

# ITEM No ...6.....

**REPORT TO:** CHILDREN, FAMILIES AND COMMUNITIES COMMITTEE – 2 SEPTEMBER 2024

**REPORT ON:** COMMUNITY LEARNING AND DEVELOPMENT PLAN 2024- 2027

**REPORT BY:** EXECUTIVE DIRECTOR OF NEIGHBOURHOOD SERVICES

**REPORT NO:** 217-2024

## **1 PURPOSE OF REPORT**

1.1 To seek approval for the Community Learning and Development (CLD) Plan, which has been developed with key CLD partners in the City under the Requirement for Community Learning and Development (Scotland) Regulations 2013.

## **2 RECOMMENDATIONS**

2.1 Committee approval is sought for the Community Learning and Development Plan, as detailed in Appendix 1, progress on the plan will be reported to committee annually.

## **3 FINANCIAL IMPLICATIONS**

3.1 Any financial implications arising from this strategy will be contained within the existing resources of each relevant service area.

## **4 BACKGROUND**

4.1 The Requirements for Community Learning and Development (Scotland) Regulations 2013 refer to a duty of care on the Local Authority to secure an adequate and efficient provision of CLD. It requires the Authority to maintain and facilitate a process for identifying the needs and priorities for CLD and to identify whether these are being met. There is a further requirement to publish a 3-year plan, Appendix 1, identifying what the Authority and its key partners are doing regarding the provision of CLD in the area.

4.2 CLD Plans are required to recognise the integration and impact of CLD practice provided by the CLD workforce within the local authority, colleges, Third Sector and other community planning partners.

The aim of the CLD Plan is to:

- Co-ordinate the provision of CLD with stakeholders;
- Describe the actions that will be taken by the Local Authority to provide and co-ordinate CLD for the period of the plan- in this case September 2024 to August 2027;
- Ensure that the development of CLD Plans involves a collaborative approach and that Plans are developed through consultation with partners and communities, with a particular emphasis on people who are vulnerable or marginalized; and
- Describe any needs for providing CLD that will not be met between 1 September 2024 and 31 August 2027.

4.3 In referring to Community Learning and Development, the CLD Regulations include 'both programmes with an explicit learning focus and other types of CLD activities. These activities are made explicit in the Community Empowerment (Scotland) Act 2015, which aims to develop and empower communities as well as promote the educational and social development of the individuals and groups participating in them, while also targeting communities of greatest need or vulnerability.

4.4 The previous CLD Plan covered the period 2021-24 and the focused areas for partnership development were:

- Building Stronger Communities
- Addressing Health Inequalities
- Improving outcomes for young people and Adults
- Developing the Workforce

Outcomes achieved during the period of the 2021 - 2024 CLD Plan include:

A focus on Dundee's most deprived neighbourhoods and those affected by other forms of disadvantage. Examples of where this collaborative approach to tackling poverty and inequalities is leading to positive change include Local Fairness initiatives (LFI) in Linlathen and Stobswell, *What Matters to You* Initiatives in Kirkton and Charleston, responses to the cost-of-living crisis such as the city-wide Open Doors programme, targeted work with young people and Humanitarian Responses to the war in Ukraine. During the life of the 2021-24 plan new partnerships such as the Dundee Youth Work Network, the Dundee Adult Learning Network and Multiply Partnership were established to share knowledge and resources and better respond to the needs of local people and communities.

Other achievements have focused on increasing citizen participation through participatory budgeting initiatives and various citizen forums and community engagement work such as the Engage Dundee Survey conducted in September 2023. The Dundee Alcohol and Drug Partnership devolved £80,000 to Local Community Planning Partnerships, ensuring that people with lived experience are on decision-making panels and helping to deliver initiatives. A Community Health Advisory Forum, a representative group of residents with an interest in health inequalities, was established to ensure that people living in areas of socioeconomic disadvantage had improved opportunities to influence decisions that affected their health and wellbeing. Since their inception they have contributed to several strategic plans and discussions including the Integrated Joint Board Plan for Excellence and the local suicide prevention strategy.

During September and October 2023, the Engage Dundee survey explored citizens experiences of the cost-of-living crisis across various aspects of their lives. The survey was led by DCC's CLD service in collaboration with Public Health Scotland (PHS), NHS Tayside, Dundee City Council, and Dundee Health and Social Care Partnership. 1,181 questionnaires were completed by residents from all parts of the city, showing that most respondents were struggling with the cost of living, impacting their mental, physical, and emotional health and wellbeing as well as some lifestyle behaviours. The vast majority were experiencing stress and anxiety, having to make difficult choices on how to spend their limited resources, even when it came to the essentials. This information was used to inform the priorities of this new CLD plan for the city.

4.5 The Community Learning and Development Plan 2024-27 has been produced through consultation and engagement with key partners and, most importantly, communities. Priorities have been influenced by data and intelligence gathered from Dundee's communities, information held and generated by key partners, and a range of routine data. This includes SIMD, Community Profiles, attainment and attendance data, locality health profiles, and evidence of need from the Engage Dundee surveys, community collectives, Planet Youth, Young People's Health and Wellbeing Census and What Matters 2 U feedback from families. All plan priorities are informed by data and community voices at all levels. Community engagement has been conducted across Dundee to inform the development of the city plan and in turn the CLD plan. CLD partners have consulted with communities and other stakeholders to inform priorities identified in this plan.

