

EAST RENFREWSHIRE COUNCIL

CABINET

6 December 2018

Report by Deputy Chief Executive

COMMUNITY LEARNING AND DEVELOPMENT PLAN 2018-21

PURPOSE OF REPORT

1. To seek approval for the East Renfrewshire Community Learning and Development (CLD) Plan 2018-21.

RECOMMENDATIONS

2. The Cabinet is asked to:
- (a) Approve the CLD Plan as set out in Annex 1; and
 - (b) Delegate authority to the Deputy Chief Executive to further refine and strengthen the plan over its lifetime without further recourse to the Cabinet.

BACKGROUND

3. CLD provides young people (aged 12-25) and adults (aged 16+) with skills for life, learning and work including addressing personal and social development and individual health and wellbeing issues. CLD includes work with community groups to support them to be well-run, sustainable and independent. It also focuses on growing community-led groups and services that make communities more cohesive, sustainable and better able to overcome the challenges they face.

4. In East Renfrewshire core CLD services sit within the Corporate and Community Services and Education Departments of the Council together with Voluntary Action East Renfrewshire. Other services and partners make key contributions to CLD as part of their work.

5. The current CLD Strategy 2015-18 is about to come to an end and a refreshed plan is now required.

LEGISLATIVE CONTEXT FOR COMMUNITY LEARNING AND DEVELOPMENT

6. The Scottish Government's national strategic focus for CLD is:
- improved life chances for people of all ages through learning, personal development and active citizenship;
 - stronger, more resilient, supportive, influential and inclusive communities.
7. The delivery of CLD must take account of two key statutory frameworks that have been introduced in the last three years.

8. The statutory duty to have a CLD Plan in place, and refresh this every three years, is set out in the requirements of the Community Learning and Development (Scotland) Regulations 2013. The regulations place a legal obligation on local authorities to work with partners to assess the need for CLD within their authority area through consultation and set out how needs will be addressed. The first CLD plans were produced in September 2015 with a requirement to review and refresh every three years.

9. The Community Empowerment (Scotland) Act 2015 places a range of duties on Community Planning Partnerships to involve communities in a meaningful and constructive way in the design and delivery of services and in influencing the outcomes they would like to see delivered in their area. CLD services have a key role to play in ensuring community members, groups and organisations have the skills to participate in community planning – including skills around influencing and having their voices heard, accessing resources and delivering their own services and activities locally. This will make a significant contribution to delivering the ambitions set out in the Act.

10. There is no requirement to submit the plan to the Scottish Government or Education Scotland; however the plan will be a material consideration in any future Community Learning and Development inspection. A further guidance document was issued earlier in 2018 providing further insight into what Education Scotland will look for in a CLD Plan during an inspection and the refreshed plan takes account of this.

STRATEGIC FOCUS OF THE CLD PLAN 2018-21

11. The East Renfrewshire Community Plan 2018, approved by the Community Planning Partnership Board in June fulfils the statutory community empowerment requirement to have a Local Outcomes Improvement Plan. The Community Plan includes five Fairer East Ren outcomes, specifically focused on reducing inequality. It is well-recognised that East Renfrewshire is an area with pockets of disadvantage and deprivation and the plan also prioritises specific communities in Barrhead, Neilston and Thornliebank which will have locality plans.

12. To ensure that CLD directly contributes to East Renfrewshire's ambitions for residents across the area, the CLD Plan has been organised under the five strategic outcomes of the Community Plan. This ensures that capacity building, learning and support for adults and young people is targeted to the strategic outcomes and the locality plan areas to increase the resilience of the communities and improve outcomes for residents. Helping communities become more resilient and have their voices heard is a key aspiration. CLD delivers a wide range of core services, however the CLD Plan is focused on the areas where CLD has a lead or unique contribution.

13. The intention is that, together, the Community Plan and CLD Plan are a strong demonstration of East Renfrewshire's commitment to empowering communities and tackling inequality.

FINANCE AND EFFICIENCY

14. There are no specific financial implications arising from this report. Departments will continue to work together with communities, sharing resources where required, to fulfil the outcomes set out in the plan.

CONSULTATION AND COMMUNITY INVOLVEMENT

15. The priorities in the plan were shaped by CLD staff and community participants in CLD services between May 2018 and September 2018. The community involvement was achieved through focused face-to-face discussions with over 130 CLD service users, allowing qualitative data to be gathered to inform the priorities of the Plan and the delivery of services. This constructive dialogue will continue as an integral part of delivering CLD to service users.

16. Therefore it is important that the Plan remains a living document through-out its lifespan and is updated to reflect evolving local needs of service users and communities and that partners continue to develop and strengthen their joint working arrangements. With this in mind Council is asked to delegate authority to the Deputy Chief Executive to further refine and strengthen the plan over its lifetime without recourse to Cabinet. The plan is required to be refreshed every three years. A fully updated plan will be brought back to elected members in 2021.

PARTNERSHIP WORKING

17. CLD work involves partnership working between public bodies, community groups, individuals and the voluntary sector. The CLD Partnership has guided the development of the plan, and will continue to work together to further develop, strengthen and monitor the delivery of the plan over its life and monitor delivery of actions relating to it.

