision for East Lothian.
2. These are all priority areas, but the East Lothian CLD partners also recognise the extent of the issues and the discrepancy between the issue and what collectively we can address together.

# **WORKFORCE DEVELOPMENT**

It is important that CLD practitioners and volunteers across East Lothian can access high quality, relevant training and development opportunities to deliver the highest quality services in line with professional registration requirements. How the workforce feels when they are at work is key to the successful delivery of high-quality outcomes for our citizens and communities. Staff wellbeing continues to be identified as a focus for East Lothian Council and NHS Lothian. Both organisations invest in significant employee wellbeing programmes with a particular focus on staff mental health. The risk is also acknowledged by both the Council and Health and Social Care Partnership of an ageing workforce and the steps needing to be taken to address future succession planning. East Lothian Council has embarked on a Transformation Programme which includes new ways of working including the use of digital technologies and partnership arrangements, provision on online services and a programme of service redesign to be more efficient and effective with fewer resources. Health and Social Care Partnership have a similar aim by making the best use of digital technologies in the design and delivery of services. As resources reduce and the opportunities offered by new technology increase, their Workforce Strategy will reflect the impact of these changes on both the delivery of care and the development of the workforce.

CLD Partners continue to be committed to encouraging and nurturing a learning culture and this will in part be achieved with the support of the Southeast & Central CLD Workforce Development Consortium and other local and national partners. For example, the Southeast & Central Consortium held a Practice Sharing Event for CLD practitioners in May 2025 covering 9 local authority areas and East Lothian’s Connected Communities service continues to offer a more limited annual community training calendar open to staff and volunteer from the local authority and 3rd sector partner organisations. This offer has significantly reduced over the years due largely to shrinking budgets and staff capacity.

Volunteer Centre East Lothian (TSI) have a role in workforce planning and establishing an effective and robust voice for the third sector. They undertook a training analysis in 2024 to provide insight into the status, challenges, and future outlook of voluntary and community organisations operating in the county. They continue to support and build the capacity of third sector organisations covering aspects such as staffing, volunteer engagement, financial sustainability and service demand. VCEL continues to signpost to training opportunities at a local and national level.

East Lothian Works delivered ALN Volunteer Tutor Training in 2024 for new volunteers and wider staff who were interested in improving their literacies knowledge. In 2025, Multiply funding enabled the delivery of the Tutoring Adult Numeracy in Literacies qualification in partnership with neighbouring local authorities and upskilling for both new and experienced ALN tutors practising in East Lothian.

# **WORKFORCE DEVELOPMENT (Cont.)**

East Lothian Works has provided training on Autism, Dyslexia Awareness and Trans Awareness to both Employability Key Workers and ALN Tutors based on identified need. The 6 South East Regional Local Authorities worked in partnership to hold a Key Worker event in 2024 providing peer support and sharing best practice. A second event is being held in October 2025.

Recent survey carried out in 2025 of the CLD workforce highlighted priority themes for staff. In descending order these are: First Aid, Safeguarding and Child Protection, Digital Practice Microsoft 365, Challenging Behaviour, Trauma informed Practice, Risk Assessments and Elementary food hygiene. The preference is for in person professional learning, followed by online. Feedback from key CLD partners highlighted development opportunities in relation the CLD regulations, CLD Planning guidance and the How good is our community learning and development (HGIOCLD) self-evaluation framework.

Feedback from staff on the CLD Standards Council for Scotland competent practitioner framework highlighted the areas of the highest importance are to develop and support collaborative working, evaluate and inform practice and know and understand the community in which we work.

A snapshot of CLDSC membership (Connected Community Service) in 2025 shows there are 13 full members and 3 associates. A further 10 staff have expressed an interest in future membership with a further 10 interested in finding out more.

This information will form the basis of future professional learning offers for staff and volunteers through the Connected Community Service and offered out to the wider CLD partnership.