4.6 The resulting Plan is not intended to articulate the totality of the CLD activity across the city, which is wide ranging and has already contributed to, and is reported in, other citywide plans and strategies. This plan focuses on the high-level partnership areas which will bring added value to the CLD partnership working which already exists within Dundee's Community

Planning Partnership. It will do this by identifying where we can work together to focus on key strategic areas in a collaborative effort to make a difference through improved practice.

- 4.7 The key shared Community Learning and Development priority outcome areas have been developed in line with the City Plan priorities:

**Outcome 1:** Reducing Poverty and tackling Inequalities

**Outcome 2:** Strengthening Communities

**Outcome 3:** Addressing Health Inequalities

**Outcome 4:** Improving life chances for young people

**Outcome 5:** Improving life chances for adults

**Outcome 6:** Developing the workforce

It is acknowledged that the current education review and subsequent independent review of CLD and implementation of the recommendations may impact on the plan actions and the plan will be kept under review to reflect any changes required.

- 4.8 The Community Learning and Development Plan reflects the ambition of partners to work together at a strategic level to ensure that a CLD approach is embedded across the partnership and that practice in working with communities, particularly community engagement work, is strengthened and coordinated.

- 4.9 As per Scottish Government guidance the CLD plan focuses on the commitment to work together with local people in achieving the core purpose of CLD activity:

- Improved life chances for people of all ages, through learning, personal development and active citizenship
- Stronger, more resilient, supportive, influential and inclusive communities

This Plan is a valuable contribution to the Dundee Partnership's commitment to working more closely with people in communities and contains the high-level improvements for partners to ensure that practice in the city maintains the sector leading areas of highly effective practice and strong leadership as assessed by His Majesty's Inspectors of Education, who visited Dundee in January 2024.

## **5 POLICY IMPLICATIONS**

- 5.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of/mitigating factors for them is included as Appendix 1 to this report.

## **6 CONSULTATIONS**

- 6.1 The Council Leadership Team were consulted in the preparation of this report and are in agreement with its contents.

## **7 BACKGROUND PAPERS**

- 7.1 None.

Tony Boyle  
Executive Director of Neighbourhood Services

Tom Stirling  
Head of Communities, Safety & Protection

30 July 2024

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# Community Learning & Development (CLD) Plan 2024 - 2027

Engaging and Empowering Communities



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# Foreword

Dundee has a strong culture of working in partnership to develop new and flexible ways to deliver services for vulnerable and marginalised learners and groups in communities, working with community groups and representatives both at a locality and strategic level. The focus of this work has always been to improve life chances and create stronger communities, whilst addressing poverty and a reducing inequality across the city. The CLD (Community Learning & Development) Plan focus is on our high-level priorities, showing the added value of collaborative working amongst CLD partners within the Dundee Partnership.

Our last CLD Plan was developed through the shared ownership of Dundee Partnership and embedded in existing partnership structures, highlighting CLD's contribution to the City Plan at a strategic level. Local involvement in identifying issues and developing actions meant that communities and young people were active participants in decision making processes. The use of data and including voices of people from communities with lived experience, helped partners agree collective actions such as establishing Local Fairness Initiatives in Linlathen and Stobswell West to tackle the root causes of poverty in these communities.

Senior leaders recognise and value the contributions made by communities and the role that CLD plays in providing support to local people to take action and express their voice and participate at a strategic level. Dundee Partnership is committed to a locality approach to delivering our City Plan with communities as partners. I am therefore delighted to introduce this CLD Plan.

## **Greg Colgan**

Chief Executive, Dundee City Council  
Chair of the Dundee Partnership



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# CLD's Contribution to the City Plan

This CLD Plan has been developed within the framework of Dundee Partnership and the City Plan (Local Outcome Improvement Plan). As stated in The City Plan, we aim to ensure we will work in partnership to get it right for every child, citizen, and community in Dundee. With a commitment to improving outcomes for all our citizens, but particularly for those living in our most deprived communities and for our most vulnerable residents. Partnership working has long been a strength in Dundee, across the public, third and private sectors. It is what drives progress in the city to improve the quality of life for people and in doing so, we are also making a significant contribution to national priorities.

This CLD Plan will focus on the high-level priorities for partners which will bring added value to the collaborative working which exists within Dundee's Community Planning Partnership. The plan outcomes detail how partners within the city will co-ordinate, strengthen and enhance support for high quality Community Learning & Development during the life of the plan. This plan will ensure that partnerships are strengthened providing positive outcomes for communities and individuals. CLD leaders are pro-active in developing, promoting, and sustaining partnership and collaborative working, embedding a CLD approach to achieve these positive outcomes. We will contribute to Dundee's City Plan 2022 – 2032 which sets out the outcomes that the community planning partners in Dundee, known as the Dundee Partnership, will seek to improve, which in turn improves the wellbeing and quality of life of the residents of Dundee, with a particular focus on reducing inequality and poverty, improving the city's economy and tackling climate change.

Community Learning & Development in Dundee supports disadvantaged or vulnerable groups and individuals of all ages through Youth Work, Adult Learning (Literacies and English for Speakers of Other Languages), Community Empowerment and Community Health Inequalities. CLD works to bring about positive change in the lives of individuals and communities through learning, personal development, and active citizenship. Support is provided in community centres and other venues across the city with a specific focus on reaching and engaging individuals from SIMD 1 and 2 households.