IMPLICATIONS OF THE PROPOSALS

18. An initial equality impact assessment has been completed and indicates that the plan will help to reduce inequality and foster good relations.

CONCLUSION

19. East Renfrewshire is a healthy, successful and vibrant area with active and independent communities, community groups and individuals. The Community Plan sets out specific outcomes aimed at tackling inequality and prioritises locality plan areas in Barrhead Neilston and Thornliebank. The CLD Plan will contribute to the delivery of these outcomes and plans by targeting support for residents and communities in these areas and strengthen the community voice in community planning.

RECOMMENDATIONS

20. The Cabinet is asked to:

- (a) Approve the CLD Plan as set out in Annex 1; and
- (b) Delegate authority to the Deputy Chief Executive to further refine and strengthen the plan over its lifetime without further recourse to the Cabinet.

REPORT AUTHOR

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BACKGROUND PAPERS

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

Revised Guidance Note on Community Learning and Development Planning 2018-21



East Renfrewshire Community Learning and Development Plan 2018 - 2021

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INTRODUCTION

Community learning and development (CLD) provides young people (aged 12-25) and adults (aged 16+) with skills for life, learning and work including addressing personal and social development, active citizenship, and individual health and wellbeing issues. CLD includes work with community groups to support them to be well-run, sustainable and independent. It also focuses on growing community-led groups and services that make communities more cohesive, sustainable and better able to overcome the challenges they face.

The Scottish Government's national strategic focus for CLD is:

- Improve life chances for people of all ages, including young people in particular, through learning, personal development and active citizenship.
- Stronger, more resilient, supportive, influential and inclusive communities.¹

Education Scotland asks that CLD Plans focus upon national priorities including early intervention and prevention, tackling health inequalities, supporting communities to be empowered and involved in decision-making, and closing attainment gaps.

This is East Renfrewshire's second CLD Plan. The first Plan ran from 2015-2018. Our progress against the performance measures and activities is detailed in our closing report². In East Renfrewshire there is a commitment to community engagement which extends to including communities in the design and delivery of CLD. This CLD Plan will be a living document which will be regularly monitored and continually evolve to reflect and respond to the changing circumstances, needs and priorities of the community of East Renfrewshire.

¹ <https://education.gov.scot/Documents/CLDGuidanceNotes2017.pdf>

² Available at www.eastrenfrewshire.gov.uk/CLD

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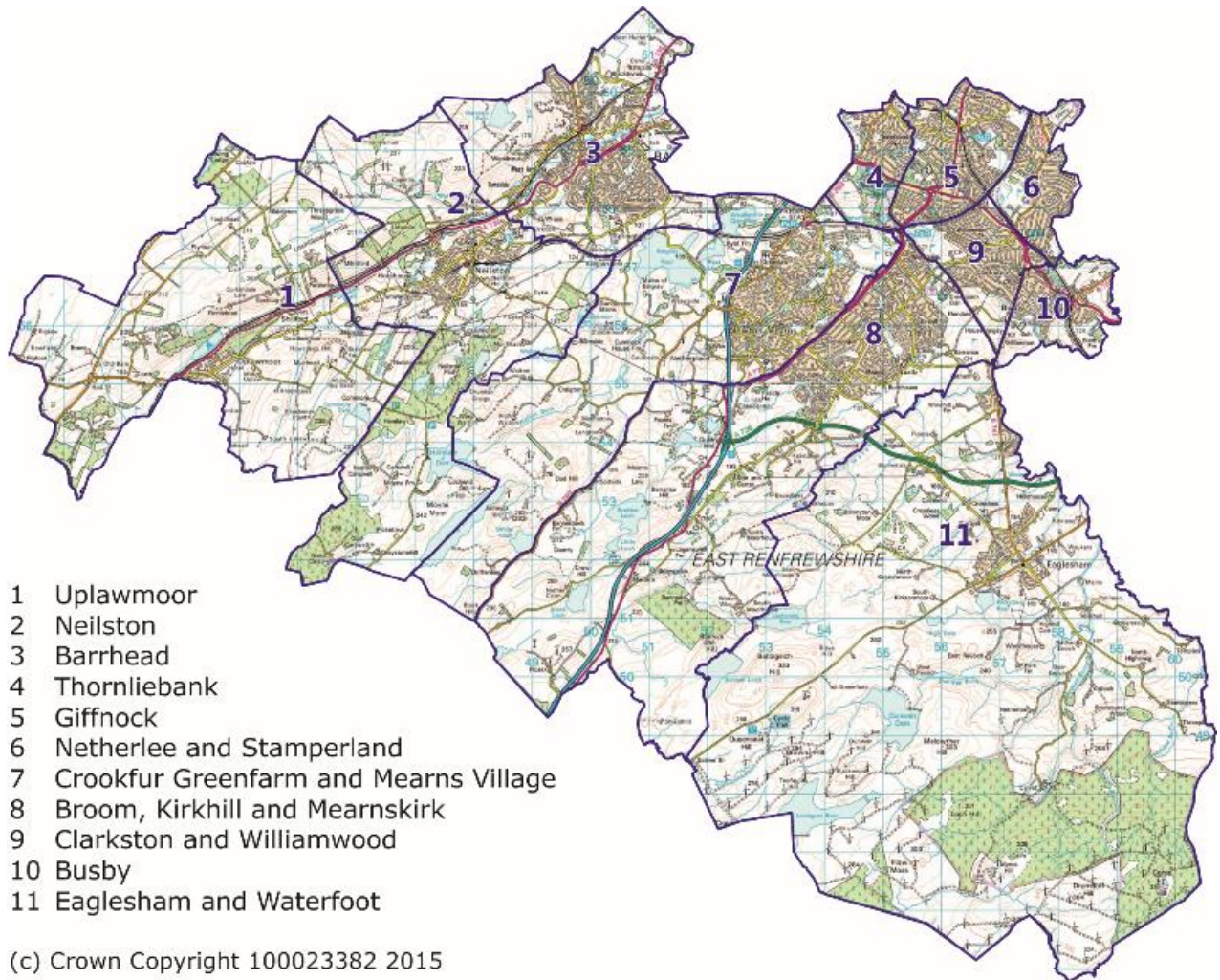
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STRATEGIC CONTEXT

