

COMMUNITY LEARNING AND DEVELOPMENT ACTION PLAN 2022 – 2025



Document Control

Title	Community Learning and Development Action Plan 2022-2025		
Owner	Education and Families	Contact	Chief Social Work Officer (Education, Families, Justice and Integrated Practice)
Governance Group	Education and Families		
Author	Community Learning and Development	Contact	Community Learning, Development and Resources Manager

Revision History

Number	Originator	Date Review Commenced	Revision description / record of change

Document approvals

Number	Governance Group	Date approval granted	Date approval to be requested (if document still draft)

Consultation Record (for most recent update)

Status of document consulted upon	Consultation carried out on draft policy to inform the final policy development
Stakeholders consulted / date	June 2022 - December 2022

Strategic Alignment

Improve economic opportunities and outcomes.
Support all children and young people to realise their full potential.
Improve the health and wellbeing of our communities.
Enhance participation, capacity and empowerment across our communities

Next review date

Review date	March 2025
--------------------	------------

Contents

	page
Introduction	04
CLD during 2020-2022	05
What is Community Learning and Development?	09
The Action Plan	17
Adult Learning and Resettlement	17
Family Learning	24
Youth Work	30
Appendix 1	41

Introduction

Community Learning and Development service in North Lanarkshire is structured across 5 delivery teams: Adult Learning, Youth Work, Family Learning, Resettlement and Learning and Improvement.

The teams work well together to improve outcomes for children, young people, adults, and families through learning, with a particular focus on engaging learners from more vulnerable communities.

The workforce is made up of 52% full time posts and 48% part time posts (196 staff) with over 75% of the workforce living in North Lanarkshire.

“Being in my youth group is very fun and creative, giving us lots of new experiences to try. We get to take part in games, group work, go outdoors and it gives us a range of opportunities to take part in”



CLD during 2020-2022

CLD during 2020-2021

The COVID-19 pandemic has had significant impact on North Lanarkshire's communities with a particular negative impact on mental health and wellbeing and digital inclusion. Many staff were immediately involved in a partnership-led response, through the provision of urgent supplies, personal support and local programmes, including practical daily support, seven days per week, for the children of keyworkers and the most vulnerable local families and individuals. CLD continued to offer support to the most vulnerable children, young people, adults, and families by adapting engagement methods and how the service operated. This approach has seen the service moving from one that functioned predominately through face-to-face delivery and group work provision, to online, telephone, doorstep and outside learning supports and services.

Successful adapted interventions included:

- CLD workers made over 6,500 engagements with vulnerable young people, adults and families between January and February 2021
- over 2700 unique young people aged 8 – 15 engaged with CLD during 2021 – 22
- over 2200 unique adults aged 16 and over engaged with CLD during 2021 – 22
- over 460 unique children aged 0 – 8 engaged with CLD during 2021 – 22
- 50 young people volunteered in the hubs during summer 2020
- 170 digital devices and MiFi data connectivity boxes were secured by CLD for local individuals and households as part of Phase 1 of Connecting Scotland. CLD has since supported Council colleagues in Education and Families and Health and Social Care to secure a further 703 devices and MiFi boxes. Every participant was given access to a trained Digital Champion
- through the Digital North Lanarkshire partnership, CLD has helped to coordinate and score Connecting Scotland applications from a range of local organisations, with a total of 2437 devices coming into the area so far
- In 2020 – 21 100 adult learners completed 193 SQA qualifications
- 19 weekly ESOL (English as a second or other language) classes took place online
- over 800 young people participated in the Big Sleep Out
- In 2020 North Lanarkshire Duke of Edinburgh's Award participants had a 5% higher completion rate than the national average. In 2020 the number of young people starting Duke of Edinburgh's Award was 12% higher than the national average. In addition, 175 young people completed their Certificates of Achievements.
- completion of Hi5 Awards doubled in 2020 (156 in 2019 and 348 in 2020)
- over 1,000 Learning Bags distributed to families, adults, and young people to enable participation in blended learning programmes and learning at home. They covered a range of topics including STEM, cookery and mental health and wellbeing.
- 8 staff trained in Sleep Counselling and 14 in Sleep Awareness enabling 190 distinct clients to benefit from the Sleep Scotland programme

Throughout the recovery phase, Community Learning and Development continued to provide direct support to communities whilst meeting COVID regulations in place at the time. This has led to new ways of working for many, including online learning, and an increase in existing methods of engagement to meet the needs of learners and participants such as telephone support, outdoor education, and detached work. The workforce has become far more agile as a result.

CLD during 2021-2022

The post-COVID recovery of local CLD provision continued throughout 2021-22. Many of the CLD programmes directly affected by restrictions were re-established alongside the continuation of alternative opportunities developed over the past two years (such as virtual group sessions, online learning and outdoor activities). These developments led to an increase in the number of unique learners engaging with CLD and will be further strengthened following the removal of most remaining COVID restrictions after April 2022. CLD delivery during 2021-22 included highlights such as:

- 5504 individuals engaged with CLD (a 72% rise on the previous year). This figure records the number of unique learners on CLD programmes (i.e. learners counted once per year regardless of how many times they engage)
- 2271 adults, aged 16 and over, enrolled in CLD programmes (up from 1851 adults in 2020/21). Of those learners, 41% lived within the 20% most deprived areas in Scotland (as defined by SIMD).
- 2744 young people aged between 8 and 15 engaged in CLD provision (up from 1141 young people in previous year), with 42% living within the 20% most deprived national datazones.
- CLD's social media accounts were streamlined to help engage communities by age group and learning theme. Separate social media channels focus on Adult Learning, Family Learning and Youth Work, in addition to accounts dedicated to Gaelic and the Young Person's Guarantee programme.
- CLD staff continued to provide a range of Scottish Qualifications Authority (SQA) accredited learning programmes including core skills in areas such as literacy, numeracy, IT, communications, working with others and problem solving.
- The service responded to the needs of 296 learners whose first language is not English (a rise of 60%) and supported them to achieve 799 learning outcomes.
- 201 participants engaged with adult literacy and numeracy programmes (up from 147 the previous year).
- 1208 parents (up from 367 in 2020/21) engaged in family learning programmes and achieved 1203 learning outcomes. This easing of access restrictions in schools and other educational establishments enabled more parents to take part in learning programmes.
- 195 individuals requiring intensive family support were referred to the CLD Family Learning team from schools and other council services. This was supported by the roll out of a new CLD system to deal with Requests for Assistance (RFAs) from schools.
- 44 people attended CLD's Gaelic programmes during 2021/22. This contributed to the Council's Gaelic Language Plan through a range of programmes, classes and support to communities.
- 169 people participated in the Discovery Award programme for people aged 50 and over during 2021/22, up from 21 the previous year.
- 120 adults were supported as part of the Adult Achievement Award (AAA), which gives adult learners the opportunity to gain a nationally recognised award for learning undertaken in the community, at work, in the home, or in volunteering programmes.
- The voices of young people continued to be heard through CLD's support of local youth forums, the North Lanarkshire Youth Council and local Members of the Scottish Youth Parliament (MSYPs). In November 2021, North Lanarkshire registered the highest number of votes in the Scottish Youth Parliament elections with 8,506 votes.
- 780 young people achieved 952 youth accredited learning awards (107 more young people and 258 more awards than the previous year). These included Youth Achievement, Dynamic Youth, North Lanarkshire Challenge, Saltire, Hi5, and John Muir Awards.
- In addition to the wider achievement awards noted above, young people gained 307 Duke of Edinburgh's Awards (245 Bronze, 36 Silver and 26 Gold Awards), which was an increase from 277 awards achieved in 2020/21.

- CLD continued to provide opportunities designed to improve health and well-being, including mental health and coping with stress. 115 individuals attended Living Life to the Full programmes and, in total, 1815 people attended CLD health-related courses and workshops with a focus on topics such as reducing the impact of smoking, addressing substance misuse and promoting healthy diet and weight.
- Approximately 800 young people continued to attend diversionary activities each weekend, through Friday Night and Saturday Night Projects for young people across nine venues, including the popular Street Soccer programme. Young people participate in free physical activity and youth work programmes leading to improved health and wellbeing outcomes.



Existing plans

To respond to changing needs during the pandemic, thematic plans were developed in 2021 to meet the ambitions of the previous CLD Partnership Plan and respond to the needs of communities. These can be consulted on the links below:

[Family Learning Plan and update](#)

[Adult Learning plan and update](#)

[Youth Work plan and update](#)

To ensure a connected and cohesive approach to delivery, these plans will be merged into this one CLD Action Plan 2022 to 2025.

“Youth Work has improved my communication skills, my ability to speak up and join in a conversation or debate and has allowed me to make some amazing new friends. I owe a lot of the confidence I’ve gained in the last year to youth work and the opportunities it has given me”



What is Community Learning and Development?

Community Learning and Development (CLD) is described nationally as:

- A distinct sector of education alongside early years, primary, secondary, further and higher education
- A discipline using a distinct set of competencies that can be utilised by staff in a range of settings across the public sector and third sector
- A process of supporting disadvantaged or vulnerable groups and individuals of all ages to engage in learning, with a focus on bringing about change in their lives and communities
- An area of activity, undertaken in a wide range of settings, that promotes the national outcomes for community learning and development.

*“We have learned that there is so much to explore on our doorstep and it’s free!”
Parent involved in outdoor learning.*

“I really enjoyed the youth work Fire Reach Course! It was a good opportunity to learn new skills..... Working as a team has helped my team building skills, and I’d recommend the course to anyone.”

[The Strategic Guidance for Community Planning Partnerships: Community Learning and Development \(2012\)](#) continues to underpin national CLD policy in Scotland. The Guidance notes that CLD is ‘a distinctive process of engagement and support, with a learning content that is negotiated with learners.’ CLD ‘plays a central part in ensuring individuals, families and communities across Scotland reach their potential through lifelong learning, mutual self-help and community organisation - and that the available support and opportunities are community-led, built around people’s aspirations.’

The Purpose of CLD, as defined by the Scottish Government, is to empower people, individually and collectively, to make positive changes in their lives, and in their communities, through learning.

The Community Learning and Development approach is based on a commitment to the principles of:

- **Empowerment** - Increasing the ability of individuals and groups to influence matters affecting them and their communities
- **Participation** - Supporting people to take part in decision-making
- **Inclusion, equality of opportunity and anti-discrimination** - Recognising some people need additional support to overcome the barriers they face
- **Self-determination** - Supporting the right of people to make their own choices
- **Partnership** - Ensuring resources, varied skills and capabilities are used effectively.

Local and national context

Community Learning and Development operates within the parameters of national and local acts, strategies and plans.



Have lots of information now to think about. Very inspired with the range of services, support, and organisations available in my area. I will follow up on these.'