# **CLD PRIORITIES 2025-2027**

When delivering the CLD Plan the focus will be on the strategic objectives set out in the Government's National Performance Framework for public services, which align with the East Lothian Plan outcomes and the new Council Plan priorities:

1. Improved life chances for people of all ages, through learning, personal development, and active citizenship.

2. Stronger, more resilient, supportive, influential, and inclusive communities.

## **Strategic development of the CLD Partnership**

| **Actions** | **Why** | **Who is leading** | **Target Date** | **Resources** | **Measurable Outcomes** |
| --- | --- | --- | --- | --- | --- |
| Strengthen leadership and governance arrangements for CLD in East Lothian. | * Strengthen CLD practice * Community Learning and Development Further Inspection following Progress Visit Education Scotland July 2025 * Learning: For All. For Life. A report from the Independent Review of Community Learning and Development (CLD) 2024 * The Requirements for Community Learning and Development (Scotland) Regulations 2013: Guidance for Local Authorities | Executive Director | 31/8/26 |  | * Host 4 CLD partnership meetings per year * Report into ELP Governance Group 4 times per year |
| Strengthen links between the East Lothian Partnership (ELP), the CLD partnership (CLDP) and local area partnerships (AP) | * Community Learning and Development Further Inspection following Progress Visit Education Scotland July 2025 | Executive Director | 31/8/26 | * Connected Communities Team * Partnership Governance Group | Improve shared planning, reporting and evaluation across the distinct aspects of our community planning partnership (ELP/CLDP/AP). |
| Engage CLD partners in the development of key actions in relation to year 3 of the CLD plan, to ensure we create a shared CLD plan that sets out clear and coherent priorities for the delivery of CLD services across the education authority area. | * Community Learning and Development Further Inspection following Progress Visit Education Scotland July 2025 * ­­­The Community learning and development: guidance for 2024 to 2027 * The Requirements for Community Learning and Development (Scotland) Regulations 2013: Guidance for Local Authorities | Connected Communities | 31/8/26 |  | * Host a professional dialogue session by Education Scotland colleagues with all CLD partnership members. * Undertake a follow up Self-Assessment survey of partnership members. * Through regular support meetings, work with members (either individually or collectively) to develop shared priorities. * Establish a calendar of commitments for the CLD partnership detailing our planning, reporting and evaluation mechanisms |
| Review our collective data capture methods to seek a shared model of data collection for the partnership and this plan to improve decision making. | * Community Learning and Development Further Inspection following Progress Visit Education Scotland July 2025 | CLD partnership | 31/8/26 |  | * Agreed data collection, reporting mechanisms and measurable targets for partnership plan. * In conversation with ES colleagues to host a Data session for partnership members or key support staff. * Work towards creating a collective plan which provides 3-year trend reporting. |
| Undertake an Equalities Impact Assessment and Children’s Right Impact Assessment of the CLD plan. | * An integrated impact assessment (IIA) is needed to ensure decisions consider potential positive and negative impacts on people, the environment, and the economy, helping meet legal requirements such as the Equality Act 2010 and improving the quality and fit-for-purpose nature of policies and strategies before they are implemented.   Plans also need a Children's Right and Wellbeing Impact Assessment (CRWIA) in East Lothian because the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act legally requires public bodies to take children's rights into account in policies, laws, and decisions. | CLD partnership | 31/8/26 |  | * Completion of the plan and the assessment. * Completed impact assessments and actions as required. |

## **Theme 1: Prosperous Outcome 1.1. East Lothian people are working, are free from in-work poverty and are able to develop and improve their work skills.**