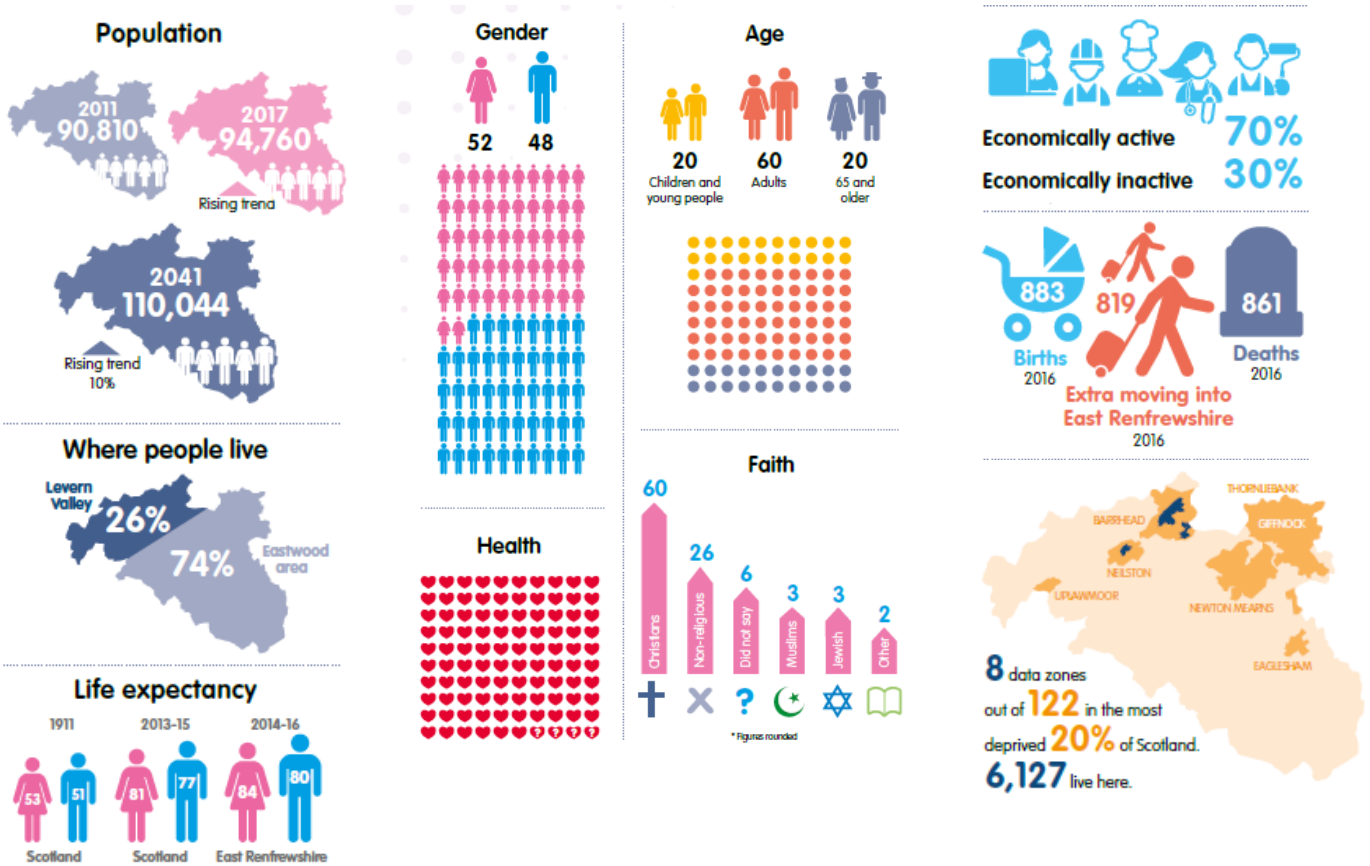
About East Renfrewshire

East Renfrewshire lies to the south of Glasgow and stretches from rural Uplawmoor (area 1 in the map below) to Eaglesham and Waterfoot (area 11 below). The population in June 2018 was estimated to be 94,760 and is predicted to grow to 97,249 by 2021, an increase of nearly 2,500 people over the three years.