“Community learning and development (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. ”

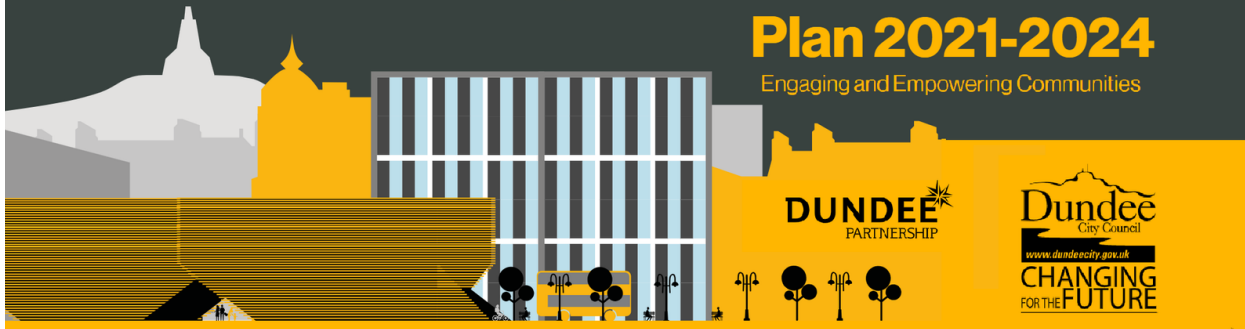
**Scottish Government, June 2012**

Effective CLD partnership working drives improvement in the city. Partners at all levels work together to effectively deliver on CLD plan outcomes, making a positive impact for Dundee's communities. CLD practices, principles and values-based leadership is embedded in partnership working.

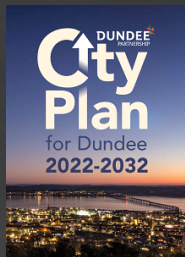
# Community Learning & Development (CLD)

## Plan 2021-2024

Engaging and Empowering Communities



### Making the links



City Plan for Dundee



Dundee City Council Plan



Neighbourhood Services Plan

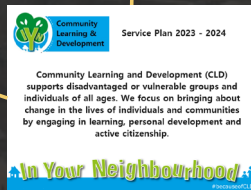


**Community Learning & Development (CLD) Plan 2021-2024**  
Engaging and Empowering Communities



**Locality Community Plans 2022-2027**  
Locality Community Plans

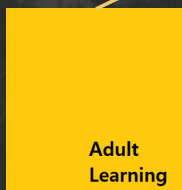
**Dundee Partnership CLD Plan**



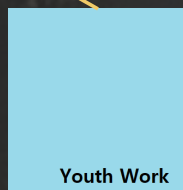
CLD Service Plan



Community Empowerment



Adult Learning



Youth Work



Community Health

CLD focus statements and scorecards

# Statutory Context

“This Government recognises the role of CLD across the public and third sectors in providing invaluable support to Scotland’s learners and communities. The Requirements for Community Learning and Development (Scotland) Regulations 2013 place statutory duties on Education Authorities to secure adequate and efficient CLD in their area.”

**GRAEME DEY MSP**

April 2024

Minister for Higher Education  
Further Education; and Minister for Veterans

**The Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012)** underpins national CLD policy in Scotland. The Guidance sets out the core contribution that CLD activities can make to national outcomes and states that the specific focus of CLD activity should be:

- a) improved life chances for people of all ages, through learning, personal development, and active citizenship;
- b) stronger, more resilient, supportive, influential, and inclusive communities.

## **The Requirements for Community Learning and Development (Scotland) Regulations (2013)**

The 2013 Regulations place statutory duties on education authorities to secure adequate and efficient CLD in their area, under section 1 of the Education (Scotland) Act 1980. **Regulation 4** requires the education authority to publish a 3-year plan detailing what provisions they have made.

**The Community Empowerment (Scotland) Act 2015** requires Local Authorities to take measures to ensure the participation of communities in Community Planning matters, have a deliberative role in decisions that affect them and that communities have access to resources and assets to help them with this work.



The aim of the CLD Plan is to:

- Co-ordinate the provision of CLD with stakeholders;
- Describe the actions that will be taken by the local authority to provide and co-ordinate CLD between 1 September 2024 and 31 August 2027;
- Describe the actions that will be taken by partners to provide and co-ordinate CLD between 1 September 2021 and 31 August 2024;
- Describe any needs for providing CLD that will not be met between 1 September 2024 and 31 August 2027. The development of CLD Plans requires a collaborative approach to the co-ordination and delivery of CLD in communities, schools and third sector organisations and should be developed through consultation with partners and learners, with a particular emphasis on people who are vulnerable or marginalised.

It is acknowledged that the current education review and independent review of CLD may impact on the plan actions.

CLD should empower people, individually and collectively, to make positive changes in their lives and their communities, through learning. The principles that underpin practice are:

- empowerment - increasing the ability of individuals and groups to influence matters affecting them and their communities;
- participation - supporting people to take part in decision-making;
- inclusion, equality of opportunity and anti-discrimination - recognising some people need additional support to overcome the barriers they face;
- self-determination - supporting the right of people to make their own choices; and
- partnership - ensuring resources, varied skills and capabilities are used effectively.