National context - a short summary

The Scottish Government has created a **National Performance Framework (NPF)** to provide a clear vision for public services and to enable progress to be monitored across the country.

Five overarching strategic objectives guide the development of all public services in an integrated way. These objectives are:

- **Wealthier and Fairer** - Enable businesses and people to increase their wealth and more people to share fairly in that wealth.
- **Smarter** - Expand opportunities for Scots to succeed from nurture through to lifelong learning, ensuring higher and more widely shared achievements.
- **Healthier** - Help people to sustain and improve their health, especially in disadvantaged communities, ensuring better, local and faster access to health care.
- **Safer and Stronger** - Help local communities to flourish, becoming stronger, safer places to live, offering improved opportunities and a better quality of life.
- **Greener** - Improve Scotland's natural and built environment and the sustainable use and enjoyment of it.

The relationship between the national and local context is described fully in the **CLD Partnership Plan 2021-24**.

Underpinning these strategic objectives are 11 national outcomes:

- 1 We grow up loved, safe and respected so that we realise our full potential
- 2 We live in communities that are inclusive, empowered, resilient and safe
- 3 We are creative and our vibrant and diverse cultures are expressed and enjoyed widely
- 4 We have a globally competitive, entrepreneurial, inclusive and sustainable economy
- 5 We are well educated, skilled and able to contribute to society
- 6 We value, enjoy, protect and enhance our environment
- 7 We have thriving and innovative businesses, with quality jobs and fair work for everyone
- 8 We are healthy and active
- 9 We respect, protect and fulfil human rights and live free from discrimination
- 10 We are open, connected and make a positive contribution internationally
- 11 We tackle poverty by sharing opportunities, wealth and power more equally

National plans and strategies can be accessed in **Appendix 1**.

Adult learner attending a First Aid course said:

“I have 6 grandchildren so it will come in handy. It’s gave me a lot more confidence and also the chance to save lives.”

Local context – a short summary

The Plan for North Lanarkshire sets the direction for partners, the council, stakeholders, communities and people who live, learn, work, invest, and visit within North Lanarkshire. It is a Plan with a vision of inclusive growth and prosperity, with a shared ambition that aims to ensure the benefits reach all North Lanarkshire communities with a fairer distribution of wealth. Five Priorities are key elements of the Plan and Community Learning and Development’s input supports all of them in a variety of ways:

- Improve economic opportunities and outcomes.
- Support all children and young people to realise their full potential.
- Improve the health and wellbeing of North Lanarkshire’s communities.
- Enhance participation, capacity, and empowerment across North Lanarkshire’s communities.
- Improve North Lanarkshire’s resource base.



A Gaelic learner said:

“The Gaelic class has become the highlight of my week due to the other people there, whose friendship, support and patience have become a valued part of my life. We also have the best tutor, who ensures everyone is involved, understands what teaches us, and encourages us to converse with each other in Gaelic. Direach sgoinneil, tha mo gaol orra tha uile”



CLD Partnership

The North Lanarkshire Community Learning and Development Partnership was formally established in its current form in 1999. The CLD Partnership brings together a wide range of local and national organisations involved in the development of learning, skills and community capacity building across North Lanarkshire.

It is recognised that the three national CLD priorities around youth work, adult learning and family learning and community capacity building are delivered by many different local organisations, ranging from small voluntary sector projects to large public sector agencies. Whilst each member organisation continues to have its own specific purpose, the North Lanarkshire CLD Partnership aims to bring stakeholders together, as equal partners, to jointly assess needs, plan services, review outcomes and develop practice for the benefit of local learners and participants. The North Lanarkshire CLD Partnership works on behalf of the wider North Lanarkshire Partnership and delivers against the community planning partnership's ongoing commitment to the Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012).

Local Outcome Improvement Plans

Local Outcome Improvement Plans (LOIPs)

have been produced for the following Community Boards.

Airdrie	Cumbernauld	Northern Corridor
Bellshill	Kilsyth	Shotts
Coatbridge	Motherwell	Wishaw

The plans provide a focus for local planning and delivery which:

- Outline the priorities highlighted by local people and support partnership action and approaches.
- Provide a focus for the work of the Community Board.
- Ensure that people have the opportunity to shape, influence and benefit from the vision and ambition outlined in the Plan for North Lanarkshire.

They provide frameworks for local delivery across the nine Community Board areas. These are based on the needs and aspirations of local communities as well as an evidence-based understanding of each area. The overarching aim of the Local Outcome Improvement Plans is to ensure better use of shared resources to support the most disadvantaged people in local communities and tackle the inequalities that exist in North Lanarkshire as a result of poverty and social-economic disadvantage. They outline the key priorities for each Community Board area that have been identified through an extensive stakeholder engagement programme which was undertaken throughout 2020.

Further details on the CLD Partnership and its Plan for 2021-24 can be found on:

https://www.northlanarkshire.gov.uk/sites/default/files/2022-04/North%20Lanarkshire%20CLD%20Partnership%20Plan%202021-24_.pdf

Programme of work

The Programme of Work is the key resource for delivering and sustaining the long-term vision set out in The Plan for North Lanarkshire. It provides a clear roadmap for work across all council services and with partners and allows for plans of action to be developed that inform the projects, activities, services, technologies and resources that need to be harnessed in order to seize opportunities to deliver on the long-term strategy, while achieving value for money.

CLD will continue to contribute to the annual Programme of Work by identifying aspects of the service which particularly relate to the five priorities of the Plan for North Lanarkshire.

The document is refreshed annually, and the latest version can be found on MARS.

Local plans and strategies can be accessed in **Appendix 1**.

“Getting the opportunity to organise and present at NLC’s Duke of Edinburgh’s Awards Presentation was an absolutely amazing experience, and I would love to participate in an event like this again.”

Emerging cross cutting themes

Within the five priorities in the Plan for North Lanarkshire, several cross-cutting themes have assumed significance for CLD services over the last year. Some of these are: poverty, mental health and wellbeing, employability and family support. CLD contributes to all of these themes through programmes and initiatives.



Tackling Poverty

In the last 2 years CLD has contributed to tackling poverty through locally accessible learning programmes and other targeted projects. Some examples are:

- free bus travel cards issued to people aged 5 - 21 in North Lanarkshire (over 40,000 in 2022 – 23)
- over 5,000 young people in North Lanarkshire are Young Scot members
- #YSAttain Project targeted at young people disadvantaged by poverty and other impacts
- Duke of Edinburgh’s Award costs met for young people actively participating in the Award (1123 in 2021 – 22)
- free entry to Time Capsule Takeover events (500 young people in 2022)
- free school prom outfits donated to the Prom Shop (70 young people benefitted in 2022)
- free physical activity in 8 venues every Friday and Saturday evening (900 young people in 2022)
- free summer learning programmes (2058 individuals attended in 2022)
- referrals to welfare support agencies including Financial Inclusion, food banks, Citizen’s Advice, grant awarding bodies and clothing banks. (66 referrals in 2022)

The following targets for participation by learners residing in the lowest 20% of Scottish datazones in the SIMD data have been set for the years 2022/23, 2023/24 and 2024/25:

Participation targets			
	22/23	23/24	24/25
% of adult learners enrolled from the lowest 20% of Scottish datazones	48.5%	49%	49.5%
% young people aged 8 - 15 participating in CLD programmes from the lowest 20% of Scottish datazones	46%	47.5%	48%
% children aged 0 - 7 participating in CLD programmes from the lowest 20% of Scottish datazones	45%	45.5%	46%

All CLD staff will make referrals to relevant council services and local organisations that can provide support. Through work with adults and young people CLD will provide financial education and money management skills.

“After the First Steps to youth work course, I feel that I am more confident and that I’m able to speak to more people. I have learned the skills you need to become a youth worker”

Health and Wellbeing

Mental and physical health and wellbeing is a prominent theme of CLD service delivery. Living Life To The Full (LLTTF), Let’s Introduce Anxiety Management (LIAM), health walks, Mens’ Space and outdoor learning are some of the activities that have helped participants cope with the challenges of 2020 and 2021.

Consultation with adults, young people and families has identified health and wellbeing as a continuing priority and therefore will remain an overarching theme of CLD service delivery during the life of this plan. Some examples of actions are:

- Offer SQA wellbeing modules
- Establish a health and wellbeing subgroup in Family Learning
- Increase the number of health and wellbeing outcomes achieved through family learning and parental engagement programmes
- Provide youth focused information on the North Lanarkshire Young Scot webpages and social media
- Increase participation in LLTTF
- Offer school and community-based Seasons for Growth groups

Attainment and Employability

Over 29,000 North Lanarkshire residents of working age (16 – 64) have no formal qualifications. This is 13.6% of the population and is 4.9 percentage points higher than the Scottish average.

To help address this CLD has provided opportunities for participants to engage in accredited learning programmes such as SQA units and group awards, food hygiene awards (REHIS), Youth Achievement Awards, First Steps to Youth Work, Duke of Edinburgh’s Award, John Muir Award, Saltire Awards, and Adult Achievement Awards.

In 2021 – 22 64 participants gained 84 SQA units, 307 Duke of Edinburgh’s Awards were achieved, and 780 individuals gained 980 accredited learning awards

Nineteen young people were employed as Assistant Support Workers through the Scottish Government funded Young Person’s Guarantee Programme in 2021 – 22 with all progressing to positive destinations of employment, training or further education.

Fifty young people took up the opportunity to volunteer at the summer hubs in 2021.

Adult learner attending a First Aid course said:
“It’s so helpful and useful and very handy to know. Enjoyed the class so much.”

Actions are included in this plan which will support the Council's priority to improve economic opportunities and outcomes. Some examples are:

- To deliver a varied digital learning programme with clear progression routes to develop better ICT skill for life and work
- Implement a development plan focused on delivering numeracy learning to adults aged 19 and over to meet the objective of the UK Shared Prosperity Fund Multiply programme
- To develop and deliver a programme of training and paid work experience that meets the Scottish Government's Young Person's Guarantee
- Increase the number of core skills outcomes achieved through family learning and parental engagement programmes
- Provide volunteering opportunities and work experience options for young people
- Increase the number of qualifications, awards and accreditations achieved by young people

Support for individuals and families

The CLD team takes a whole systems approach to supporting individuals and families to ensure that barriers to learning are removed. Through referrals from internal colleagues and external partners staff are able to tailor relevant support to each individual or family which can include one-to-one support, home visits, nurturing approaches, and onward referrals to other services.

Support is available to families and individuals at key transition points and to groups with specific needs such as care experienced young people, people with disabilities or health issues, those whose first language is not English and those who have resettled in North Lanarkshire through government supported schemes.