A comprehensive needs assessment has been completed and some key highlights are included for each of the outcomes below. A more detailed document can be viewed on the CLD pages of the East Renfrewshire Council website: www.eastrenfrewshire.gov.uk/CLD

Key facts








Community Plan

East Renfrewshire Community Planning Partnership’s (CPP) [Community Plan](#) was approved in June 2018. The Community Plan sets out the high-level ambitions for all age groups and communities in East Renfrewshire for the next ten years to meet the CPP’s vision for East Renfrewshire:

An attractive and thriving place to grow up, work, visit, raise a family and enjoy later life.

Our Community Plan also includes a layer of Fairer East Ren outcomes, and sets out how partners will work together to reduce inequality across groups and communities in East Renfrewshire. CLD is provided across the whole local authority area, but in the main is targeted at areas or groups most in need and is crucial to closing the poverty-related attainment gap, reducing social isolation and tackling inequalities. There is a clear strategic focus of CLD provision in our locality plan areas – Barrhead, Neilston and Thornliebank - and CLD will contribute to tackling inequalities in these areas.

The outcomes of the Community Plan and Fairer East Ren are set out in the diagram below with the Fairer East Ren outcomes highlighted in purple.

Strategic Outcomes on a Page					
					
All children in East Renfrewshire experience a stable and secure childhood and succeed.	East Renfrewshire residents are healthy and active and have the skills for learning, life and work.	East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses	East Renfrewshire residents are safe and live in supportive communities	Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they enjoy full and positive lives.	
Strategic outcomes					
Intermediate Outcomes	<p>1.1 The impact of child poverty is reduced</p> <p>1.2 Parents provide a safe, healthy and nurturing environment for their families</p> <p>1.3 Children and young people are cared for, protected and their wellbeing is safeguarded</p>	<p>2.1 Residents have the right skills, learning opportunities and confidence to secure and sustain work.</p> <p>2.2 Children and young people are included</p> <p>2.3 Children and young people raise their educational achievement and develop the skills they need</p> <p>2.4 Residents are as healthy and active as possible</p>	<p>3.1 East Renfrewshire's transport links are accessible, attractive and seamless</p> <p>3.2 East Renfrewshire is a thriving place to invest and for businesses to grow.</p> <p>3.3 East Renfrewshire is an attractive place to live with a good physical environment</p> <p>3.4 East Renfrewshire is a great place to visit</p> <p>3.5 East Renfrewshire is environmentally sustainable</p>	<p>4.1 Residents' mental health and wellbeing is improved.</p> <p>4.2- Residents live in safe communities with low levels of crime and anti-social behaviour</p> <p>4.3- Residents are protected from harm and abuse and public protection is safeguarded</p> <p>4.4- Residents live in communities that are strong, self-sufficient and resilient</p> <p>4.5- Residents are protected from drug and alcohol related harm</p>	<p>5.1 Residents are safe and are more socially connected within their communities.</p> <p>5.2- Older people and people with long term conditions stay as healthy as possible</p> <p>5.3- Older people and people with long terms conditions live safely and independently in the community</p> <p>5.4- Carers are valued and can maintain their own health and wellbeing</p>

There is a clear role for CLD across many of our Community Plan and Fairer East Ren outcomes. The CLD Plan 2018-21 will be structured around the Community Plan and will set out the planned CLD contribution towards key Community Plan outcomes. Many of the Community Plan outcomes are person-centred and have significant potential for communities themselves to be part of the solution (such as reducing social isolation and promoting mental wellbeing). The role of CLD in building community capacity to ensure communities can develop their own solutions is critical.

COMMUNITY INVOLVEMENT AND INFLUENCE

Community learning and development leaders and practitioners use a range of tools and approaches to ensure that CLD delivery fits with people's needs and priorities.

Service users inform and direct their learning

CLD practitioners work closely with service users as they deliver support community capacity building, learning and personal development and service users inform and direct their own learning. Community involvement and influence is also at the heart of CLD planning. The Community Plan outcomes themselves have been informed by large scale community engagement, and the CLD contributions set out in this Plan have been influenced by service users.

Community Directory

East Renfrewshire Council have developed an online Community Directory as a one-stop-shop for information on community groups within the local authority area. This information can be used by residents and staff to get contact details and meeting information about the wide range of community groups in East Renfrewshire. Accessing this type of information can reduce social isolation among local residents by signposting them to groups they may be interested in being involved with. The directory also gives an opportunity for networking among community groups whereby they can widen their network, share skills and work together on joint projects.

Moreover, CLD staff can use the directory for a strategic overview of provision within the authority and identifying geographic spread of groups, potential areas for capacity building and to identify where there are gaps in provision. For example, the database showed there are many parenting groups in the Eastwood side of the authority, but a disproportionately small number of parenting groups in the Barrhead side. This evidence has directed the work of CLD to promote the growth of parenting groups in Barrhead.