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| **Actions** | **Why** | **Who is leading** | **Target Date** | **Resources** | **Measurable Outcome** |
| School Leaver Destinations (SLDR): reports on the post school destinations of school leavers. The report captures the initial destination post-school, and the follow up/sustained destination 6 months after.  The destinations recorded include higher education, further education, employment, training and personal skills development. | This is one of the KPIs for ELW, the Local Employability Partnership (LEP) and part of the Education Service Plan. Also forms part of the statutory requirements for SDS and the Local Authority | Skills Development Scotland (SDS)/ East Lothian Works (ELW) | 31/6/26 | * ELW, SDS and a range of community-based partners, including Connected Communities | 2023-24 initial leaver cohort was 94.5%. The follow up (August 25) was 95.2% (national average was 93.1%)  7/32 local authorities  Snapshot for SLDR 24-25 - 7th Oct and formally reported beginning of Nov |
| Annual Participation Measure (APM): reports on the education and employment activity of  16–19-year-olds in Scotland. It is a National Performance Indicator reporting on the % of 16-19 years olds participating in education, training or employment. | This is one of the KPIs for ELW, the Local Employability Partnership (LEP) and part of the Education Service Plan. Also forms part of the statutory requirements for SDS and the Local Authority | SDS/ELW | 31/8/26 | * ELW, SDS and a range of community-based partners including Connected Communities | 2024 – 94.6% (national average 92.7%)  2025 – 94.8% (national average 93.3%) |
| SLAED Indicator: Number of people participating in EL Works operated or funded employability programmes. | This is one of the KPIs for ELW and part of our Service Plan. Also forms part of the statutory requirements for the Local Authority. | ELW | 31/8/26 | * ELW and external partners. | 24/25 – 996 people participated which is a 19/1% increase compared to 23/24  \*Financial year target |
| SLAED Indicator: Percentage of people involved in Council operated employability programmes progressed into employment.  *\*For 25/26 this action will change to include all positive outcomes (not just employment).* | This is one of the KPIs for ELW and part of our Service Plan. Also forms part of the statutory requirements for the Local Authority. | ELW | 31/8/26 | * ELW and external partners. | 24/25 – 19%.  189 people supported into work which is a 13% increase from 23/24  \*Financial year target |
| ALN: Increase the number of learners participating in ALN  Increase the number of learners achieving qualifications  Number of learners progressing to further formal learning | This links to the Adult Learning Strategy for Scotland (2022-27) | ELW | 31/8/26 | * Staffing resource | 24/25 achieved 70  Target 25/26 is 75  24/25 achieved 3 (4 qualifications  Target 25/26 is 8  24/25 achieved: 8  Target 25/26 is 10  \*Based on academic year |
| ESOL: Number of learners achieving an SQA qualification Nat 2-5.  Number of learners completing the year  Number of learners progressing to the next level of qualification | This links to the Adult Learning Strategy for Scotland (2022-27), also links to the New Scots Refugee Integration Strategy 2024 | ELW | 31/8/26 | * Staffing resource | 24/25 achieved 30  Target 25/26 is 28  24/25 achieved 45 (73%)  Target 25/26 is 42  24/25 achieved 11  Target 25/26 is 22  \*Based on academic year |
| Skills for Work: Number of SQA qualifications achieved at Level 4 and 5  Number of learners progressing into work or further education | This links to the Adult Learning Strategy for Scotland (2022-27) | ELW/Edinburgh College | 31/8/26 | * Edinburgh College to provide data * Edinburgh College team | 24/25 achieved 70 (by 45 learners)  Target 25/26 is 60  24/25 achieved 20  Target 25/26 is 16  \*Based on academic year |
| VCEL will deliver targeted outreach to schools, youth groups, and employability programmes to promote volunteering as a development pathway, using Signal’s Life Map tool for personal skills tracking. | Gap in accessible, supported volunteering pathways for young people and those furthest from the labour market across East Lothian. VCEL data and feedback from the Volunteer Centre East Lothian (VCEL) quarterly monitoring reports.  Current VCEL engagement: 450 active volunteers, but only 8% are under 25 | VCEL/ELW | 2025 -2027 | * VCEL staffing resource. * Will work with ELW on data sharing and impact. | Increase under-25 volunteer registrations by 25% by March 2026  VCEL CRM data and Signal Life Map records of new under-25 volunteers.  Quarterly reports to the CLD Partnership Group and VCEL Board. |

## **Theme 2: Community minded 2.1 East Lothian has strong resilient communities where people respect and support each other**