Care experienced young people and their families receive support from CLD as part of the Council's commitment to The Promise and through the local Getting it Right For Every Child (GIRFEC) planning pathways.

Parents receive additional support in areas such as breastfeeding, improving children's sleep routines and attachment.

Environment

North Lanarkshire Council recognised the urgent need to tackle climate change and adverse environmental impact caused by human activity when it declared a [climate emergency in June 2019](#) and in the report to Policy and Strategy Committee in December 2021, [The Challenge: Net Zero by 2030 Post CoP26 Delivery of Meaningful Climate Action](#)

As part of CLD consultation events, climate change and the environment feature as a matter of concern, especially among young people. Over the last two years Youth Climate Ambassadors have been taking local action and raising awareness of these topics. CLD teams have been involved in outdoor learning, participation in the John Muir Award and inter-generational gardening projects.

Some of the actions identified in the plan for 2022 – 25 which reflect this theme are:

- Roll out environment themed workshops in youth work provision and schools
- Continue to support the North Lanarkshire Youth Climate Ambassadors to raise awareness of climate change and environmental issues.
- Continue to promote outdoor learning and train staff in Forest School provision

Equality and diversity

In the past 2 years there have been a number of projects aimed at increasing participation from under-represented groups or those facing barriers to participation:

- LGBT+ youth groups
- Work with New Scots families, particularly those coming to North Lanarkshire as part of resettlement programmes
- ESOL (English as a second or other language) classes
- Men's Space project for those who have become isolated during the pandemic

Development Officers have delivered training on United Nations Convention on the Rights of the Child (UNCRC) to colleagues in CLD and other Council services.

During the life of this plan CLD intends to:

- deliver a programme by the resettlement team that encompasses the integration of all New Scots families into communities and includes their community learning, education, employability, health and social needs
- implement a revised ESOL offer
- organise events for young people on the theme of equality and diversity
- adults and young people will be involved in raising the profile of UNCRC

Workforce development

CLD has a continuing commitment to upskilling, training and developing the workforce. Staff training will be recorded through the CLD staff training matrix, the Performance Review and Development (PRD) process and LearnNL. All CLD staff will complete the mandatory training units and will receive training in Cognisoft IO where appropriate.

The youth work team will continue to lead on UNCRC and deliver training both to CLD staff and other council services as required.

All staff will undertake contextualised safeguarding training. This multi-agency training will be facilitated by North Lanarkshire Social Work.

Training in outdoor learning and Forest Schools will continue for those already undertaking training with the intention of extending this throughout the life of the plan.

Staff will be given training opportunities based on their required skills. This will include Numeracy, SQA assessment and verification, Health Issues in the Community (HIIC), Certificate of English Language Teaching to Adults (CELTA), internet safety, Relax Kids, LIAM, Sleep Scotland, forest schools, STEM, the Professional Development Awards (PDA) Introduction to Tutoring Adult Literacies Learning (ITALL), and Support Adult Literacies Learning (SALL).

Other staff development opportunities will include LLTTF, drug and alcohol awareness, suicide prevention, Seasons for Growth and other aspects of equality and diversity including social media accessibility. Awareness raising sessions and training around the Young Scot National Entitlement card will also be offered.

First Steps to Family Learning is new course created by CLD which is in the final stages of gaining SCQF Level 4 accreditation approval, supported by New College Lanarkshire. Having been successfully piloted by participants on the Young Person's Guarantee Programme, this course will be used to upskill CLD staff and partners across the authority.

“Getting the opportunity to organise and present at NLC’s Duke of Edinburgh Awards Presentation gave me the confidence to talk in front of hundreds of people”

Targeted provision and place-based programmes.

CLD has systems in place to respond to the need for targeted provision and is able to respond to emerging needs through the work of the CLD Partnership, CLD staff involvement in Community Board meetings, the development of Local Outcome Improvement Plans (LOIPs) and GIRFEC planning pathways.

Consultation

Over 600 participants, as well as partner agencies and staff, have taken part in consultation events during 2021 and 2022. Online surveys and focus groups were used to gather participants’ opinions and several topics emerged which are reflected in the action plan below and in the emerging cross cutting themes highlighted above. These were:

- Mental and physical health and wellbeing, drugs and alcohol awareness
- Poverty, the cost-of-living crisis and money management
- Equality and diversity
- The environment and climate emergency
- Youth participation and engagement - having your voice heard
- Employment, training, awards, accreditation and qualifications
- Information and activities for young people

The Action Plan

Adult Learning and Resettlement

The Adult Learning and Resettlement team works with adults across North Lanarkshire to develop better skilled, educated, confident and empowered people contributing to connected and inclusive communities.

The CLD Adult Learning and Resettlement manager leads a team of CLD Development Officers, CLD Adult Learning and Resettlement Workers, Support Workers and Assistant Support Workers who all contribute to ensuring that the needs of adult learners are met.

The Adult Learning and Resettlement Delivery Plan sets out actions to improve life chances for adult learners across North Lanarkshire. It focuses on both local and national priorities, with key themes including community based adult learning, health and wellbeing, Young Persons' Guarantee, Multiply Project, health and Resettlement.

The Adult Learning and Resettlement Team works with Syrian, Afghanistan and Ukrainian individuals and families who are part of UK and Scottish Government programmes and have resettled in North Lanarkshire after fleeing war in their own countries. The team provides ESOL classes and combined ESOL / Employability courses across North Lanarkshire supporting refugees



and displaced people to improve on their English language skills, thereby increasing opportunities for learning, employment, and integration into local communities. Working closely with partner organisations and residents the team facilitates community activities, volunteering opportunities and provides links to community groups and local

charities. As part of the wider Resettlement Team, the CLD Resettlement team works with other NLC services to ensure that all resettled people have access to suitable housing, health, and local schools, as available to all North Lanarkshire residents.

Theme: Expanding and Extending Adult Learning		
The Adult Learning and Resettlement team wants adult learning to be available, accessible, and meaningful with more people understanding the value and impact of adult learning. The CLD Adult learning programme contributes to all 7 National CLD Outcomes as stated in the NL CLD Partnership Plan 2021-24 and Programme of Work. The team provides adult learning opportunities that are lifelong, learner centred and cover all areas of life – personal, work, family and community.		
Objectives		
<ul style="list-style-type: none"> • Development and delivery of a programme which meets objectives of National Strategies and NLC Plans which offers connected adult learning opportunities across North Lanarkshire communities and organisations, targeting the most excluded and disadvantaged. • To put learner needs, experiences and voice at the heart of adult learning and increase learner awareness around community engagement and in relation to the 9 town boards. • A varied programme with clear progression routes, including accreditation, to develop better ICT skills for life and work. • Family learning is available and accessible to help impact on raising attainment and closing the poverty-related attainment gap. • Adult learners are confident and capable to progress in life through achieving qualifications that are relevant to them. To develop skills and confidence and increase economic opportunities for adults through qualifications. To offer a broad programme of accreditation which provides progression routes and links from community-based education to further educational opportunities. • To create an ambition and delivery plan in line with Multiply Programme objectives. 		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of distinct learners 16 and over gaining national qualifications • % Adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of literacy, numeracy and digital learning outcomes achieved. • Number of ESOL (English for Speakers of Other Languages) learning outcomes achieved 		
Actions	Milestones	Evidence
Learners' Voice – support regular consultation with learners and communities to empower learners to join the Adult Voice and influence the decisions that affect their lives.	<ul style="list-style-type: none"> • Establish an initial range of NL Learner Forums by June 2023. • Visit CLD Parent Voice by March 2023 to discuss pathway into Learner Voice. 	<ul style="list-style-type: none"> • Survey results • Creation of 6 locality learners' forums • Attendance of learners participating in forum • Staff attendance at CLD Parent Voice
Digital – Deliver a varied programme with clear progression routes, including accreditation, to develop better ICT skills for life and work.	<ul style="list-style-type: none"> • Completed review of current digital programme by March 2023. • Revised digital learning offer to begin Aug 2023. • Review digital learning offer every term from Dec 2023. • Create new materials and courses to reflect changes. • Learner consultation and review by June 2024 and June 2025. • Increased number of learners achieving SQA / national qualification in ICT/Digital Skills to pre-COVID levels of 52 by March 2023 and an annual 10% increase by March 2024 and 2025. • Continue to work with partners such as Digital North Lanarkshire and Driving Digital Locally to remove barriers to digital inclusion through increasing the number of sessions linked to digital learning outcomes. 	<ul style="list-style-type: none"> • Results of completed learner consultation. • New Online Programme in place across NL. • Shared resource bank available online. • Number of SQA qualifications achieved. • Increased attendance figures on Cognisoft IO. • Number of digital learning sessions.

Theme: Expanding and Extending Adult Learning		
<p>Family learning – support the delivery of family learning/ intergenerational learning by working with CLD Family Learning Team to promote family.</p>	<ul style="list-style-type: none"> • Staff involved in co-delivery and promotion of family learning events. 	<ul style="list-style-type: none"> • Number of Referrals made to CLD Family Learning Team. • Family Learning opportunities are delivered across localities. • Number of family learning outcomes achieved.
<p>Accreditation and Quality Assurance – through consultation with learners, develop a programme of accredited learning that provides progression routes and links from community-based education to further educational opportunities and employment.</p>	<ul style="list-style-type: none"> • Participation levels increased across CLD adult learning offer to pre-COVID levels by March 2025 to 300 adult learners each year. • Completion of standardised SQA assessment packs by June 2023. • Increase number of Discovery Award learners enrolled to pre-COVID levels by June 2024 to 156 and by 10% by March 2025. • Increase number of Discovery Awards achieved to 25 by June 2024 and a 10% increase by 2025. 	<ul style="list-style-type: none"> • SQA qualifications • Discovery awards gained • SQA assessment packs standardised
<p>Multiply – create and implement a development plan focused on delivering numeracy programmes to adults ages 19+ to meet objectives of Multiply/UK Prosperity fund.</p>	<ul style="list-style-type: none"> • Project Lead and plan in place by March 2023. • Full Multiply team in place by March 2023. • Baseline exercise completed by March 2023. • 405 adults achieving levels 2/3 maths qualifications by March 2024 and again by March 2025. • 135 adults achieving levels 4/5 maths qualifications by March 2024 and again by March 2025. • 1250 adults participating in maths courses by March 2025. • Increase number of adults into sustained employment and/or education by March 2025. 	<ul style="list-style-type: none"> • Multiply development plan • Attendance on numeracy courses • Number of qualifications achieved. • Staff Team in place. • Tracking of participants on exit and post course.



Young person who attended Connect Youth Group said:

I love coming to the group, it is a place for me to meet new people and try new things. I like helping others and it is great to help other young people to settle in Scotland. I am looking forward to coming to the group every week.