The Community Directory is currently being refreshed and updated and will be analysed on completion to inform and direct CLD delivery. It can be accessed online at <https://www.eastrenfrewshire.gov.uk/communitydirectory>

Empowering Communities

The introduction of the Community Empowerment (Scotland) Act 2015 places formal requirements upon CPPs to support communities to be involved in decision-making in their community and to be active in improving their local area. CLD makes a critical contribution to this through building the capacity and resilience of community groups and empowering groups to participate in the decision-making process.

The Act also places tackling inequality at the heart of community planning, part of this is the requirement for locality plans for those communities which experience poorer outcomes. In East Renfrewshire there have been two locality plans developed for communities in Barrhead³. There are two more plans underway for Neilston and Thornliebank. A CLD approach has been used in the design and delivery of our locality planning approach.

³ www.eastrenfrewshire.gov.uk/CLD

Community groups and local residents have co-produced each of these plans with the CPP to address the needs and aspirations of their particular area.

There have been successful Community Choices Budgeting approaches delivered in East Renfrewshire. In conjunction with the locality plans, a Community Choices event was held in Barrhead where a steering group of local community members was supported to design and deliver the grant making process. There are clear opportunities for CLD services to support community groups and build their capacity to be further involved in this process.

Many of the contributions identified in the CLD Plan will be focused on specific equalities groups – lone parents, young people with additional support needs and older people. Targeted work with young people will target areas such as underage and unplanned pregnancy and strengthening the voice of young people through supporting the LGBTi youth group, and the Youth Forum. Adult Learning Services work with refugee residents to provide ESOL (English as a second language), integration opportunities and progression routes. Together with the community, the Communities Team have established an Additional Needs Partnership to bring equalities community groups together to share information, skills and learning and also to influence local decision-making.

Together, the Community Plan and CLD Plan are a strong demonstration of East Renfrewshire's commitment to empowering communities and tackling inequality.

CLD PLAN PRIORITIES

The East Renfrewshire CLD Plan has been developed in partnership with our local residents and communities. A variety of data was used:

- previous engagement findings from the CLD Plan 2015-18
- findings from Education Scotland's report following the East Renfrewshire CLD inspection in summer 2017
- engagement data for the Community Plan and locality plans
- socio-economic data
- on-the-ground knowledge of CLD staff.

This information was analysed and an initial 22 priorities were identified. Between May and August 2018, these identified priorities were used as a basis for discussion and were ranked by over 130 members of the community at focus groups and community group meetings attended by CLD staff. CLD staff also captured potential activities to address these priorities as they emerged in discussions.

In order to avoid duplication, the CLD Plan focuses on the outcomes of the Community Plan where CLD are the lead service providers and/or where CLD has a unique contribution to make. In order to help articulate this clearly the diagram below shows how the CLD Partnership will ensure a response to the initial 22 priorities, either through a specific contribution in the CLD plan or a contribution to another existing plan or strategy.

Strategic outcome	Community & Staff priorities	Strategic CLD Contributions in Plan
<p style="text-align: center;">Early Years and Vulnerable Young People</p>	<ul style="list-style-type: none"> • Parenting skills and early years groups (parenting groups, mother & toddler groups) • Intensive support for young parents and lone parent families • Teenage pregnancy • Child poverty* 	<ul style="list-style-type: none"> • Effective support to targeted young people around unplanned or underage pregnancy. • Effective early intervention for young people as parents of the future. • Effective support for vulnerable parents/carers, including lone parents, with children attending early years centres. • Well-run community led groups and peer support networks for parents in disadvantaged areas.
<p style="text-align: center;">Learning, Life and Work</p>	<ul style="list-style-type: none"> • Attainment and achievement • Young people's personal development • Employability skills (including digital and personal development) • English for speakers of other languages • ASN • Adult literacies • Health and wellbeing • Welfare reform and poverty* 	<ul style="list-style-type: none"> • Access to employability support for adults with a focus on digital skills and personal development. • Access to dedicated and integrated ESOL and adult literacies provision for adult learners. • Increase opportunities for adults to access accredited courses in the community. • Access to alternative accreditation opportunities for young people aged over 16 to bridge the attainment gap. • Improved access to opportunities and awards for vulnerable and minority groups. • Earlier access to personal development opportunities for P7-S2 young people at key life stages. • Opportunities for children and young people with additional support needs to direct and influence their own learning and access social opportunities in a safe and inclusive environment. • Residents and communities are supported to gain the skills and knowledge to manage their own health and wellbeing.
<p style="text-align: center;">Environment and Economy</p>	<ul style="list-style-type: none"> • Housing and homelessness* • Regeneration* • Social enterprise and volunteering 	<p>Social enterprise has been identified as being a training and professional development priority for staff.</p>

<p>Safe, Supportive Communities</p>	<ul style="list-style-type: none"> • Community decision making • Mental health • Equalities (including LGBTi, BAME and refugee communities) • Crime and safety* 	<ul style="list-style-type: none"> • Skilled and active community members who are effectively involved in decision making processes which address the needs of the communities in which they live, especially in locality plan areas. • Inclusive communities where priority groups are able to influence change to advance opportunities. • A stronger and more influential Learner Voice. <p>Equalities is woven throughout the CLD Plan and is considered in both core CLD work and the specific contributions towards outcomes in both the Community Plan and this CLD Plan.</p>
<p>Older People and People with long term conditions</p>	<ul style="list-style-type: none"> • Needs of older people • Loneliness and isolation • Carers (particularly young carers)* 	<ul style="list-style-type: none"> • More provision of support, information and resources to communities. • Socially isolated people are identified and connected to their communities.