**Scottish Government, June 2012**

# CLD Plan 2021 – 2024 Updates

Across Dundee, partners have worked together to build stronger communities, address health inequalities, improve outcomes for young people and adults and develop the CLD workforce. The work of the plan has focused on Dundee's most deprived neighbourhoods and those affected by other forms of disadvantage. Examples of where this collaborative approach to tackling poverty and inequalities is leading to positive change include Local Fairness initiatives (LFI) in Linlathen and Stobswell West, What Matters to You Initiatives in Kirkton and Charleston, responses to the cost-of-living crisis such as the city-wide Open Doors programme and targeted work with young people and Humanitarian Responses to the war in Ukraine. During the life of this plan new partnerships such as the Dundee Youth Work Network, the Dundee Adult Learning Network and Multiply Partnership were established to share knowledge and resources and better respond to the needs of local people and communities.



Other achievements have focused on increasing citizen participation through Participatory Budgeting initiatives and various citizen forums and community engagement work such as the Engage Dundee Survey conducted in September 2023. The Dundee Alcohol and Drug Partnership devolved £80,000 to Local Community Planning Partnerships, ensuring that people with lived experience are on decision-making panels and helping to deliver initiatives. A Community Health Advisory Forum, a representative group of residents with an interest in health inequalities, was established to ensure that people living in areas of socioeconomic disadvantage had improved opportunities to influence decisions that affected their health and wellbeing. Since their inception they have contributed to several strategic plans and discussions including the Integrated Joint Board Plan for Excellence and the local suicide prevention strategy.

During September and October 2023, the Engage Dundee survey explored citizens experiences of the cost-of-living crisis across various aspects of their lives. The survey was led by Dundee City Council's CLD service in collaboration with Public Health Scotland (PHS), NHS Tayside, Dundee City Council, and Dundee Health and Social Care Partnership. 1,181 questionnaires were completed by residents from all parts of the city, showing that most respondents were struggling with the cost of living, impacting their mental, physical, and emotional health and wellbeing as well as some lifestyle behaviours. The vast majority were experiencing stress and anxiety, having to make difficult choices on how to spend their limited resources, even when it came to the essentials. This information was used to inform the priorities of this new CLD Plan for the city.

In January 2024, His Majesty's Inspectors of Education visited Dundee to assess the progress CLD partners were making against the aims of our CLD Plan, finding that :

Leadership of CLD in Dundee is strong and effective. CLD leaders demonstrate robust governance, supported by high quality reporting. The work of CLD practitioners across the city is informed and directed by the shared key priorities in the CLD Plan 2021-2024. There is a high level of ownership of the key priorities and actions amongst CLD partners. At all levels, there is a clear vision for improvement.

The City Plan for Dundee links clearly to the Council Plan and in turn to the CLD Plan. The actions in the CLD Plan are delivered through the Executive Boards of the Dundee Partnership and through the Strategic Planning Groups. CLD is held in high regard by partners both within and outside of the council. Community members and young people are active participants in decision-making processes. Their voices are heard and valued by council officers, elected members and key partners.

The CLD partnership approach to tackling poverty and inequality in Dundee is highly effective. Planning for improvement is very well supported and informed by a wide range of data including from learners and community members with lived experience of poverty and disadvantage.

**His Majesty's Inspectors of Education** – January 2024

## Engaging with Communities to develop the CLD Plan

Dundee's CLD Plan has a clear vision **linked to city priorities** delivered as part of the Dundee Partnership through strategic networks across the city. This plan intended to be dynamic and flexible, responding and adapting to emerging needs and priorities.

Priorities have been influenced by data and intelligence gathered from Dundee's communities, information held and generated by key partners, and a range of routine data. This includes Scottish Index of Multiple Deprivation, Community Profiles, attainment and attendance data, locality health profiles, and evidence of need from the Engage Dundee surveys, community collectives, Planet Youth, Young People's Health, and Wellbeing Census, and What Matters 2 U feedback from families. All plan priorities are informed by data and community voices at all levels. Community engagement has been conducted across Dundee to inform the development of the City Plan and in turn the CLD Plan. CLD partners have consulted with communities and other stakeholders to inform priorities identified in this plan.



# CLD Plan Priorities 2024-2027



## Outcome 1: Reducing Poverty and Tackling Inequalities

### Context:

Reducing poverty and tackling inequalities is an overarching theme across all the CLD Plan priority outcome areas. CLD focusses on the commitment to work together as partners, with local communities, to improve life chances for people of all ages through the specific lens of learning, personal development and active citizenship. There is recognition given to the disproportionately high levels of poverty and inequalities which exists within communities across the city, as detailed in the City Plan, and the need for CLD to be targeted and focussed on communities and individuals experiencing the negative affects of poverty and inequalities.

| Key Actions:  | Lead Group   |
|---|--|
| 1.1 Partners will increase citizen involvement to reduce poverty and tackle inequalities.             | Child Poverty and Income, Attainment and Health Inequalities Board |
| 1.2 Partners will deliver focussed pieces of work to reduce poverty and tackle inequalities.          | Child Poverty and Income, Attainment and Health Inequalities Board |
| 1.3 Partners will ensure that at-risk individuals, groups, and communities are targeted effectively.  | Child Poverty and Income, Attainment and Health Inequalities Board |
| 1.4 Partners will use data and intelligence to identify and target communities and issues of concern. | Child Poverty and Income, Attainment and Health Inequalities Board |
| 1.5 Partners will strengthen their collaborative approach to addressing agreed shared priorities.     | Child Poverty and Income, Attainment and Health Inequalities Board |
| 1.6 Partners will support community voice in identifying needs and designing and delivering services. | Child Poverty and Income, Attainment and Health Inequalities Board |