Theme: Connecting the Adult Learning Journey		
The Adult Learning and Resettlement team wants adults to have access to the right information, advice, and guidance. This should be at all stages of learning. It should be accessible and fair to everyone.		
Objectives		
Develop and deliver a programme of training and paid work experience that meets the Scottish Governments Young Person's Guarantee to provide young adults aged between 16 and 24 with the opportunity of employment, further/higher education or training.		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of distinct learners 16 and over gaining national qualifications • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of literacy, numeracy and digital learning outcomes achieved. • Number of ESOL learning outcomes achieved 		
Actions	Milestones	Evidence
<p>Young Person's Guarantee – Develop and deliver a programme of training and paid work experience that meets the Scottish Government's Young Person's Guarantee to provide young adults aged between 16 and 24 with the opportunity of employment, further/higher education, or training. Work closely with every YPG participant to move towards a positive destination; employment, further/higher education or training depending on individual ambition.</p>	<ul style="list-style-type: none"> • All participants will have completed at least 5 new training courses relating to their current role with NLC by June 2023. • Participants will show improved core/transferrable skills in IT, Communication, Numeracy, Working with Others and Problem Solving by March 2023. • Every participant can reflect on their learning journey, articulate progression and has developed personal goals and plans. 	<ul style="list-style-type: none"> • SQA certificates, Participation records and certificates. • SQA certificates, Completion of NLC internal modules. No One Left Behind reports. Placement feedback sheets and evaluation forms. Adult Achievement Award (AAA) and Youth Achievement Award (YAA). Adult Learning Outcomes achieved • AAA, YAA, PRD and evaluation day
<p>Adult Learning Networks – The Adult Learning and Resettlement team will identify and participate in local, regional and national adult learning network events/groups. Cascade learning to colleagues and embed knowledge in adult learning groups and classes.</p> <p>Shared resources and partnership working – ensure an effective system of operational networks that makes best use of skills and experience across North Lanarkshire. Review and re-establish partner networks across adult learning.</p>	<ul style="list-style-type: none"> • A visible presence with 5 posts per week across networks including Twitter and Facebook by March 2023. • A connected workforce with local organisations and communities • Staff will present at the West Alliance in Feb 2023. • Staff to deliver West CLD Alliance Workforce Development workshop by February 2023. • A programme of engagement with partner organisations developed and in place by March 2025. • Shared resources, referral pathways and good practice established through partnership working. 	<ul style="list-style-type: none"> • Attendance at West Partnership, Learning Links. • Increased staff participation in networking events. • Increased knowledge base. • Posts on social media

Theme: Access, Diversity and Inclusion		
Remove barriers to make sure support can be accessed and ensure adults are aware of learning opportunities.		
Objectives		
<ul style="list-style-type: none"> • Address effects of lockdowns and pandemic on mental health and increase participation in lifelong learning to create a positive impact on wellbeing and social integration. • Ensure there is a CLD Gaelic programme that meets the needs of learners across North Lanarkshire and the commitments set out in the NLC Gaelic Language Plan by providing increased opportunities for Gaelic learners to practise and use the language within community and social settings. • Deliver an ALN programme that positively impacts learners and their families within their everyday lives. • Ensure all ESOL learners, including New Scots, have access to provision in their locality. ESOL provision meets the needs of learners in all areas of their lives. • New Scots acquire language skills developed at the appropriate level to help them navigate their home/family and work life. 		
'Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of distinct learners 16 and over gaining national qualifications. • % Adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones. 		
Actions	Milestones	Evidence
<p>Health and Wellbeing – Increase participation on Health and Wellbeing programmes by upskilling CLD workers and expanding the learning offer across localities built in SQA Wellbeing Modules.</p> <p>Address the impact of climate change and the cost-of-living crisis by working with partners to offer a holistic learning programme to learners that will provide financial literacy skills and improved Health and Wellbeing outcomes.</p> <p>Increase opportunities for learners, including New Scots, to interact with local community services through signposting, information sharing events and embed within existing groups.</p>	<ul style="list-style-type: none"> • Health and wellbeing working group established by March 2023. • Promote referral pathway with partners by June 2023. • Regular meetings and correspondence with statutory organisations, health services and voluntary organisations. • A timetable of 'connecting' events have taken place by March 2023 to tackle Cost of Living Crisis. • Accredited learning offers for health and wellbeing established by June 2023. • Each locality to deliver Health Issues in the Community course (HIIC) by June 2023. • 2 staff will have completed Forest Schools training by June 2023. 	<ul style="list-style-type: none"> • Number of learners on health and wellbeing courses • Health and wellbeing courses delivered in each town board. • Number of "Connecting" events across NL. • Forest Schools qualification gained. • Number of qualifications gained for health and wellbeing courses.
<p>Gaelic Language – Develop and implement a Gaelic Language Plan in consultation with Gaelic learners, designed to ensure that there are opportunities for a sustainable future for Gaelic by raising its status and profile and creating practical opportunities for its use.</p>	<ul style="list-style-type: none"> • Delivery of the Gaelic Language Act Implementation Fund funding bid commitment by 2023. • Gaelic Development Officer in place by March 2023. • Review methods of delivery to include online groups, activities and classes by March 2023. • Plan events to coincide with "World Gaelic Week" in Feb 2023 - 25. • Introduce Beginners Gaelic class by March 2023. • Increase and improve social media presence. • Offer Introduction to Gaelic for staff by March 2023 and plan a programme over 2 years. 	<ul style="list-style-type: none"> • Programme of classes developed • Attendance • Social Media Posts • Staff Training Matrix/Calendar • Events for World Gaelic Week 2023.

Theme: Access, Diversity and Inclusion		
<p>Adult Literacy and Numeracy – Establish a working group to embed literacies and qualifications within project work and broader adult learning opportunities.</p> <p>Raise awareness of ALN opportunities locally and through partners.</p> <p>Develop ALN volunteer training programme and expand use of volunteers to allow more 1 to 1 learning.</p> <p>Develop and source new materials and develop workshop packs.</p> <p>Identify opportunities and integrate the Multiply Programme.</p>	<ul style="list-style-type: none"> • Working group established by March 2023. • Review current ALN provision by March 2023. • Revised ALN learning offer to begin Aug 2023. • Review ALN learning offer every term from Dec 2023. • ALN Spotter Training Session delivered by Feb 2023. • Progression plan and training packs developed by Aug 2023. • Increase number of learners attending ALN classes to pre-COVID levels of 507 by March 2024 and a 10% increase by March 2025. • Increased numbers of learners achieving qualifications in core skills of communications and numeracy by 10% to 165 by March 2024 and a further 10% by March 2025. 	<ul style="list-style-type: none"> • Attendance at groups • Number of ALN learning outcomes being achieved. • Number of qualifications being achieved. • Number of referrals received. • Training matrix • Training packs developed • Updated materials and SQA packs.
<p>ESOL – Ensure all ESOL learners, including New Scots, have access to provision in their locality.</p> <p>Evaluate and refresh ESOL provision to meet current and local needs.</p> <p>Build volunteering capacity within ESOL groups aiding integration and learners’ progression.</p> <p>Recruit more volunteers and provide ESOL training. Promote volunteering as an option for ESOL learners to build skills and confidence</p> <p>Ensure ESOL learners are actively involved in community events improving connections and relationships by working in collaboration with ESOL services and support agencies to benefit learners across North Lanarkshire.</p> <p>Formation of an ESOL network across North Lanarkshire to create access pathways. Signposting and information sessions delivered by relevant partners.</p>	<ul style="list-style-type: none"> • Review current ESOL provision by March 2023. • Review ESOL learning offer every term from Dec 2023. • Full complement of ESOL staff in place by March 2023. • 3 staff to complete Certificate of English Language Teaching to Adults (CELTA) by Dec 2022. • Increased number of ESOL learning outcomes being achieved by 10% to 1650 by March 2024 and a further 10% by March 2025. • ESOL Volunteer training delivered by Feb 2023 • ESOL network established by March 2025. 	<ul style="list-style-type: none"> • Number of ESOL Learning outcomes achieved. • Number of qualifications achieved. • Number of SQA and AAA qualifications gained. • Learner attendance • Placements completed • Completed ILP’s • Approval received for Level 4 • Minutes of ESOL network • Referrals
<p>Resettlement – Deliver a resettlement programme led by the Adult Learning and Resettlement Team, that encompasses the integration of all New Scots families into the communities and includes their community learning, education, employability, health and social needs.</p> <p>Refresh current resettlement support to ensure best practice and further develop outcome focussed resettlement.</p>	<ul style="list-style-type: none"> • An established New Scots Network by March 2024. • All New Scots families have an Integration Plan (IP) in place within one month of arrival. • ESOL offer reviewed and revised programme implemented by March 2023. • Employability programme re-introduced in consultation with partners by March 2023. • Pathways to further education and employment established by March 2024. 	<ul style="list-style-type: none"> • Increased referrals made to other CLD groups. • Connected partnership with up-to-date knowledge of resources. • Number of outgoing referrals. • Number of learners on CLD programmes. • Implementation of revised ESOL programme for resettled families. • Number of resettlement network events. • Number of New Scots in employment or training. • Number of New Scots gaining qualifications.

Theme: Workforce Development		
Adult learners have learning opportunities provided by skilled staff.		
Objectives		
<ul style="list-style-type: none"> • A professional, skilled adult learning workforce with good knowledge of ALN and ESOL that leads to better outcomes for learners. • CLD Adult Learning at the forefront of local, regional and national learning networks and organisations. • Strengthen networks with local stakeholders to encourage participation in Community Boards. • An effective system of operational networks that makes best use of skills and experience across North Lanarkshire. • North Lanarkshire is a place where everyone can volunteer, more often and throughout their lives. Volunteers are well educated, skilled and able to contribute to their local community. 		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of distinct learners 16 and over gaining national qualifications • % Adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of literacy, numeracy and digital learning outcomes achieved. • Number of ESOL learning outcomes achieved 		
Actions	Milestones	Evidence
<p>Upskilling CLD Staff – Ensure personal and professional development is supported through support and supervision and PRD by identifying training needs and developing a training programme across staff levels.</p>	<ul style="list-style-type: none"> • All staff to have had PRD by March 2023. • Deliver ALN spotter and referrer training to partners by January 2023. • HIIC training scheduled for January 2023. • Support and Supervision offered every 8 weeks. • Cognisoft IO refresher training offered each quarter. • All staff to undertake UNCRC training by June 2023. 	<ul style="list-style-type: none"> • Regular completion of Support and Supervision and PRD. • Completion of Training Matrix. • Staff certificates from attendance.
<p>Volunteering – Review volunteering practice and establish induction processes, training courses matched to skill set and interest.</p> <p>Recognise and celebrate the contributions already being made and encourage everyone who wants to take part.</p> <p>Engage with Voluntary Action North Lanarkshire (VANL) and public sector partners to support volunteering and community involvement, working collaboratively with learners.</p>	<ul style="list-style-type: none"> • An established working group responsible for all aspects of volunteering established by June 2023. • Celebrate volunteers at a Celebration of Learning in 2023. • Volunteers Week is celebrated in June 2023. • Integrate pathway to volunteering within adult learning to include accreditation. 	<ul style="list-style-type: none"> • Increased number of volunteers within CLD. • Increase opportunities for development of adult learning volunteers

“My daughter said it was the first time she saw me looking happy and confident. In my home country, women are not allowed to do these things. I want to do this every day!”