*The following priorities are not included in the CLD strategy as there are strategies or plans in place to address them specifically. CLD will contribute to these where appropriate:

- Child poverty – Child Poverty Action Plan currently in development
- Welfare Reform – [Money Advice & Rights Team](#)
- Housing – [Local Housing Strategy 2017 -2022](#)
- Crime & Safety – Priorities around feeling safe feature appeared most strongly in our locality plans areas and will be feature in future locality plans as appropriate – <https://www.eastrenfrewshire.gov.uk/communityplanning>
- Mental Health – there is a Fairer East Ren Delivery Plan for Mental Health currently in development
- Carers – [Information](#) on the Caring support available from ERC and a new carers’ strategy is in development.

Community Plan Outcome 1 - All children in East Renfrewshire experience a stable and secure childhood and succeed

The Scottish Government focus for early years is upon prevention and early intervention and for every child to experience a secure and stable start in life. East Renfrewshire has some of the best outcomes for children and families in Scotland. There is a high level of satisfaction with the area as a place to live and many families choose the area to bring up their children. It is well recognised that poverty and chaotic home lives are among factors that contribute to poorer outcomes for children. There are a few areas within East Renfrewshire that experience higher levels of disadvantage and deprivation which are among the key factors contributing to poorer outcomes in later life.

The CLD focus for this outcome is to support parents to provide a safe, healthy and nurturing environment for their families. Young Persons' Services work with young people to prevent unplanned and underage teenage pregnancy and provide parenting programmes in schools focusing on issues such as child development in order to develop young people as parents of the future. Adult Learning Services work with parents, particularly vulnerable parents and lone parents, who may face additional barriers to securing work. CLD can support parents through engaging with them at an early stage in their learning to support their employability skills which will in turn result in better outcomes for children.

Key facts

20% of East Renfrewshire's population is currently 0-15 years old and it is projected that 3,300 more children and young people will live in East Renfrewshire within the next 25 years.

Around one third of children born to teenage mothers in East Renfrewshire are from Barrhead, with the area of Dunterlie, East Arthurlie and Dovecothall accounting for one fifth (21%) of teenage pregnancies across the authority.

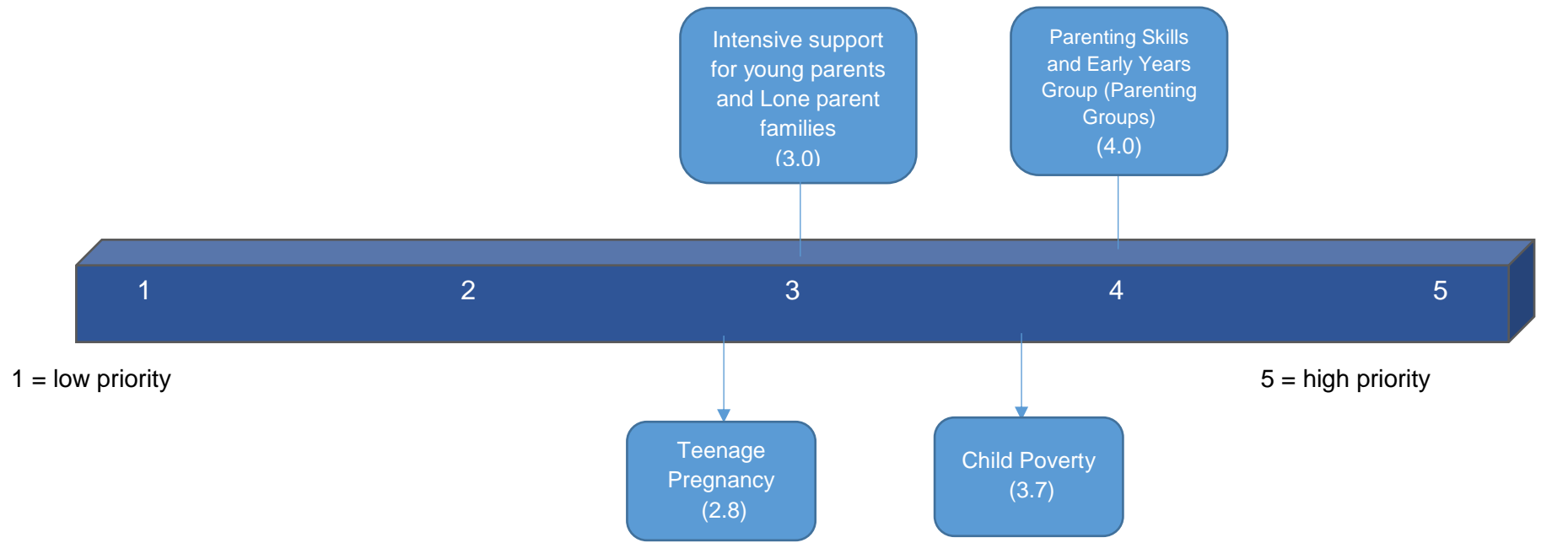
Of the 1,565 children in East Renfrewshire living in a low income family, 73% belong to a lone parent family.