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| **Actions** | **Why** | **Who is leading** | **Target Date** | **Resources** | **Measurable Outcome** |
| Sustain the number of completed DofE awards | National CLD outcome 1: CLD participants have increased skills and knowledge  KPI 4b Number of young people receiving completed nationally recognised awards through CLD activity | Connected Communities  Education  Venturing Out  Volunteer DofE leaders | 31/8/26 | * D of E staff | Baseline figure 160  Target for 25/26 is 160  East Lothian continues to support 160 young people annually in completing Duke of Edinburgh Awards, demonstrating sustained commitment to youth development and personal achievement, contributing to improved confidence, volunteering, employability, and community engagement. |
| Increase youth work opportunities for children and young people that enable volunteering and achievement through youth awards (except DofE) | National CLD Outcome 1: CLD participants have increased skills and knowledge  KPI 4: Number of children and young people receiving nationally recognised awards through CLD activity. | Connected Communities  Arts Service  Active Schools  Third sector youth organisations | 31/8/26 | Part time youth workers  Specialist youth workers | Baseline figure for completed Hi5 awards is 99. Target for 25/26 is 100.  Baseline figure for completed Dynamic Youth Awards is 8. Target for 25/26 is 20.  Baseline figure for the number of young people signed up for Saltire Awards in 24/25 – 173.  Target for 25/26 is 175.  A growing number of children and young people complete youth awards annually, demonstrating personal and skills development. Young people report increased confidence and leadership because of their involvement in award-based youth work activities. |
| Improve the wellbeing of targeted young people through engagement with our community-based specialist youth workers | National CLD Outcome 2: CLD participants have improved mental health and wellbeing  KPI 6: number of children and young people with improved mental health and wellbeing outcomes through CLD activity  Identifying priority groups and target the most vulnerable children and young people, and marginalised learners in schools and communities to engage with CLD services. | Connected Communities  North Berwick Youth Project  Recharge | 31/8/26 | Specialist Youth Workers | Young people report greater confidence in expressing themselves, making decisions, and navigating challenges.  Positive shifts in engagement and wellbeing as measured through validated tools (e.g. wellbeing webs and/ or trusted adult observations).  Strengthened support networks and relationships with trusted adults and peers. |
| Approval of the Youth Vision, East Lothian’s 3-year youth work strategy 2026-2029.  Youth Vision governance model is adopted. Views will be sought from young people about the creation of a young person friendly version of the Youth Vision. | National CLD Outcomes 1, 2 and 3  KPI 2 number of young people participating in CLD activity  KPI4 number of children and young people with improved mental health and wellbeing outcomes through CLD activity  KPI 9: number of volunteer hours contributed to support CLD delivery  Services and organisations working with communities are committed to improving the life chances of all children and young people, while reducing existing inequalities. The Youth Vision does not exist in isolation. The vision that young people in East Lothian are safe, heard and included is linked to the East Lothian Plan, East Lothian Poverty Plan, Children and Young People’s Services Plan. | Connected Communities  Youth Vision Short Life Working group – third sector youth organisations | 31/8/26 |  | East Lothian Council formally adopts the Youth Vision strategy, embedding youth work priorities into local policy and planning.  The formation of the Youth Vision Oversight Group ensures sustained leadership, accountability, and governance reporting to East Lothian Partnership via the CLD partnership.  A young person-friendly version of the Youth Vision increases accessibility and understanding, empowering more young people to engage with the strategy. |
| VCEL will pilot a new participatory engagement toolkit based on Signal Life Map insights to enable 30 funded groups to embed service user voice systematically. | Service users report limited opportunity to influence service design (as shown in VCEL’s Service User Engagement Review 2024).  Only 15% of funded third-sector groups currently gather structured service user feedback. | VCEL | 2025-2027 |  | 75% of participating groups report improved service design based on user feedback by end of 2026.  Annual survey of funded groups and random service audits  Impact case studies and progress reports to East Lothian CLD Partnership. |
| VCEL will deliver a structured "Governance for Growth" training programme, offering six workshops per year and online learning modules, with access to Signal for board skills tracking. | Identified lack of governance skills among community groups and newly formed organisations (evidenced by VCEL’s governance training audit 2024).  Current attendance at VCEL governance sessions is approximately 15 groups annually. | VCEL | 2025 - 2027 |  | Increase participation to 30 community groups per year, achieving a 90% positive feedback rate on governance confidence.  Session attendance, pre- and post-training self-assessment surveys via Signal.  Training impact report to CLD partners annually. |

## **Theme 3: Fair 3.1 We tackle the causes and effects of poverty in East Lothian, and we reduce the gap between the richest and the poorest people**

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| **Actions** | **Why** | **Who is leading** | **Target Date** | **Resources** | **Measurable Outcomes** |
| We will continue to support those in need in our communities through the lunch clubs, community pantries and Festive provisions | Target resources on statutory services and focus on the highest risks and those most in need  East Lothian Food Friendly Network’s (ELFFN) - Good Food Charter.  The Network’s mission is that every person in East Lothian should have access to healthy, affordable, and good nutritious food. This food should be local and sustainably sourced where possible. | Connected Communities Service Manager | 31/8/26 | * Third Sector partners, VCEL/ELFFN * Local projects and pantries | * Increased membership of ELFFN in Year 2 by 5% * Baseline is 65 * Reducing food poverty * Host an annual Food Summit involving network members, community groups and local residents. Involve service users to participate in service development using a number of different methods, ensure they feel valued, and their views and voices are heard. * Use feedback from the Food Summit to influence operational delivery across the county (Taking both qualitative stories and case studies to demonstrate impact). |