Family Learning

The Family Learning Team consists of Homelink CLD, CLD Worker (Schools) and CLD Support Workers (Family Learning). The team works directly with parents and carers to provide parental engagement and with the parent and children together in a Family Learning context.

Learning and engagement programmes recognise a parent's and carer's role as primary educators and the importance of their full engagement as equal partners in their child's learning. This principle is a key driver in achieving improved outcomes for children, raising attainment for all, and closing the poverty related attainment gap. This approach has its roots in the ethos underpinning **Getting it Right for Every Child (GIRFEC)**.

Parental engagement is about parents' and families' interaction with their child's learning in the home, at school or in the community. Success is vested in the quality of the parent's engagement with their child's learning and the consequential positive impact that it can have through the interaction and mutual development that will occur.

The interventions are relationship based, incorporating nurturing principles, which place the adult and child at the centre of learning. Those who are most vulnerable are targeted, using Scottish Index of Multiple Deprivation (SMID) data, the Request for Assistance process, and participation in the Education and Families Empowering Cluster model.

Learning programmes involve groupwork or targeted work if a family requires that type of input.

Partnership working is fundamental and key partners are: health, Early Years, Primary Schools, Psychological Services, Social Work, Virtual Schools and the Tackling Poverty team, 3rd sector regional and national organisations as well as the wider community



'Doing the Solihull course has helped me understand that behaviour is coming from feelings and that I had to change my behaviour to the way I dealt with things. Things are better at home now and I am so glad I did this course'. Parent attending Solihull course.

Theme: Family Learning		
CLD Family Learning offers opportunities within communities to improve outcomes for children and families, encouraging family members to learn together and help adults learn how to support their children's learning.		
Objective 1		
Increase participation in Family Learning programmes from the 2021-2022 figure (613 unique clients) by 50% by March 2025		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • % children aged 0-7 participating in CLD programmes residing in the lowest 20% of Scottish datazones. • % young people aged 8-15 participating in CLD programmes residing in the lowest 20% of Scottish datazones. • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones. • Number of family learning outcomes achieved by learners 16 and over in parenting and family learning. • Number of family learning outcomes achieved by learners 0 – 15 in family learning programmes. 		
Actions	Milestones	Evidence
Engage with internal and external partners to build upon and strengthen partnership working. Work alongside parents and families to ensure learning offers are responsive to need.	<ul style="list-style-type: none"> • Review representation and engagement in internal and external structures January 2023 • Dissemination of refined and updated referral pathway March 2023 	<ul style="list-style-type: none"> • Minutes from meetings • Excel tracker that logs referrals being made. • System reports/ Number of referrals made to CLD • System report - number of distinct clients who are participating in Family learning programmes. • Increased number of Referrals made to CLD Family Learning Team.
Review the Family Learning offer within the secondary school establishments with a focus on S1/S2.	<ul style="list-style-type: none"> • Establish a baseline of provision by January 2023 • Deliver Solihull Foundation Training by June 2023 • Deliver Family Learning STEM training by June 2023 • Provide opportunities on a quarterly basis for cross service professional learning 	<ul style="list-style-type: none"> • Attendance records of staff who have completed training • System report – Number of distinct clients participating in family learning within Secondary school establishments. • Training Matrix/ Training Calendar
Increase the number of outcomes achieved by families participating in Family Learning programmes.	<ul style="list-style-type: none"> • Review the outcomes on a quarterly basis. 	<ul style="list-style-type: none"> • System reports - Distinct number of outcomes achieved.
Family Learning opportunities are delivered at a variety of days, times and venues including after school and during holiday periods.	<ul style="list-style-type: none"> • Minimum of 2 after school Family Learning programmes per locality by December 2023. • Family Learning programme delivered in each locality outwith the school term including Easter, Summer and October school holidays on an annual basis 	<ul style="list-style-type: none"> • Evaluation reports • System reports- number of projects running over the summer. • Reportable indicators • Non reportable indicators

Theme: Family Learning		
Objective 2		
Increase youth accredited learning opportunities for children aged 5 – 15 years with Family Learning programmes.		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • % children aged 0-7 participating in CLD programmes residing in the lowest 20% of Scottish datazones. • % young people aged 8-15 participating in CLD programmes residing in the lowest 20% of Scottish datazones. • Number of youth accredited learning awards achieved. • Number of distinct individuals achieving youth accredited learning awards. 		
Actions	Milestones	Evidence
Provide appropriate training for Family Learning staff	<ul style="list-style-type: none"> • Hi 5 training delivered to CLD worker (Schools) by April 2023 • Agency assessors appointed and trained by June 2023. 	<ul style="list-style-type: none"> • Attendance records of staff who have completed Hi5 and Dynamic Youth training • Training calendar • Attendance records of staff who have completed Agency Assessors training
Provide opportunities for families to participate in Youth accreditation within Learning at Home activities	<ul style="list-style-type: none"> • Learning at Home youth accreditation materials developed and produced by April 2023 	<ul style="list-style-type: none"> • Consented portfolios as examples of good practice • Celebration of learning events • Certification • Reportable indicators – Number of young people who have achieved a youth accredited award.



“These sessions are fantastic. My boys both thoroughly enjoyed the experience and it has been a big benefit to my eldest who sometimes is impacted by anxiety. His confidence is definitely growing and it was great to see him interacting more with other children as the sessions went on. Lovely that the whole family can be involved” Parent attending outdoor learning.



Theme: Parental Engagement		
CLD Parental Engagement offers opportunities within communities to parents to learn about the importance of their role, and nurture positive relationships with children and within families.		
Objective 1		
Increase participation in parental engagement from the 2021-2022 figure (448 unique clients) by 10% by March 2025		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones. • Number of family learning outcomes achieved by learners 16 and over in parenting and family learning. • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of distinct learners 16 and over gaining national qualifications • Number of literacy, numeracy and digital learning outcomes achieved. 		
Actions	Milestones	Evidence
Engage with internal and external partners to build upon and strengthen partnership working. Work alongside parents and families to ensure learning offers are responsive to need.	<ul style="list-style-type: none"> • Review representation and engagement in internal and external structures January 2022 • Dissemination of refined and updated referral pathway January 2023. 	<ul style="list-style-type: none"> • Minutes from meetings. • Excel tracker that logs referrals being made. • System reports/ Number of referrals made to CLD • System report- number of distinct clients who are participating in parental engagement programmes. • Increased number of Referrals made to CLD Family Learning Team.
Review the Family Learning offer within the secondary school establishments with a focus on S1/S2.	<ul style="list-style-type: none"> • Establish a baseline of provision by January 2023 • Deliver Solihull Understanding Your Child training Feb. 2023 • Provide opportunities, quarterly, for cross service professional learning 	<ul style="list-style-type: none"> • System reports - Distinct number of outcomes achieved.

Theme: Parental Engagement		
Objective 2		
Provide accredited learning opportunities for adults aged 16 +		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of distinct learners 16 and over gaining national qualifications • Number of literacy, numeracy and digital learning outcomes achieved. • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones 		
Actions	Milestones	Evidence
Provide opportunities for parents to receive national accreditation awards as part of a paternal engagement learning offer.	<ul style="list-style-type: none"> • AAA familiarising session completed by April 2023 • AAA verification training completed by December 2023. • All staff attend at least 1 SQA internal meeting per year • Staff completed SQA Internal Verification. training by June 2024. 	<ul style="list-style-type: none"> • Attendance records of staff who have completed training • Training calendar • Report – number of adults achieving awards

Theme: Health and Wellbeing		
<p>Families can access learning opportunities that promote positive physical and mental health and wellbeing. Including the importance of attachment, building nurturing relationships, resilience, and benefits of physical activity for individuals, families, and communities.</p>		
<p>Objective</p> <p>Increase participation in Health and Wellbeing programmes within parental engagement and family learning.</p>		
<p>Reportable indicator/s to which this objective contributes:</p> <ul style="list-style-type: none"> • % children aged 0 - 7 participating in CLD programmes residing in the lowest 20% of Scottish datazones • % young people aged 8 - 15 participating in CLD programmes residing in the lowest 20% of Scottish datazones • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of family learning outcomes achieved by learners 16 and over in parenting and family learning programmes • Number of family learning outcomes achieved by learners 0 - 15 in family learning programmes 		
Actions	Milestones	Evidence
<p>Increase the availability of learning that strengthens emotional and physical well-being of children, adults, and families</p> <p>Work alongside parents and families to ensure learning offers are responsive to need.</p> <p>Increase the number of Health and Wellbeing outcomes achieved through family learning and parental engagement programmes.</p>	<ul style="list-style-type: none"> • Establish a Health and Wellbeing subgroup by February 2023 to develop professional learning and sharing of good practice. • Review Health and Wellbeing programmes and identify any gaps March 2023. • Establish baseline and targets for each programme by March 2023 • Baby Massage • LIAM (family programme) • Relaxed Kids • Seasons for Growth (adult) • Sleep Scotland • Solihull • Outdoor Learning 	<ul style="list-style-type: none"> • System reports – number of participants engaging in Health and Wellbeing programmes. • System reports – number of Health and Wellbeing outcomes achieved • Monitor and track – quarterly reviews
<p>Family Learning Team refer appropriately to other services including Financial support.</p>	<ul style="list-style-type: none"> • Establish baseline information February 2023 • Provide quarterly opportunities for cross services internal and external for professional learning 	<ul style="list-style-type: none"> • System reports - number of outgoing referrals made for welfare supports • Training matrix • Team meetings