Barrhead, has over 40% of East Renfrewshire's lone parent families with children aged 0-4, but the second lowest proportion of infant and parent groups per 100 lone parents.

Consultation Response

Four initial priority areas were identified by CLD staff and a community consultation explored how important they are to community members. Support for parents was identified as being a primary issue with expansion of groups, further promotion of existing groups and introducing themed parenting groups all being suggestions. Child Poverty is a key priority and is addressed by a specific plan with CLD input as required.

How much of a priority is this for you and your community?





Community Plan Outcome 2 - East Renfrewshire residents are healthy and active and have the skills for learning, life & work

In September 2018 Universal Credit was implemented in East Renfrewshire and residents require support to adapt to the new system and ensure they are able to access their benefit entitlement. East Renfrewshire has higher levels of employment and attainment than the Scottish average, however we know that 6% of the working population locally are employment deprived. Developing the Young Workforce is a Scottish Government programme that aims to better prepare children and young people for the world of work and to reduce youth unemployment by 40% by 2021. Another key recommendation for Scotland's young workforce is to encourage young people with ASN towards independence and employment.

The employability focus of CLD will be to support residents to gain the right skills and confidence, and to access appropriate learning opportunities to secure and sustain work. Increasing the online skills and digital capabilities of residents will support them to access their benefit entitlement as well as provide transferable skills for the workplace.

Almost all young people in East Renfrewshire progress to a positive destination on leaving school, however there remain some young people who are not achieving or sustaining a positive outcome. There is an identified need to support children and young people to raise their educational attainment and achievement, and to develop the skills they need for gaining entry to the workplace and for future life. Young Persons Services will support children and young people with ASN, and their families, to ensure they are included and that they have access to opportunities.

The major benefits from maintaining good health and wellbeing are widely recognised therefore there will be CLD provision to support people to build knowledge to manage their own health and maintain healthy lifestyles.

Key Facts

96.1% of East Renfrewshire school leavers entered positive destinations in their initial survey which increased to 96.6% in the follow-up questionnaire.

3,700 people (6% of the working age population) in East Renfrewshire are employment deprived.

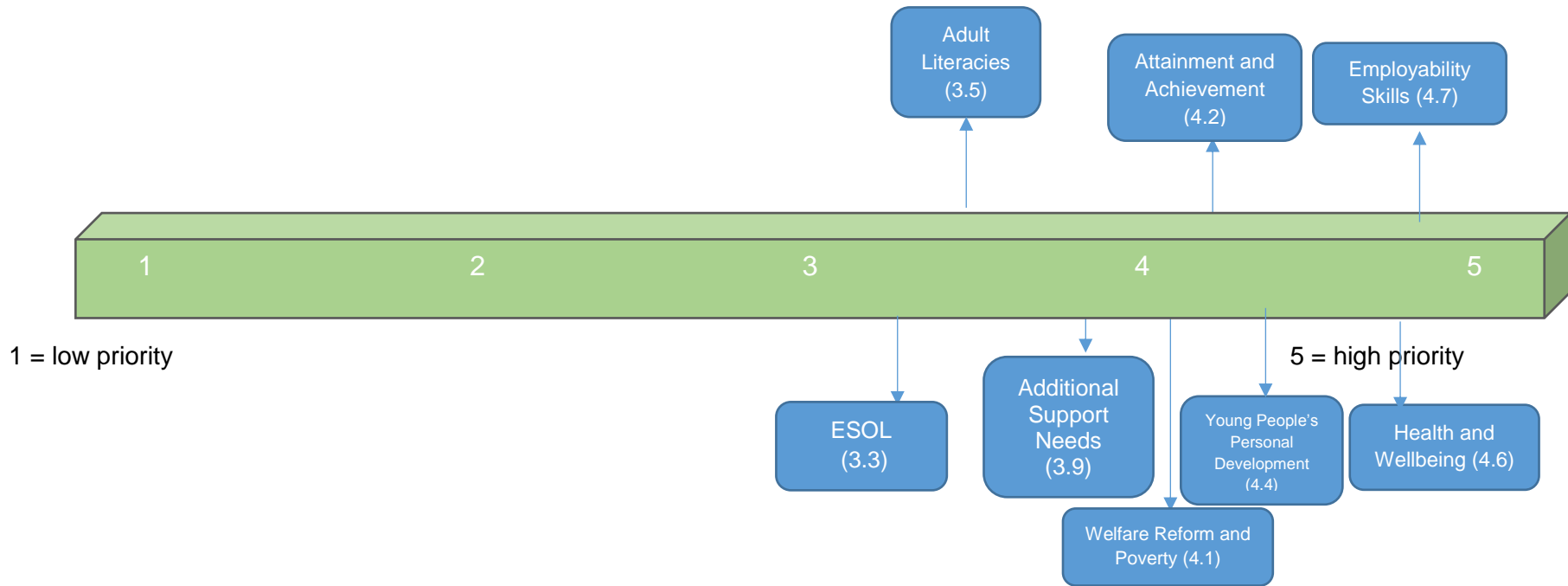
There are 1,539 Primary School Pupils and 1,964 Secondary School Pupils with ASN in East Renfrewshire.