## Outcome 2: Strengthening Communities

### Context:

Dundee is a city with a high proportion of our citizens living in poverty and experiencing disadvantage. The vision of the CLD partnership in Dundee is that strong empowered communities are supported by services from the public, third and private sectors to reduce inequalities in localities across the city through developing initiatives which improve community life and result in better outcomes for individuals.

Citizens can expect high quality capacity building and community development support to enhance their existing skills and abilities. They can expect to be equal partners in planning and decision making progresses which affect their communities and they can expect to be supported to lead on the initiatives which they deem to be priorities within their neighbourhoods. They can expect to be supported to access the resources that they need to meet their ambitions for themselves, their families and neighbours.

| Key Actions:  | Lead Group   |
|---|--|
| 2.1 Local Community Planning Partnerships will engage with communities to produce Local Community Plans focussed on reducing inequalities and taking a locality approach to achieving City Plan priorities. | Locality Leadership Group  |
| 2.2 Local Community Planning Partnerships will include empowered communities as equal partners and recognise and support the contribution of those communities to reducing inequalities in localities.      | Locality Leadership Group  |
| 2.3 Partners will facilitate empowered communities by supporting communities with Participation Requests, Community Asset Transfer & Participatory Budgeting.   | Child Poverty and Income, Attainment and Health Inequalities Board |
| 2.4 Through community development and capacity building partners will support a range of community groups to take action to improve lives in their communities.   | Child Poverty and Income, Attainment and Health Inequalities Board |
| 2.5 Partners will prioritise family empowerment work as part of a whole family approach to reducing inequalities and as part of the city's wider prevention work.   | Child Poverty and Income, Attainment and Health Inequalities Board |



## Outcome 3: Health Inequalities

### Context:

People living in our more disadvantaged communities are at higher risk of poor health, disease, and earlier death than those living in our more affluent areas and are also more likely to experience barriers to health and wellbeing and difficulties accessing services. Health inequalities are unfair and preventable difference in health outcomes between different groups of people often due to adverse social circumstances such as poverty, unemployment, poor housing, childhood experiences, and isolation. Partners will tackle these inequalities by targeting support to those who need it most, promoting self-care through prevention and early intervention, making it easier for people to get the support and information they need, and working collectively with others including communities, families, and carers. Our approach will be inclusive and empowering, with a focus on prevention, transformation and building individual and community capacity.

| Key Actions:   | Lead Group                              |
|--|---|
| 3.1 Partners will develop collective action to tackle health inequalities and their determinants.  | DHSCP Strategic Planning Advisory Group |
| 3.2 A health inequalities and CLD perspective will be included in local and strategic plans.   | DHSCP Strategic Planning Advisory Group |
| 3.3 Partners will provide appropriate health and wellbeing opportunities at a local level relevant to identified need.                                 | DHSCP Strategic Planning Advisory Group |
| 3.4 Partners will adopt an Open Door/ social prescribing approach to connect local people, patients, clients and their carers to services and support. | DHSCP Strategic Planning Advisory Group |



## Outcome 4: Improving Life Chances for Young People

### Context:

Partners will work to improve life chances and reduce inequalities. Young people will be able to access youth work support across the city, which is responsive to needs and addresses key issues affecting them including reducing the poverty related attainment gap through targeted learning opportunities. Partners will provide opportunities for young people to have their voices heard around decisions made at both local and city-wide levels and to develop skills for life and work that will support their progression towards positive destinations and successful life transitions. Partners will work alongside young people to ensure that the learning is relevant, accredited and meets the young people needs.

| Key Actions:  | Lead Group   |
|---|--|
| 4.1 Partners will maximize targeted support to children and young people (working to ensure the right support to the right door at the right time).             | Dundee Youth Work Network  |
| 4.2 Partners will work together to provide transition programme that support young people at key stages in their lives.   | Child Poverty and Income, Attainment and Health Inequalities Board |
| 4.3 Partners will work together to deliver school community collaborative approach to address poverty related attainment gap and attendance.                    | Child Poverty and Income, Attainment and Health Inequalities Board |
| 4.4 Partners will work with young people to access opportunities leading to positive destinations.  | Positive Destinations Implementation Group                         |
| 4.5 Partners will work with young people to support their health and wellbeing.   | Child Poverty and Income, Attainment and Health Inequalities Board |
| 4.6 Partners will deliver learning opportunities that are diversionary and support our prevention agenda and are informed by youth voice, such as Planet Youth. | Dundee Youth Work Network  |
| 4.7 Partners will support young people to express their views & have their voices heard.  | Dundee Youth Work Network  |



## Outcome 5: Improving Life Chances for Adults

### Context:

Adult Learning makes an important contribution to our vision for Dundee, helping citizens to develop skills and confidence, leading to improved life chances, and contributing to connected and inclusive communities.