Theme: Wider Community		
CLD Family Learning Team works alongside parents and families to enable them to be effective partners within a range of networks and structures and build community capacity, confidence, and resilience.		
Objective		
Expand opportunities for parents to be actively participating in a range of community networks in relation to issues affecting them.		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of family learning outcomes achieved by learners 16 and over in parenting and family learning programmes 		
Actions	Milestones	Evidence
Increase participation in CLD Parent Voice	<ul style="list-style-type: none"> • Review consultation with Parent Voice February 2023 • Refine and introduce operational model June 2023 • Quarterly events 	<ul style="list-style-type: none"> • Attendance figures • System reports – Number of distinct clients • You Said We Did action reports
Opportunities for parents to participate in a range of meetings / structures to share their views and experiences.	<ul style="list-style-type: none"> • Ongoing review of parents’ participation across a range of structures including Voice Task Group 	<ul style="list-style-type: none"> • System report – number of outcomes achieved in Wider Communities (FL Outcomes)
Develop role of breastfeeding champions to encourage a positive message of breastfeeding across North Lanarkshire – Antenatal and postnatal.	<ul style="list-style-type: none"> • Champions to roll out breastfeeding awareness training by December 2023 within wider CLD service 	<ul style="list-style-type: none"> • Attendance figures from breast feeding friendly training • Training Matrix

Theme: Core Skills		
CLD Family Learning Team contributes to the Adult Learning Strategy (2022-27) through embedding accredited learning opportunities for adults 16* within parental engagement and family learning programmes.		
Objective		
Increase participation of parents engaging in core skills learning opportunities.		
Reportable indicator/s to which this objective contributes:		
<ul style="list-style-type: none"> • Number of National Qualifications gained by learners over 16 participating in CLD programmes. • Number of distinct learners 16 and over gaining national qualifications. • Number of literacy, numeracy and digital learning outcomes achieved. • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones. • Number of family learning outcomes achieved by learners 16 and over in parenting and family learning programmes 		
Actions	Milestones	Evidence
Increase number of core skills outcomes achieved through family learning and parental engagement programmes	<ul style="list-style-type: none"> • Establish baseline of core skills embedded within delivery • Identify training needs March 2023 • Training programme established June 2023 • Provide opportunities twice yearly for cross service professional learning 	<ul style="list-style-type: none"> • System reports – participation – Number of distinct learners • System reports – number of outcomes and accreditation achieved • Training matrix

Youth Work

North Lanarkshire CLD youth work is delivered across all North Lanarkshire localities, in a range of contexts and settings including schools, community centres and outdoor learning. The Youth Work team is led by the CLD Youth Work Manager. The Youth Work team consists of CLD Youth Workers including Home Schools Partnership Officers, Support Workers and Assistant Support Workers.

The service is supported by Youth Work Development Officers who drive forward both strategic and operational priorities. Staff plan and deliver engaging youth work programmes according to the needs and aspirations of young people, using a youth work approach, incorporating the values and principles of youth work as outlined in the “nature and purpose of youth work” statement. There is a strong emphasis on providing opportunities for young people to gain awards and accreditations, which are built into youth work programmes to support young people’s attainment and achievements. Youth workers build partnerships across communities and work both locally and nationally with relevant agencies and organisations to ensure the best delivery of the service and to improve outcomes for young people.

All CLD youth work practitioners uphold the values and principles of youth work and deliver on the national youth work outcomes and skills framework. The plan detailed below focuses on the themes of health and wellbeing, poverty and the cost-of-living crisis, youth voice, and equality and diversity, in addition to the climate crisis and universal youth work delivery on a range of issue-based topics. These themes came to the fore during consultation with young people and stakeholders, so we can be confident that we are meeting the needs of young people in developing this plan.



“Youth work has opened up opportunities of public speaking and people work I wouldn’t have had otherwise. I have made many friends and have been invited on multiple fun trips thanks to youth work. It is something I always look forward to and is always a positive environment.”

Theme: Health and Wellbeing		
North Lanarkshire's Youth Work service will work in a range of settings, using a youth work approach to improve outcomes for young people's health and wellbeing.		
Objective		
To improve the health and wellbeing of young people through CLD youth work provision in North Lanarkshire.		
Reportable indicator to which this objective contributes:		
<ul style="list-style-type: none"> • % Young people aged 8 - 15 participating in CLD programmes residing in the lowest 20% of Scottish datazones • % Adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of youth work outcomes achieved • Number of Youth Accredited Learning Awards achieved • Number of distinct individuals achieving Youth Accredited Learning Awards 		
Actions	Milestones	Evidence
Create a pathway of support for young people seeking to improve their health and wellbeing.	<ul style="list-style-type: none"> • Develop and enhance partnerships with external and internal agencies. • Promotion of universal and additional CLD services • Introduce a referral system for agencies and organisations to engage young people in CLD services. • System established to monitor and evaluate the referral pathway. 	<ul style="list-style-type: none"> • Presentation at relevant forums about CLD services • Promotional materials • Participation on relevant working groups • Referral form and guidance • Cognisoft IO evidence of young person's journey • 6 monthly reports to the Children and Young People Mental Health and Resilience steering group
To provide strategic and operational guidance within the multi-agency children and mental health and resilience task group as part of the Children Services Partnership	<ul style="list-style-type: none"> • Enhanced funding to support the role out of Living Life to the Full and mental health community-based solutions. • Improved partnership with key stakeholders such as Child and Adolescent Mental Health Services (CAMHS); school-based councillors; social work and schools to improve pathways 	<ul style="list-style-type: none"> • 6 monthly quarterly reports and case studies • Children and Young People Mental Health and Resilience steering group steering group action notes.
Provide youth focused health and wellbeing information via the North Lanarkshire Young Scot web pages and social media.	<ul style="list-style-type: none"> • Published content, reviewed regularly • Promotion of universal and additional CLD services 	<ul style="list-style-type: none"> • Number of new and updated articles on Young.Scot • Number of page views, and social media engagements.
Increase participation from 96 young people (June 2022) in our Living Life to Full programmes by upskilling CLD youth work staff and increase our wellbeing groups from two to seven.	<ul style="list-style-type: none"> • Recruitment of new staff to develop and deliver Living Life to the Full and wellbeing groups. • Staff training will be completed by all staff on Living Life to the Full and Suicide prevention. • New wellbeing groups established by Summer 2023. 	<ul style="list-style-type: none"> • Staff in post • Staff training completed. • Cognisoft IO action plans for each group. • 6 monthly reports to the Children and Young People Mental Health and Resilience steering group
Provide school and community-based Seasons for Growth groups.	<ul style="list-style-type: none"> • Increase the number of Youth Workers trained in Seasons for Growth by end of 2023. • Increase the number of Seasons for Growth delivered within the community by 2024. 	<ul style="list-style-type: none"> • Number of participants completed Seasons for Growth • Number of trained staff in Seasons for Growth
Youth work programmes will include information about healthy and active lifestyles.	<ul style="list-style-type: none"> • All Duke of Edinburgh's Award expedition preparation will include advice about food and nutrition. • Friday and Saturday diversionary activities will provide access to free physical activity. 	<ul style="list-style-type: none"> • Number of people taking part in expeditions. • Camp craft checklist • Quarterly Reports from operational group on Friday and Saturday diversionary work

Theme: Health and Wellbeing		
Resources on a range of health and wellbeing topics are collated by the health and wellbeing working group and made available to all youth work staff.	<ul style="list-style-type: none"> • Resource packs are developed, piloted and distributed by 2023. • Staff training on drugs and alcohol is completed by June 2023 • Drugs and alcohol workshops are delivered in all diversionary activities by end of June 2023. 	<ul style="list-style-type: none"> • Training sessions for staff completed • Session plans and via Cognisoft IO • Diversionary Friday and Saturday night project reports • Alcohol and Drugs Partnership report template
Provide an outdoor learning offer as part of youth work services in recognition of the benefits to young people's health and wellbeing.	<ul style="list-style-type: none"> • Launch the outdoor classroom at the @Home Centre spring 2023 • Forest schools established by Autumn 2023 • An increase in number of National Navigation Awards Scheme, John Muir Award and Outdoor Discovery awards from 2021/22 figures. 	<ul style="list-style-type: none"> • Outdoor classroom launch • Staff training concluded and Forest school programme established. • Cognisoft IO reports • Number of awards presented. • Number of young people in receipt of certificates.



“Throughout the past few years, youth work has been a big part of my life, from going to groups to volunteering. I have made friends through these groups and have gotten to be a part of so many opportunities such as my Duke of Edinburgh’s Award, etc.”

“Being a part of youth work has helped me in so many ways, with gaining confidence, making so many friends and experiencing things i would never have been able to do if it wasn’t for youth work, it’s an amazing thing that every young person can benefit from.”

Theme: Tackling Poverty		
North Lanarkshire's youth work service will use a range of strategies to reduce the impact of poverty.		
Objective		
Provide youth work provision that does not financially impact on young people and families in North Lanarkshire.		
Reportable indicator to which this objective contributes:		
<ul style="list-style-type: none"> • % young people aged 8 - 15 participating in CLD programmes residing in the lowest 20% of Scottish datazones • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of youth work outcomes achieved • Number of Youth Accredited Learning Awards achieved • Number of distinct individuals achieving Youth Accredited Learning Awards 		
Actions	Milestones	Evidence
Increase the number of young people engaging in youth work opportunities from the lowest 20% SIMD datazones from 49% (2021) to 55% in 2023.	<ul style="list-style-type: none"> • Production of Youth Work Team locality action plan • Reallocation of resources where necessary 	<ul style="list-style-type: none"> • Number of youth work participants from lowest 20% SIMD datazones.
Increase the number of Young Scot National Entitlement Cards issued for free bus travel.	<ul style="list-style-type: none"> • 38,000 cards issued by end of Dec 2022. Increase to 45,000 by end of 2024. • Number of staff training sessions and awareness raising sessions about the cards. 	<ul style="list-style-type: none"> • Application reports from Card Management system. • % uptake tracker • Number of staff training and awareness sessions to CLD staff, young people and partners.
Continue to promote Young Scot discounts and secure more local deals.	<ul style="list-style-type: none"> • Increased number of discounts and rewards available in 2023 and further increase in 2024. 	<ul style="list-style-type: none"> • Number of Young Scot discounts available • Uptake report
Provide information on budgeting and money management through group work and other methods.	<ul style="list-style-type: none"> • Session plans available and rolled out to staff • 100 Sessions delivered across the CLD Youth Work Teams • Add tag on Cognisoft IO - budgeting 	<ul style="list-style-type: none"> • Number of sessions
Provide access to free outdoor equipment via the CLD Store to enable young people to take part in outdoor activities, including Duke of Edinburgh' Award expeditions	<ul style="list-style-type: none"> • Updated store inventory • Increase access to equipment for young people with additional support needs. 	<ul style="list-style-type: none"> • Bookings forms • Tracking of use and equipment
Youth work staff will signpost and refer young people and families to local and national financial sources of assistance.	<ul style="list-style-type: none"> • System established to record referrals by March 2023 and implemented in April 2023. 	<ul style="list-style-type: none"> • Number of referrals. • Young Scot partnership agreement actions