## **CLD Partnership Workforce Development**

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| **Actions** | **Why** | **Who is leading** | **Target Date** | **Resources** | **Measurable Outcomes** |
| Develop and roll out an accredited Trauma-Informed Practice training programme for community workers and volunteers, using Signal to track organisational readiness | Need for more trauma-responsive practice in learning and community settings (evidenced by East Lothian’s Trauma-Informed Practice Framework 2024, in which VCEL and partners are active contributors).  Currently, only 20% of VCEL-supported groups have completed trauma-awareness training. | VCEL | 2025 -2026 | Training attendance, organisational action plans, Signal-based tracking surveys. | At least 60% of community learning providers have undergone training and adapted their service delivery by December 2026.  Bi-annual updates to East Lothian CLD planning group. |
| Tailor trauma informed training identified by service needs across East Lothian Council services | Being trauma informed is everyone’s responsibility. | Organisational Development  ELC departments | 2025-2027 | Staff time | Staff evaluations report being more confident in dealing with situations in a trauma informed and responsive way. |
| Regional partners will continue to work together to identify shared professional learning priorities and deliver opportunities based on workforce development needs research. | * The Requirements for Community Learning and Development (Scotland) Regulations 2013: Guidance for Local Authorities | Southeast & Central CLD Workforce Development Consortium | 2025-2027 | External grant from CLDSC | Evaluations of participants at professional learning sessions highlight improved practice sharing and reflective practice with opportunities for networking. Opportunity to comply with CLDSC membership and increase number of hours based on CLDSC competent practitioner framework.  Target 50 participants 25/26 |

# **APPENDIX 1**

## **East Lothian Community Learning and Development (CLD) Partnership – Terms of Reference**

## **Introduction**

The East Lothian Community Learning & Development partnership brings together agencies involved in the delivery of Community Learning and Community Development (CLD) across East Lothian. The CLD partnership plan is a statutory requirement placed on local authorities, in practice through partnership activity together with third sector organisations and other providers of public services achieving positive outcomes for communities and learners. The partnership will be initially led by the Executive Director supported by Connected Communities and involve partners from both the public and third sectors. The CLD partnership is being refreshed from October 2024 to support the development of the CLD partnership plan 2024-2027. In East Lothian the East Lothian Partnership Governance group has agreed to this partnership approach and East Lothian Council has both endorsed the approach and recognised the important role of the Council’s Connected Communities Service as the key bridge between the partners.

The Executive Director will be responsible for forming and leading this partnership in the first year, acting on behalf of the East Lothian Partnership Governance group. The CLD Partnership will report to the East Lothian Partnership Governance Group. An initial one-year CLD partnership plan has been produced in September 2024 with an additional 2-year plan 2025 - 2027 to be developed by the newly refreshed East Lothian CLD partnership.

## **Purpose**

The CLD partnership’s overarching aim is “Improving learning and development opportunities in our communities”.

The CLD Partnership will provide leadership to CLD in East Lothian and foster strong and purposeful cooperation across a range of partners involved in the delivery of learning opportunities across East Lothian. It will also provide guidance and support to ensure the effective delivery of the CLD Partnership Plan.

The CLD Partnership will act on behalf of the East Lothian Partnership Governance Group and will provide direction and celebrate the engagement and impact on our learners.

## **Function**

East Lothian’s CLD partnership will undertake the following functions in relation to the requirements set out in the Community Learning and Development (Scotland) Regulations 2013:

* co-ordinate the provision of CLD across East Lothian, including publishing a three-year plan
* deliver CLD activities in response to identified needs, strengths and aspirations within its communities
* steer the development of the CLD partnership
* support the professional development of the CLD workforce

## **Membership**

The CLD partnership core group will comprise of the following members (see–*CLD partnership table below).*  The CLD Partnership will ensure that key relevant organisations are invited to input and be consulted on specific actions/projects that will provide the best partnership working against delivery outcomes. The Partnership will review its membership annually.