Partners will work together to secure accessible opportunities for adults living in the city to learn throughout their lives, particularly those furthest from inclusion and experiencing disadvantage. Well-designed learning opportunities developed in collaboration with community-based adult learners will respond to local needs, creating positive pathways for learners to progress and succeed.

| Key Actions:  | Lead Group                                 |
|---|--|
| 5.1 Partners will collaborate to develop clear pathways to education, employment, training, and involvement within their local communities for identified groups of adults. | Adult Learning Network<br>ESOL Partnership |
| 5.2 Partners will contribute to the city’s Humanitarian Response through the delivery of targeted adult ESOL and community development support.                             | ESOL Partnership                           |
| 5.3 Partners will develop learning opportunities and address barriers aimed at increasing literacies, including digital literacies.   | Adult Learning Network                     |
| 5.4 Partners will collaborate to provide a range of lifelong learning opportunities for adults.   | Adult Learning Network                     |



## Outcome 6: Developing the Workforce

### Context:

It is important that CLD practitioners and volunteers across Dundee are able to access high quality, relevant training and development opportunities. CLD Partners are committed to encouraging and nurturing a learning culture and this will be achieved with the support of the Tayside and Fife CLD Professional Learning Alliance (TFPLA) and other local and national partners. Between March and June 2023, engagement with the CLD workforce across the region identified six priority themes: using data to demonstrate impact, community development, digital CLD practice, mental health, working with groups and developing pathways to professional CLD qualifications.

Partners will develop opportunities for collaborative learning and training opportunities for the sector focused on these themes, supporting practitioners to achieve consistently high standards of professional practice and performance, enabling them to make significant change contribution to the lives of families, individuals and communities.

| Key Actions:  | Lead Group   |
|---|--|
| 6.1 Regional Partners will work together to identify shared learning needs and deliver opportunities in line with the Tayside and Fife Professional Learning Framework. | TFPLA  |
| 6.2 Partners will work together to develop and deliver learning opportunities that respond to the recommendations of the Dundee Digital Strategy.                       | CLD service  |
| 6.3 Partners will develop learning opportunities that embed leadership and management skills.   | Leading Team Dundee<br>CLD service<br>Columba 1400 |

# Unmet Needs

70 of Dundee's 188 data zones are ranked within the 20% most deprived in Scotland with around 37% of Dundee's population living in these areas. The numbers of children and young people living in poverty continues to rise each year. Dundee's **poverty profile** shows clear inequalities in education, health and other outcomes for certain groups, particularly those living with poverty. The Dundee Partnership acknowledges the scale of the difficulties facing Dundee citizens and recognises that in these challenging times for all partners, it won't be possible to reach everyone who may need CLD support or to respond to all expressed or perceived needs during the life of this current plan. Early intervention and prevention work may stop bigger challenges emerging and, through a range of targeted approaches, working within priority groups and communities, the Dundee Partnership will continue to use its resources as effectively as possible.

The Partnership will ensure, through continuous community engagement, that partners will identify and respond to unmet need as resources allow and that such engagement will be used to inform any future changes to the CLD Plan. During the life of the previous CLD plan, the partnership had to adapt to emerging priorities such as the energy crisis, cost of living crisis and providing support to Ukrainian Displaced Persons. Our plan has been designed to be flexible so that the partnership can respond to any emerging CLD needs for Dundee's citizens.



# Governance and Accountability



CLD is embedded in the City Plan (LOIP) and the overarching CLD partnership sits within the Dundee Partnership structure. The Dundee Partnership's **Child Poverty and Income, Attainment and Health Inequalities Board** will have oversight of the CLD Plan and will be the reporting route into our City Plan, reporting on progress and any barriers to progress at a City Plan level. This provides clear leadership and direction, strengthening the coordination between partners, involving communities, identifying need and ensuring communities have access to the CLD support. It will drive action needed to maximise the contribution of partners improving life chances and developing stronger, resilient communities within the content of the LOIP and the strategic priorities of the City, which are determined in partnership with communities.

The Plan actions will be delivered through the Dundee Partnership Executive Boards and Strategic Planning Groups, embedding the plan into the community planning partnership and ensuring a strong sense of ownership across all partners. We will report into the contributions their work makes to the plan's high level priorities.

This CLD plan will contribute to the following strategic city plans:

- City Plan
- Council Plan
- Mainstreaming Equality Outcomes Action Plan
- Dundee Fairness and Child Poverty Action Plan
- Neighbourhood Services Plan
- Children and Families Service Plan

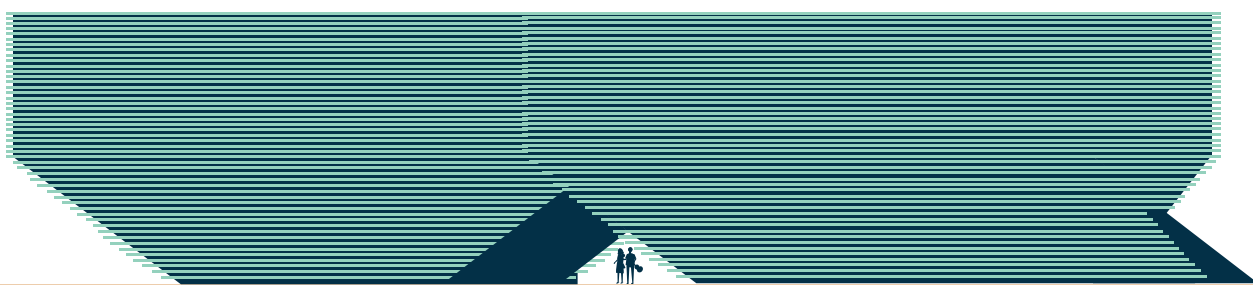


# Monitoring & Reporting

Key partnership and Strategic Partnership Groupings (SPGs) are in place delivering and reporting on the Dundee's CLD plan actions and all are reporting positive impact through the CLD plan reporting framework.