Theme: Climate Emergency (Youth Work)		
<p>North Lanarkshire CLD youth work service recognises the importance of the climate emergency and will support young people to expand their knowledge, take action, and have their voices heard on this issue.</p>		
<p>Objective</p> <p>Deliver Youth Work activities that enable young people to have greater awareness of the climate emergency and take environmental action in their local communities.</p>		
<p>Reportable indicator to which this objective contributes:</p> <ul style="list-style-type: none"> • % young people aged 8 - 15 participating in CLD programmes residing in the lowest 20% of Scottish datazones • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of youth work outcomes achieved • Number of Youth Accredited Learning Awards achieved • Number of distinct individuals achieving Youth Accredited Learning Awards 		
Actions	Milestones	Evidence
Support the roll-out of environment-themed workshops within youth work provision and schools.	<ul style="list-style-type: none"> • Development of workshops • Delivery of 100 workshops by end of 2024. • Addition of Cognisoft IO flag 	<ul style="list-style-type: none"> • Number of sessions and projects delivered
Support the North Lanarkshire Youth Climate Ambassadors group to raise awareness of climate change and environmental issues.	<ul style="list-style-type: none"> • Peer education programme established by spring 2023 • New action plan for group established spring 2023 	<ul style="list-style-type: none"> • Weekly meetings recorded on Cognisoft IO • New members • Events and activities • ACT Now key milestones
Create an audit tool to support youth groups to undertake a green audit of their activities.	<ul style="list-style-type: none"> • Audit tool developed by spring 2023 • Roll out to youth groups summer 2024 	<ul style="list-style-type: none"> • Number of audit tools completed • Number of key actions implemented across the CLD Youth Work Service
Support young people to engage in dialogue with decision makers about environmental issues.	<ul style="list-style-type: none"> • ACT Now partnership youth representatives 	<ul style="list-style-type: none"> • ACT Now action plan and report
Support young people to participate in local environmental action.	<ul style="list-style-type: none"> • Add environmental flag to Cognisoft IO for reporting in 2023 / 2024. 	<ul style="list-style-type: none"> • Number of environmental activities



“I really like playing games with my pals. I go to a few youth groups, it’s good to go have a chat with other kids and the staff and it helps us to learn things while having fun.”

Theme: Equality and Diversity		
Promoting inclusion and equality is crucial for our youth work service to ensure that everyone is treated fairly; with dignity and respect; that discrimination is tackled; that barriers to participation are removed; and that the learning and support opportunities provided are open to all.		
Objective		
To increase awareness of equality, diversity and human rights through issue-based youth work and to ensure participation and engagement of underrepresented groups is improved.		
Reportable indicator to which this objective contributes:		
<ul style="list-style-type: none"> • % young people aged 8 - participating in CLD programmes residing in the lowest 20% of Scottish datazones • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of youth work outcomes achieved 		
Actions	Milestones	Evidence
Deliver issue-based youth work on equality, diversity and human rights.	<ul style="list-style-type: none"> • Resources compiled on one drive and padlet by spring 2023 • United Nations Convention on the Rights of the Child peer led sessions delivered to youth groups by spring 2023. 	<ul style="list-style-type: none"> • Cognisoft IO sessions – number of sessions carried out. • Reports on relevant work • Evaluation of young people’s knowledge and understanding of relevant issues. • Partnerships with relevant agencies
Organise youth events on the theme of Equality and Diversity to celebrate and raise awareness.	<ul style="list-style-type: none"> • Events planned throughout 2023 and 2024. 	<ul style="list-style-type: none"> • Report and evaluation of events
Improve social media and information provision to ensure it is accessible.	<ul style="list-style-type: none"> • Staff trained in social media accessibility • Guidelines circulated to all staff 	<ul style="list-style-type: none"> • Number of accessible social media posts
Provide training and development opportunities for staff on equality and diversity issues.	<ul style="list-style-type: none"> • Training and CPD opportunities circulated to staff with CPD agreed for 2023 and 2024. 	<ul style="list-style-type: none"> • Number of staff attending relevant courses • Number / type of courses attended • CPD logs • Partnerships with relevant agencies
Provide strategic and operational guidance within CLD and NLC Sections on the Equality Impact Assessments and Children’s Rights and Wellbeing Impact assessments (CRWIA).	<ul style="list-style-type: none"> • Assessments on delivery plan themes carried out by April 2023, and the findings evaluated and implemented. • Further CPD sessions planned as part of the Corporate Management Team to raise awareness of UNCRC and Equality Impact Assessments by October 2023. 	<ul style="list-style-type: none"> • Equality impact assessments • CRWIA impact assessments

Theme: Employability and Training		
North Lanarkshire CLD youth work service will create and support opportunities for young people to progress their skills, learning, employability and training pathways.		
Objective		
To deliver a range of opportunities and offer a variety of accreditation that enhances young people's skills for learning, life and work.		
Reportable indicator to which this objective contributes:		
<ul style="list-style-type: none"> • % young people aged 8 - 15 participating in CLD programmes residing in the lowest 20% of Scottish datazones • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of youth work outcomes achieved • Number of Youth Accredited Learning Awards achieved • Number of distinct individuals achieving Youth Accredited Learning Awards 		
Actions	Milestones	Evidence
Provide volunteering opportunities and work experience options to young people to enhance their skills and experience.	<ul style="list-style-type: none"> • Recruitment and open day that includes training options in spring 2023 and 2024 • Local opportunities promoted 	<ul style="list-style-type: none"> • Number of work placements • Number of youth volunteers • Number of volunteering related youth accreditations
Increase the number of qualifications, awards and accreditations achieved by young people.	<ul style="list-style-type: none"> • Increase of award and accreditation by 10% by end of 2024 	<ul style="list-style-type: none"> • Number of youth accreditations • Number of Duke of Edinburgh's Awards • Number of SQAs
Increase the number of young people from underrepresented groups achieving youth awards and accreditations.	<ul style="list-style-type: none"> • Improve recording of protected characteristics and other underrepresented groups for 2023 and show an increase in 2024. • Promote and target young people from underrepresented groups. • Remove barriers to participation 	<ul style="list-style-type: none"> • Number of youth accreditations • Number of Duke of Edinburgh's Awards • Number of SQAs
Review all Youth Accreditation and Awards to improve pathways for quality assurance and certification.	<ul style="list-style-type: none"> • Review group established Jan 2023. • North Lanarkshire Challenge SCQF levelled through 3rd party credit rating Summer 2023. • Improved quality processes for Dynamic Youth Award and Youth Achievement Award, Summer 2023. 	<ul style="list-style-type: none"> • Feedback from review group. • Credit rating awarded.



“when my daughter and myself where at STEM it was brilliant. As I got to see how my daughter used her creativity and how much she loved every second. Plus we got to bond more over it, and learn from each other” Parent attending STEM sessions

Theme: Youth Voice		
<p>Youth participation and engagement is key to the delivery of North Lanarkshire CLD youth work services. We will support young people to ensure they have a voice on decisions that impact on them.</p>		
<p>Objective</p> <p>Our objective is: To support a diverse group of young people to be key stakeholders in the decision-making process at all levels within the youth work service and beyond.</p>		
<p>Reportable indicator to which this objective contributes:</p> <ul style="list-style-type: none"> • % young people aged 8 - 15 participating in CLD programmes from the 20% lowest datazones • % adults aged 16 and over participating in CLD programmes from the 20% lowest datazones • Number of youth work outcomes achieved • Number of Youth Accredited Learning Awards achieved • Number of distinct individuals achieving Youth Accredited Learning Awards 		
Actions	Milestones	Evidence
Provide strategic leadership and direction for the Voice Task group on behalf of the Children Services Partnership	<ul style="list-style-type: none"> • Terms of reference established and approved by the membership January 2023. • Young Person approved as Co-Chair of the task group spring 2023. • Agreed action plan established on behalf of the group, spring 2023. 	<ul style="list-style-type: none"> • Terms of reference • Young person as co-chair supported by chair • Action plan agreed and delivered on
Develop training sessions with young people on the incorporation of UNCRC and Equality Impact Assessments.	<ul style="list-style-type: none"> • Co-produced session with young people on UNCRC established spring 2023. • Sessions co-delivered with young people to NLC services and partners on UNCRC April – December 2023. • Peer education sessions on UNCRC delivered April 2023 - April 2024. 	<ul style="list-style-type: none"> • Number of sessions on UNCRC delivered by young people to NLC services • Number of sessions on UNCRC delivered using a peer education approach
Provide further training and awareness within CLD, other NLC services and partnership on methods of engagement and participation to enable the involvement of young people in co-production and decision making under UNCRC article 12.	<ul style="list-style-type: none"> • Co-produced session with young people developed spring 2023 • Session co-delivered by young people to multi-agency stakeholders April 2023 – April 2024. 	<ul style="list-style-type: none"> • Evaluation of sessions and feedback received.
Provide strategic and operational direction on the implementation of the youth participation structure.	<ul style="list-style-type: none"> • Publish and promote the youth engagement and participation infrastructure January 2023. • Develop key actions and a Red Amber Green (RAG) system and report spring 2023. 	<ul style="list-style-type: none"> • Records of meetings • Cognisoft IO action plans • Photos of activity • Committee reports
Support young people to take on leadership roles within their own youth groups, develop their own programmes, local projects and initiatives.	<ul style="list-style-type: none"> • Offer young leader roles • Support young volunteers • Co-production of youth work programmes 	<ul style="list-style-type: none"> • Youth accreditation • Cognisoft IO action plans • Photos of activity

Theme: Youth Voice		
Support young people to engage in dialogue with decision makers by undertaking representative roles locally, authority-wide and nationally.	<ul style="list-style-type: none"> • FutureNL firmly established • Members of the Scottish Youth Parliament (MSYPs) attending national sittings 3 times per year. • 9 local youth forums with local action plans April 2023 and completed / reviewed for April 2024. 	<ul style="list-style-type: none"> • Examples of activity: <ul style="list-style-type: none"> • Scottish Youth Parliament (SYP) activity • West Partnership • Children’s Services Partnership • Act Now • Education Reference Group
Further develop engagement opportunities in order to increase participation and inclusivity in youth voice groups.	<ul style="list-style-type: none"> • Design social media campaign by April 2023. • Engage with partners and third sector organisations by December 2023. • Promotion of SYP elections from June-November 2023. 	<ul style="list-style-type: none"> • Social media, promotional tools and other forms of engagement with schools, partner organisations and the wider community.

“The groups and events set up by the youth work team have always given me somewhere to go, where I don’t have to hide and I can just be my true authentic self, it’s also given me things to look forward to when my mental health got really bad. These services have helped me develop social skills I now use in my everyday life at work, it has offered me the ability to do qualifications outside of traditional school exams and has connected me with a diverse group of people! I have been able to experience things like residential with these groups and these have been absolutely amazing as it lets me forget about any troubles having at home or with family. These groups have played a critical role in my life since my early teens and I know I’m a far better adult now thanks to skills I’ve learned, things I’ve done and memories and friendships I’ve made.”