## **Attendance at meetings**

One named representative is required from each of the core partners. Members will be expected to brief and provide a substitute, to ensure full Partner input at meetings.

## **Meetings**

The CLD Partnership will meet at least four times per calendar year. The establishment and operation of the CLD Partnership will initially be the responsibility of the Executive Director, who after a year will identify a lead officer/s to chair and facilitate. This role could be undertaken by a community representative if the partnership was in agreement. The Chair will be responsible for calling meetings, agenda and recording. Partners will be given an opportunity to contribute to agenda items in advance of calling notice being issued. East Lothian Council will provide support to record meetings. Partners may be asked to attend additional meeting to progress key actions.

## **Authority**

The CLD Partnership has the authority to develop a draft CLD partnership plan and deliver the approved CLD Plan on behalf of the East Lothian Partnership Governance group. The Partnership will have an advisory role to the Governance group and the range of contributing organisations involved in the delivery of the CLD partnership plan.

## **Terms of Reference**

The duties of the CLD Partnership will be:

* To share data and information to inform decision making and priority setting.
* To commit and resource the delivery of the activities within the CLD partnership plan at local level.
* To raise awareness and visibility of CLD as a distinct set of practices.
* To report and advise on the development and delivery of the CLD partnership plan on behalf of the East Lothian Partnership Governance Group.
* To evaluate and report on the progress of the CLD partnership plan on an annual basis.
* To develop a three-year CLD Plan
* To share and celebrate the work of the Partnerships and core organisations.
* To make recommendations on changes to policy and practice that will impact on the delivery of the CLD partnership plan.
* To receive and consider reports.
* To communicate with partners and stakeholders on the work of the CLD Partnership.
* To foster cooperation and where appropriate share resources across partners.
* To contribute to Education Scotland Inspections and other quality assurance measures.

## **Reporting Procedures**

The approved minutes of the CLD Partnership meetings will be available to all partners and the CLD partnership will report regularly to the East Lothian Partnership Governance Group. The CLD Partnership will review the CLD partnership plan annually and publish an Annual Impact Report. Elected Member briefings to profile achievements and to report on progress.

## **Quality Assurance**

In order to deliver CLD activities in accordance with the Community Learning and Development (Scotland) Regulations 2013, partners will be required to bring forward recommendations for the CLD plan based on the following measures.

Proposed actions within the CLD Plan need to pass through five quality assurance gates, they are as follows:

* Based on an identified need / strength / aspiration
* Have a measurable outcome
* Have baseline data to measure from
* Have a method of measuring impact
* Have a method of reporting and evaluation

In order to deliver CLD activities in accordance with the Community Learning and Development (Scotland) Regulations 2013, partners will be required commit to continuous professional development and practice in a manner in keeping with the principles and practices of the profession.

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| **CLD Partnership – Member Profile** | | | | |
| **Name** | **Agency/Service** | **Role** | **Title** | **Contact Information** |
| Lesley Brown | East Lothian Council | Chair | Executive Director | ELC holds contact information. |
| Eamon John | East Lothian Council | Vice Chair | Head of Communities | ELC holds contact information. |
| Nicola McDowell | East Lothian Council | Member | Head of Education | ELC holds contact information. |
| Maureen Allan | Volunteer Centre East Lothian (VCEL) | Member | Chief Officer | ELC holds contact information. |
| Inspector Ben Leathes | Police Scotland | Member | Chief Inspector | ELC holds contact information. |
| Lynsey Davidson | Skills Development Scotland | Member | Area Manager | ELC holds contact information. |
| Wendy McGuire | East Lothian Council | Member | Head of Housing | ELC holds contact information. |
| Cllr Colin McGinn | East Lothian Council | Member | Cabinet Spokesperson for Community Wellbeing and Sport | ELC holds contact information. |