The work of CLD practitioners across the city will be informed and directed by shared priorities reflected in the CLD plan. In our last plan, this led to a high level of ownership of the plan and shared responsibility and reporting on progress. On an individual basis, partners will report progress on the delivery of their particular contribution to the City Plan through their own performance and reporting arrangements.

- CLD strategic priorities will be reported on to The Dundee Partnership's **Child Poverty and Income, Attainment and Health Inequalities Board** and barriers to adequate and efficient CLD provision will be identified and communicated to those responsible for overseeing the delivery of the plan.
- CLD partners' shared use of data has been embedded, with most reporting and monitoring outcomes and Performance Indicators within the council's Performance Management System – Pentana. Progress against actions will therefore be monitored through Pentana.
- An annual report on the delivery of the CLD plan actions will be compiled and reported to The Dundee Partnership's **Child Poverty and Income, Attainment and Health Inequalities Board** and Dundee City Council's Children and Families Committee to track and maintain progress
- This annual report will be shared with all stakeholders and available on [www.dundee.gov.uk](http://www.dundee.gov.uk) and social media channels.



**DUNDEE**   
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**CHANGING**  
FOR THE **FUTURE**

# Integrated Impact Assessment

Committee Report Number: 217-2024

Document Title: Dundee Community Learning and Development (CLD) Plan 2024 - 2027

Document Type: Strategy

Description:

This document sets out the high-level CLD priorities which bring added value to the collaborative working which exists within the Dundee Partnership. The Requirements for Community Learning and Development (Scotland) Regulations (2013) place statutory duties on education authorities to secure adequate and efficient CLD in their area and to publish a 3-year plan detailing what provisions they have made.

Intended Outcome:

The plan outcomes detail how Partners within the city will co-ordinate, strengthen and enhance support for high quality Community Learning & Development to meet the needs of local people and communities. This CLD Plan has been developed within the framework of Dundee Partnership and the City Plan.

Period Covered: 01/10/2024 to 30/09/2027

Monitoring:

• CLD strategic priorities will be reported on to The Dundee Partnership's Child Poverty and Income, Attainment and Health Inequalities Board and barriers to adequate and efficient CLD provision will be identified and communicated to those responsible for overseeing the delivery of the plan.

• Progress against actions will be monitored through the council's reporting system - Pentana.

• An annual report on the delivery of the CLD plan actions will be compiled and reported to The Dundee Partnership's Child Poverty and Income, Attainment and Health Inequalities Board and Dundee City Council's Children and Families Committee to track and maintain progress and will be shared with all stakeholders and available on [www.dundee.gov.uk](http://www.dundee.gov.uk) and social media channels.

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# Equality, Diversity and Human Rights

## Impacts & Implications

Age: Positive

Effective delivery of this plan will improve outcomes for people relating to age due to work with older and younger people and by increasing community-based services in local communities.

Disability: Positive

Effective delivery of this plan will improve outcomes for people relating to age and disability by increasing community-based services in local communities.

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregenancy & Maternity: No Impact

Race / Ethnicity: Positive

Partners will work together to promote integration in Dundee's communities through identified learning programmes, such as ESOL classes or community based integration work improving outcomes for these groups.

Religion or Belief: No Impact

Sex: Positive

Targeted CLD work in response to identified community needs, such as men/women's or boys/girls work will improve outcomes for these groups.

Sexual Orientation: Positive

Targeted CLD work with LGBTQI groups will improve outcomes for these groups.

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

## Fairness & Poverty

### Geographic Impacts & Implications

|                |          |
|----------------|----------|
| Strathmartine: | Positive |
| Lochee:        | Positive |
| Coldside:      | Positive |
| Maryfield:     | Positive |
| North East:    | Positive |
| East End:      | Positive |
| The Ferry:     | Positive |
| West End:      | Positive |

Positive Implications: This plan will focus on achieving the Dundee CLD partnership's vision that strong empowered communities will be supported by services from the public, third and private sectors to reduce inequalities in localities across the city through developing initiatives which improve community life and result in better outcomes for individuals. CLD partners will work with local people, as equal partners, to deliver this vision and supporting them to lead on the initiatives which they deem to be priorities within their neighbourhoods. The plan states that they will be supported to access the resources that they need to meet their ambitions for themselves, their families and neighbours.

## Household Group Impacts and Implications

Looked After Children & Care Leavers: Positive

Effective delivery of this plan will improve outcomes for Looked After Children & Care Leavers due to targeted support to children and young people at community level (working to ensure the right support to the right door at the right time).

Carers: Positive

Effective delivery of this plan will improve outcomes for families including carers due to targeted family work with families in disadvantaged communities and circumstances.