Theme: Diversionary Youth Work		
A range of community-based activities provided during evenings, weekends and holiday periods, based on a universal, additional and intensive approach.		
Objective		
To provide diversionary activities for young people in partnership with key strategic stakeholders.		
Reportable indicator to which this objective contributes:		
<ul style="list-style-type: none"> • % young people aged 8 - 15 participating in CLD programmes residing in the lowest 20% of Scottish datazones • % adults aged 16 and over participating in CLD programmes residing in the lowest 20% of Scottish datazones • Number of youth work outcomes achieved • Number of Youth Accredited Learning Awards achieved • Number of distinct individuals achieving Youth Accredited Learning Awards 		
Actions	Milestones	Evidence
Provide strategic and operational guidance as part of the diversionary multi-agency steering group.	<ul style="list-style-type: none"> • Secure enhanced funding from Alcohol and Drug Partnership January 2023. • Implementation of the operational model around ADP funding key actions. April 2023 • Improved governance and reporting January 2023. 	<ul style="list-style-type: none"> • Minutes of the meetings • Quarterly reports to steering group
Development and implementation of detached youth work.	<ul style="list-style-type: none"> • Staff recruited and trained Summer 2023. 	<ul style="list-style-type: none"> • Number of engagements • Service reports
Provide youth work engagement and activities as part of Friday and Saturday night projects	<ul style="list-style-type: none"> • Planned topic-based youth work sessions in each quarter April 2023 • e.g. Drug and Alcohol sessions; Living Life to the Full sessions • Creation of “chill out spaces” for young people not participating in physical activity. April 2023 	<ul style="list-style-type: none"> • Number of youth work sessions provided • Number of young people attending • Number of young people signposted to other community-based activities.
Create national and international partnerships with the view to plan and deliver international youth work experiences.	<ul style="list-style-type: none"> • Partnerships and collaborations established 2023 / 2024. • Funding opportunities explored and secured for 2024 / 2025. • Ocean Youth Trust experience completed as part of Gold Duke of Edinburgh’s Award residential summer 2023 	<ul style="list-style-type: none"> • Action plan created • Ocean Youth Trust Experience completed
Deliver universal and targeted youth work holiday programmes during Easter, Summer and October breaks.	<ul style="list-style-type: none"> • Locality delivery action plans established prior to each holiday period. April 2023 	<ul style="list-style-type: none"> • Cognisoft IO: • Reports generated on programme participation and activity. • Case studies and programme evaluations
To explore new strategies within Early Effective Intervention (EEI) as part of Youth Justice Review, including Contextualised Safeguarding	<ul style="list-style-type: none"> • CLD Youth Work identified as part of the Youth Justice review recommendations with reference to EEI strategies. April 2023. • Increased participation of CLD Youth Workers in Children’s Services Partnership (CSP) meetings. December 2023 	<ul style="list-style-type: none"> • NLC Youth Justice Review recommendations • CSP meeting notes and actions
Explore existing and new strategies to support young people using a youth work approach in schools.	<ul style="list-style-type: none"> • Participation and actions as identified through cluster attainment reviews and empower clusters. • Youth Work Team locality plans established April 2023 	<ul style="list-style-type: none"> • Locality Plans • Project action Plans • Clear evidence of links to School Improvement Plan and strategies

Reviewing the action plan

Progress will be evaluated during the time frame of this action plan using:

- Place based reviews developed around Community Board areas
- Thematic reviews based around the themes of Adult Learning, Family Learning and Youth Work
- Ongoing self-evaluation and discussion within teams and localities. **How Good Is Our Community Learning and Development?** will continue to be the scrutiny framework used to evaluate the service.
- Reports to committee as required by the Programme of Work

Performance

The management information system, Cognisoft IO, is used by staff to record learning projects that clients attend, contacts made with them, and outcomes they achieve. Data reports from the system are used both by managers in service development and review, and to report CLD performance to council committee:

The following indicators will be reported internally on a quarterly basis and annually to council committee:

- Number of National Qualifications gained by learners over 16 participating in CLD programmes.
- Number of distinct learners 16 and over gaining national qualifications

- % children aged 0 - 7 participating in CLD programmes from the 20% lowest datazones
- % young people aged 8 - 15 participating in CLD programmes from the 20% lowest datazones
- % adults aged 16 and over participating in CLD programmes from the 20% lowest datazones
- Number of literacy, numeracy and digital learning outcomes achieved.
- Number of ESOL learning outcomes achieved
- Number of youth work outcomes achieved.
- Number of distinct individuals achieving Youth Accredited Learning Awards
- Number of Youth Accredited Learning Awards achieved
- Number of family learning outcomes achieved by learners 16 and over in parenting and family learning programmes
- Number of family learning outcomes achieved by learners 0 - 15 in family learning programmes

Service indicators will continue to be reported internally on a quarterly basis. Examples of these are:

- Number of participants in age groups 0 – 7, 8 – 15 and 16 and over.
- Number of participants engaging in programmes related to SQA units
- Number of participants engaging in programmes on specific topics identified as Curriculum Topics on IO.

- Number of participants engaging in programmes related to accredited learning awards.

CLD contributes data to the CLD Managers Scotland National Key Performance Indicators which are reported annually to the Scottish Government. These thirteen indicators are grouped thematically under:

- Adult Learning
- Youth Work
- Health and Wellbeing
- Community Development
- Wider Engagement

CLD will report performance and outcomes to external funders as required by the terms of the funding agreement. Examples of programmes to which this applies are:

- Youth Guarantee Programme
- Multiply
- Resettlement
- Scottish Attainment Challenge.

“Youth work has helped me towards my future for eventually getting into college/ university”

Appendix 1 – Local and national plans, policies and strategies

National Policies – links to documents and website

- Achieving Excellence and Equity: 2021 National Improvement Framework and Improvement Plan (2021)
- Adult Learning in Scotland Statement of Ambition (2014)
- Adult Literacies in Scotland 2020 (2010)
- Children and Young People (Scotland) Act (2014)
- Climate Change Plan 2018-2032 (2020 Update)
- Community Empowerment (Scotland) Act (2015)
- Culture Strategy for Scotland (2020)
- Curriculum for Excellence (2004 onwards)
- Developing the Young Workforce: Scotland's Youth Employment Strategy (2014)
- Equality Act (2010)
- Equally Safe: Scotland's Strategy to Eradicate Violence Against Women (2018)
- Every Child, Every Chance: Tackling Child Poverty Delivery Plan 2018-22 (2018)
- Future Skills Action Plan (2021)
- Getting it Right for Every Child (2010 onwards)
- National Action Plan on Parental Involvement, Engagement, Family Learning and Learning at Home 2018-21 (2018)
- National Performance Framework
- National Youth Work Strategy 2014– 2019
- New Scots: Refugee Integration Strategy 2018-22 (2018)
- No One Left Behind: Next Steps for Employability Support (2018)
- Requirements for Community Learning and Development (Scotland) Regulations (2013)
- Scotland's Careers Strategy: Moving Forward (2020)
- Scottish Attainment Challenge (2015 onwards)
- Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012)
- United Nations Convention on Rights of the Child
- Volunteering for All: National Framework (2019)
- Welcoming Our Learners: Scotland's ESOL (English for Speakers of Other Languages) Strategy 2015–20 (2015)
- Working and Learning Together to Build Stronger Communities (2004)

“Being at youth groups has had such an amazing impact on my life. I have met so many amazing people, and it has really boosted my confidence when it comes to social situations. I feel like I’m a more adventurous person thanks to groups, I take lots of opportunities i never would have before. they have made me a lot happier, and I have met some of the greatest friends through them.”

Local Plans – links to documents and websites

- Community and Voluntary Sector Strategy for North Lanarkshire
- Glasgow and Clyde Valley Strategic Development Plan (Clydeplan)
- Health and Social Care NL Strategic Plan 2016-2026 (& Strategic Commissioning Plan 2020-23)
- Lanarkshire Colleges Regional Outcome Agreement 2019-22
- Lanarkshire Mental Health and Wellbeing Strategy 2019-2024
- North Lanarkshire Children's Services Plan
- North Lanarkshire Community Safety Strategy 2020-25
- North Lanarkshire Equality Strategy 2019-24
- North Lanarkshire Gaelic Language Plan 2016-21
- North Lanarkshire Local Policing Plan 2020-23
- North Lanarkshire Physical Activity Strategic Framework 2020-2024
- North Lanarkshire Tackling Poverty Strategy 2020-23 (& Child Poverty Action Report)
- Strategy for Carers in North Lanarkshire 2019-24
- West Partnership Plan 2020-23 (Glasgow City Region Education Improvement Collaborative)



This document can be made available in a range of languages and formats, including large print, braille, audio, electronic and accessible formats.

To make a request, please contact Corporate Communications at: corporatecommunications@northlan.gov.uk

'S urrainn dhuinn an sgrìobhadh seo a chur ann an diofar chànanan agus chruthan, a' gabhail a-steach clò mòr, braille, cruth claisneachd agus cruthan dealanach agus ruigsinneach.

Gus iarrtas a dhèanamh, cuir fios gu Conaltradh Corporra aig: corporatecommunications@northlan.gov.uk

Niniejszy dokument można otrzymać w wielu różnych językach i formatach, w tym również dużym drukiem, alfabetem Braille'a, w wersji dźwiękowej, elektronicznej i w innych dostępnych formatach.

Prośby należy składać na ręce zespołu ds. komunikacji drogą elektroniczną na adres: corporatecommunications@northlan.gov.uk

此文件可以多种不同语言和格式提供,包括大字体、点字、音频、电子和易读格式。

如想提出请求,请联系企业传讯部: corporatecommunications@northlan.gov.uk

اس دستاویز کو مختلف زبانوں اور صورتوں بشمول بڑے حروف، بریل، آڈیو، الیکٹرانک اور قابل رسائی صورتوں میں فراہم کیا جاسکتا ہے۔
براہ کرم درخواست کے لیے کارپوریٹ کمیونیکیشنز سے اس پر رابطہ فرمائیں: corporatecommunications@northlan.gov.uk

Produced by

NORTH LANARKSHIRE COUNCIL

Community Learning and Development

Education and Families

c/o Coatbridge Community Centre

Old Monkland Road

Coatbridge, ML5 5EA

e. cld@northlan.gov.uk

NORTHLANARKSHIRE.GOV.UK

INVESTORS IN PEOPLE
We invest in people Silver

disability
confident
LEADER

CC_2022_0399