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| **CLD Partnership – Member Profile** | | | | |
| **Name** | **Agency/Service** | **Role** | **Title** | **Contact Information** |
| Ed Hendrikson | East Lothian Council | Member | Service Manager for Sports, Countryside and Leisure \* | ELC holds contact information. |
| Hayley Barnett | East Lothian Council | Member | Head of Corporate Support | ELC holds contact information. |
| Steve Oliver | Scottish Fire and Rescue | Member | Group Commander | ELC holds contact information. |
| Christine Johnston | East Lothian Council and East Lothian Health and Social Care Partnership | Member | Service Manager | ELC holds contact information. |
| Audrey Cumerford | Edinburgh College | Member | Principle and Chief Executive | ELC holds contact information. |
| Alex Mackay | East Lothian Council | Member | Team Leader | ELC holds contact information. |
| Simon Davie | East Lothian Council | Member | Service Manager – Connected Communities \*  \*Denotes Temporary position within Partnership | ELC holds contact information. |
| Diann Govenlock | East Lothian Council | Member | Connected Communities Manager/CLD | ELC holds contact information. |
| Stevie McKinlay | East Lothian Council | Member | Connected Communities Manager | ELC holds contact information. |

# **APPENDIX 2**

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| **YEAR ONE REPORTING CLD PARTNERSHIP PLAN 2024-2025** | | |
| **School leaver destination** SLDR | Leaver cohort 2022-23 was 96.3% (National 95.9%). Whilst this is the initial measure, partnership support will be required for the follow up measure to identify those in negative destinations. \*Financial year target | 2023-2024 initial leaver cohort was 94.5%. The follow up was 95.2% (national average was 93.1%)- bringing us to the 7th highest local authority |
| **Annual Participation** Measure APM | For 2023 this was 96.1% (National 93.3%).  ELC’s stretch aim is 96.4%  \*Financial year target | 2024 this was 94.6% (national average was 92.7%)  EL APM is 94.8% (national average 93.3%) |
| **SLAED Indicator:**  Number of people participating in EL Works operated or funded employability programmes | For 23/24 836 people participated 836 Target for 23/24 was 850 people \*Financial year target | 996 people participated which is a 19.1% increase compared to 23/24 |

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| **SLAED Indicator:**  Percentage of people involved in Council operated employability programmes progressed into employment. | 22.1% (185 people) Target for 23/24 was 25% \*Financial year target | 19%. Whilst lower than target of 25% this is due to an increase in referrals from those furthest away from the labour market with multiple barriers. 189 people have been supported into work in 24/25 which is a 13% increase from 23/24 |
| **ALN:**  Increase the number of learners participating in ALN Increase the number of learners achieving qualifications | \*Target 23/24 is 60 - Achieved 64  - Target 24/25 is 65  \*Target 23/24 is 8 - Achieved 4  - Target 24/25 is 8  \*Based on academic year | No of learners participating: 70  No of learners achieving qualifications: 3 (but 4 qual achieved). However, learners supported to achieve other qualifications linked to employability where their core skills were a barrier |
| **ESOL:**  Number of learners achieving an SQA qualification.  Number of learners progressing to the next level of qualification | \*Target 23/24 is 23  - Achieved 25  - Target 24/25 is 23    \*Target 23/24 is 30  - Achieved 26  - Target 24/25 is 26  \*Based on academic year | Qualifications: 30  Progressing to next level:  11 (47 returning Sept 25)  Revising way calculate figures in 24/25 so numbers reduced. However, we have a significant number of learners wishing to consolidate their skills and returning. |