Lone Parent Families: Positive

Effective delivery of this plan will improve outcomes for families including lone parent families due to targeted family work with families in disadvantaged communities and circumstances.

Single Female Households with Children: Positive

Effective delivery of this plan will improve outcomes for families including Single Female Households with Children due to targeted family work with families in disadvantaged communities and circumstances.

Greater number of children and/or young children: Positive

Effective delivery of this plan will improve outcomes for families including families with a greater number of Children and/or Young Children due to targeted family work with families in disadvantaged communities and circumstances.

Pensioners - single / couple: Positive

Effective delivery of this plan will improve outcomes for Pensioners - single / couple due to targeted work health and wellbeing work in communities and work to increase community-based services and reduce social isolation in local communities.

Unskilled workers or unemployed: Positive

Work by CLD partners to collectively develop pathways for education, employment, training and community involvement and engagement with employability pathfinder will improve outcomes for adults who are unemployed or unskilled.

Serious & enduring mental health problems: Positive

Effective delivery of this plan will improve outcomes for adults affected by mental health problems to targeted work health and wellbeing work in communities and work to increase community-based services and reduce social isolation in local communities.

Homeless: No Impact

Drug and/or alcohol problems: Positive

Collaborative work by CLD partners to tackle health inequalities, develop health and wellbeing opportunities at a local level and adopts a social prescribing approach to connect local people, patients, clients and their carers to services and support will improve outcomes those affected by drug and alcohol problems.

Offenders & Ex-offenders: No Impact

## Socio Economic Disadvantage Impacts & Implications

Employment Status: No Impact

Education & Skills: Positive

Targeted programmes of learning with adults and young people in communities will help them to learn new skills and improve outcomes for these groups

# Socio Economic Disadvantage Impacts & Implications

Income: No Impact

Caring Responsibilities (including Childcare): No Impact

Affordability and accessibility of services: No Impact

Fuel Poverty: Positive

Community activities designed to offer a dignified approach to staying warm during winter months and CLD partners collaborative approach to addressing the cost of living will ease fuel poverty for some groups.

Cost of Living / Poverty Premium: Positive

Reducing poverty and tackling inequalities is an overarching theme across all outcome areas identified in this plan. Collaborative work by CLD partners will improve outcomes those on communities and individuals experiencing the negative effects of poverty and inequalities.

Connectivity / Internet Access: Positive

This plan makes a clear commitment that partners will work together to develop and deliver learning opportunities that respond to the recommendations of the Dundee Digital Strategy focused on addressing digital inequalities.

Income / Benefit Advice / Income Maximisation No Impact

Employment Opportunities: No Impact

Education: Positive

This plan sets out how CLD partners will work together with local communities, to improve life chances for people of all ages through the specific lens of learning, personal development and active citizenship.

Health: Positive

This plan makes a commitment for partners to work together to develop collective actions to tackle health inequalities and their determinants.

Life Expectancy: No Impact

Mental Health: Positive

This plan makes a commitment for partners to work together to develop collective actions to tackle health inequalities and their determinants including health and wellbeing opportunities at a local level and a social prescribing approach to connect people with services and support.

Overweight / Obesity: Positive

This plan makes a commitment for partners to work together to develop collective actions to tackle health inequalities and their determinants including health and wellbeing opportunities at a local level and a social prescribing approach to connect people with services and support.

Child Health: Positive

This plan makes a commitment for partners to work together to develop collective actions to tackle health inequalities and their determinants including health and wellbeing opportunities at a local level and a social prescribing approach to connect people with services and support.

Neighbourhood Satisfaction: Positive

This plan will focus on achieving the Dundee CLD partnership's vision that strong empowered communities will be supported by services from the public, third and private sectors to reduce inequalities in localities across the city through developing initiatives which improve community life and result in better outcomes for individuals.

CLD partners will work with local people, as equal partners to develop initiatives which improve community life and result in better outcomes for individuals thereby increasing neighbourhood satisfaction.

Transport: No Impact

# **Environment**

## **Climate Change Impacts**

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

## **Resource Use Impacts**

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: Positive

Collaborative work in communities to tackle inequalities, increase community wealth and build local accessible services will support sustainable procurement and improve outcomes for local communities.

## **Transport Impacts**

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

## **Natural Environment Impacts**

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: Positive

Effective delivery of the plan will lead to positive impacts in local communities including improvements to local open and green spaces.

## **Built Environment Impacts**

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

## **Corporate Risk**

## **Corporate Risk Impacts**

Political Reputational Risk: No Impact

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: Positive

Effective delivery of the plan will ensure that DCC and its partners make a positive impact in Dundee's communities, improving outcomes for young people and adults.

Technological / Business or Service Interruption: No Impact

Environmental: Positive

Effective delivery of the plan will lead to positive impacts in local communities including improvements to local built environment and green spaces.

Legal / Statutory Obligations: Positive

In delivering this plan we are meeting our statutory responsibilities in relations to:

The Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012)

The Requirements for Community Learning and Development (Scotland) Regulations (2013)

The Community Empowerment (Scotland) Act 2015

Organisational / Staffing & Competence: Positive

Effective delivery of this plan will ensure that CLD practitioners and volunteers across Dundee are able to access high quality, relevant training and development opportunities supporting practitioners to achieve consistently high standards of professional practice and performance, enabling them to make significant change and contribution to the lives of families, individuals and communities.

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.