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| **Skills for Work:**  Number of  SQA qualifications achieved  at Level 4 and 5  Number of learners  progressing into work or  further education | \*Target 23/24 is 38  - Achieved 31  - Target 24/25 35  \*Target 23/24 is 10  - Achieved 11  - Target 24/25 is 10  \*Based on academic year | 70 qualifications achieved by 45 individual learners  10: FE/HE  9 – emp  1 – s/e |
| **Duke of Edinburgh Award (DofE):**  Increase the number of  completed DofE awards | Baseline figure 169  \*Target for 24/25 is 186  10% increase  \*Based on financial year | 24/25 is 161  Number of successfully completed awards has levelled. |
| **Youth Awards:**  Embed opportunity to undertake youth awards  within our universal youth work provisions | Awards available in 100% of ELCs youth clubs | Awards available for youth volunteering and during holidays. Awards available during school time through SYW. |
| **Specialist Youth Work:**  Embed the provision of specialist youth workers 1  to 1 support for young people in East Lothian | Measurable increase in engagement, confidence, and wellbeing of identifiable young people | Evidence from wellbeing webs, showing an increase  I feel safe 21%  I am achieving 23%  I feel respected 22%  I feel included 24%  (other measures: I am healthy 19%, I am active 18% and I feel nurtured 16%)  YP 1 I feel happier in school and home is a bit better. I have tried to not go on my phone before bed, but I do listen to music, I am sleeping better.  YW 2 has grown in confidence and seems keener to come into school and attend class. |
| **Youth Vision:**  Review and then publish ELCs Youth Vision | Work with young people to review the content and priorities previously identified. - Define roles and responsibilities for all partners. - Create measurable impacts within the plan. - Launch the plan. | Youth Vision, 3-year youth work strategy was presented to Children’s Strategic Partnership in April 2025 and was a focus group as part of return CLD progress visit.  Finalising draft document which is out to public consultation September 2025.  CRWIA and IIA in draft.  Future timescale to present YV to Education and Children’s committee mid - November 2025 with accompanying committee report. |
| **Community Capacity Building:**  Increase the number of interactions to support  community capacity building | Baseline - Community Capacity  Building 2023/24: Actions 200  - Target increase 10%  - Target for 2024/25 – Actions 220 | 255 actions during 2024/25 |
| **We will continue to support those in need in**  **our communities through the lunch clubs,**  **Community Pantries and Festive provisions** | Increased membership of ELFFN by  10 % - Baseline is 50 | Current membership 65 |

# **APPENDIX 3**

## **NATIONAL POLICY CONTEXT FOR COMMUNITY LEARNING & DEVELOPMENT**

*Adult Learning Strategy 2022 to 2027 Scottish Government*

*Best Starts, Bright Futures Tackling Child Poverty Delivery Plan 2022 - 2026, Scottish Government*

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

*Community Empowerment Act, 2015, Scottish Parliament*

*Community learning and development guidance for 2024 to 2027 Scottish Government*

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

*How Good is our community learning and development (HGIOCLD) framework?* 4th edition Education Scotland

*Learning: For All. For Life. A report from the Independent Review of Community Learning and Development (CLD) 2024*

*New Scots Refugee Integration Strategy 2024*

*National Youth Work Outcomes and Skills Framework 2022*

*Public Health Scotland’s strategic plan 2022 to 2025*

*Scotland’s Public Service Reform Strategy – Delivering for Scotland 2025*

*Scottish Attainment Challenge: framework for recovery and accelerating progress 2022 Scottish Government*

*Scotland’s Curriculum for Excellence – helps our children and young people gain the knowledge, skills and attributes needed for life in the 21st century.*

*Scotland’s Volunteering Action Plan 10 year Scottish Government*

*The Competence Practitioner Framework 2022 CLD Standards Council Scotland*

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

*United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act*

*Volunteering for All Our National Framework 2019 Scottish Government*

# **APPENDIX 4**

## **LOCAL POLICY CONTEXT FOR COMMUNITY LEARNING & DEVELOPMENT**

*Area Partnership Area Plans*

*CLD progress visit inspection report East Lothian Council July 2024 and CLD Further Inspection following Progress Visit East Lothian Council July 2025*

*East Lothian Partnership East Lothian Plan 2017-2027*

*East Lothian Partnership, Poverty Plan priorities for tackling poverty 2024-2028*

*East Lothian Partnership, Corporate Parenting Plan 2024-2027*

*East Lothian Partnership East Lothian Strategic Needs Assessment 2024*

*The East Lothian Council plan 2022-2027*

*East Lothian Council Best Value 2025*

*East Lothian Council 2023-2027 Workforce Plan*

*East Lothian Council Transformation Strategy 2024-2029*

*East Lothian Council Equality Plan 2021-2025*

*East Lothian Local Economy Strategy 2024-2034*

*East Lothian Children and Young People Services plan 2023-2026*

*East Lothian Health & Social Care Partnership Strategic Workforce Development Plan 2022-2025*

*East Lothian Friendly Food Network Good Food Charter*

*East Lothian Health & Social Care Partnership East Lothian integrated joint board strategic plan 2025-2030*

*East Lothian Health & Social Care Partnership East Lothian Carers’ Strategy 2023-2026*

*East Lothian’s Local Housing Strategy 2024-2029*

*MELDAP Strategic Plan Three Year Delivery Plan 2020-2023 MELDAP Strategic Group*