Residents in East Renfrewshire report having very good or good general health (86%) which is slightly higher than across Scotland (82%).

Consultation Response

Core CLD work will contribute to all of the initial priorities identified, but from the engagement some themes emerged as key priorities – employability, attainment, support for children with ASN, and health & wellbeing. Digital and online training was identified as a need, as well as more practical skills and training that responds to the local needs of both employers and potential employees. Health and wellbeing is recognised as benefiting from an early intervention and prevention approach and local communities are keen to improve their health and wellbeing through attending groups.

How much of a priority is this for you and your community?





Community Plan Outcome 4 - East Renfrewshire residents are safe and live in supportive communities

Creating stronger, more resilient, supportive, influential and inclusive communities is a key part of the Scottish Government’s strategic focus for CLD. CLD will be vital in the delivery of the community empowerment agenda, including the Community Empowerment (Scotland) Act 2015 and the Community Choices Budgeting Framework. In East Renfrewshire there are engaged citizens with a consistently high turnout in both local and national elections and referenda. However, results from our local Citizens Panel show that the majority of people do not feel they can influence local decision-making.

CLD can strengthen the voice of communities through their involvement in locality planning and Community Choices Budgeting. There have been successful examples of Community Choices Budgeting in Barrhead and Neilston to date, with the community delivering a large part of the event in Barrhead. Locality Planning and the Community Empowerment (Scotland) Act 2015 will be delivered in part through CLD with provision of CLD work being key in the initial locality plan areas of Barrhead, Neilston and Thornliebank. Building the capacity of community groups will contribute to stronger, more resilient communities where community groups themselves are able to delivery services and contribute to outcomes and priorities. A programme of training including committee skills and community engagement is available to community groups and is delivered by the Communities Team. One of the aims of the Additional Needs Partnership is to influence local decision-making.

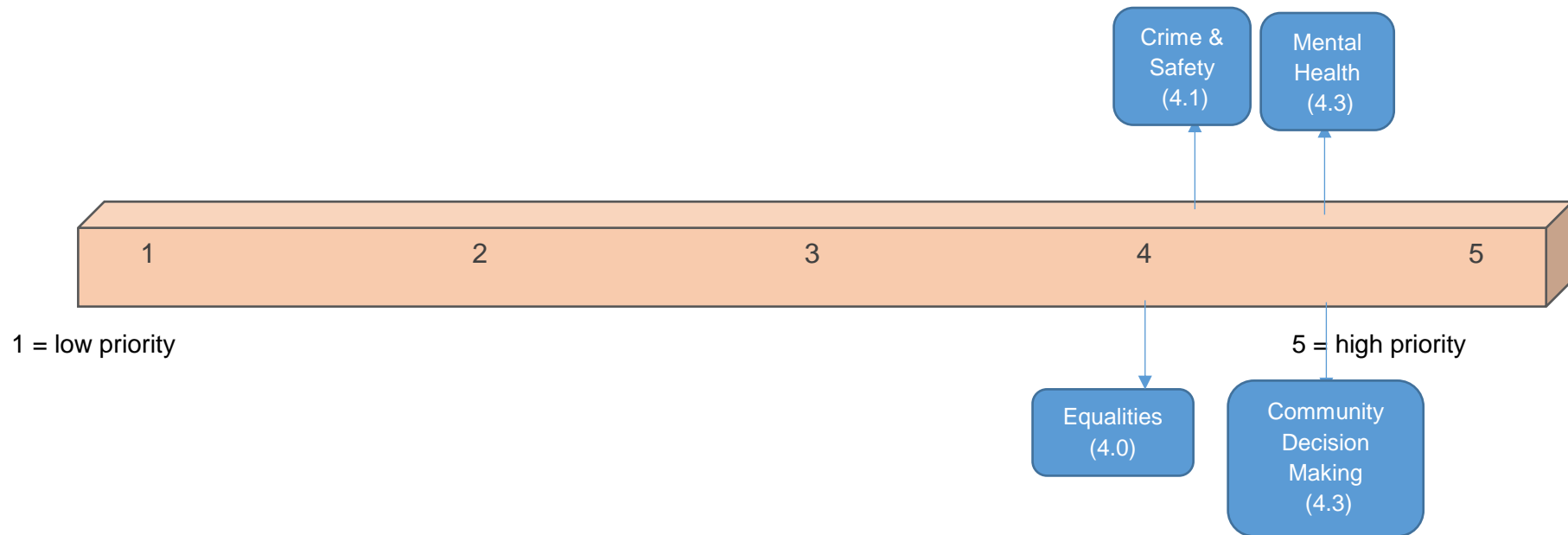
Key Facts

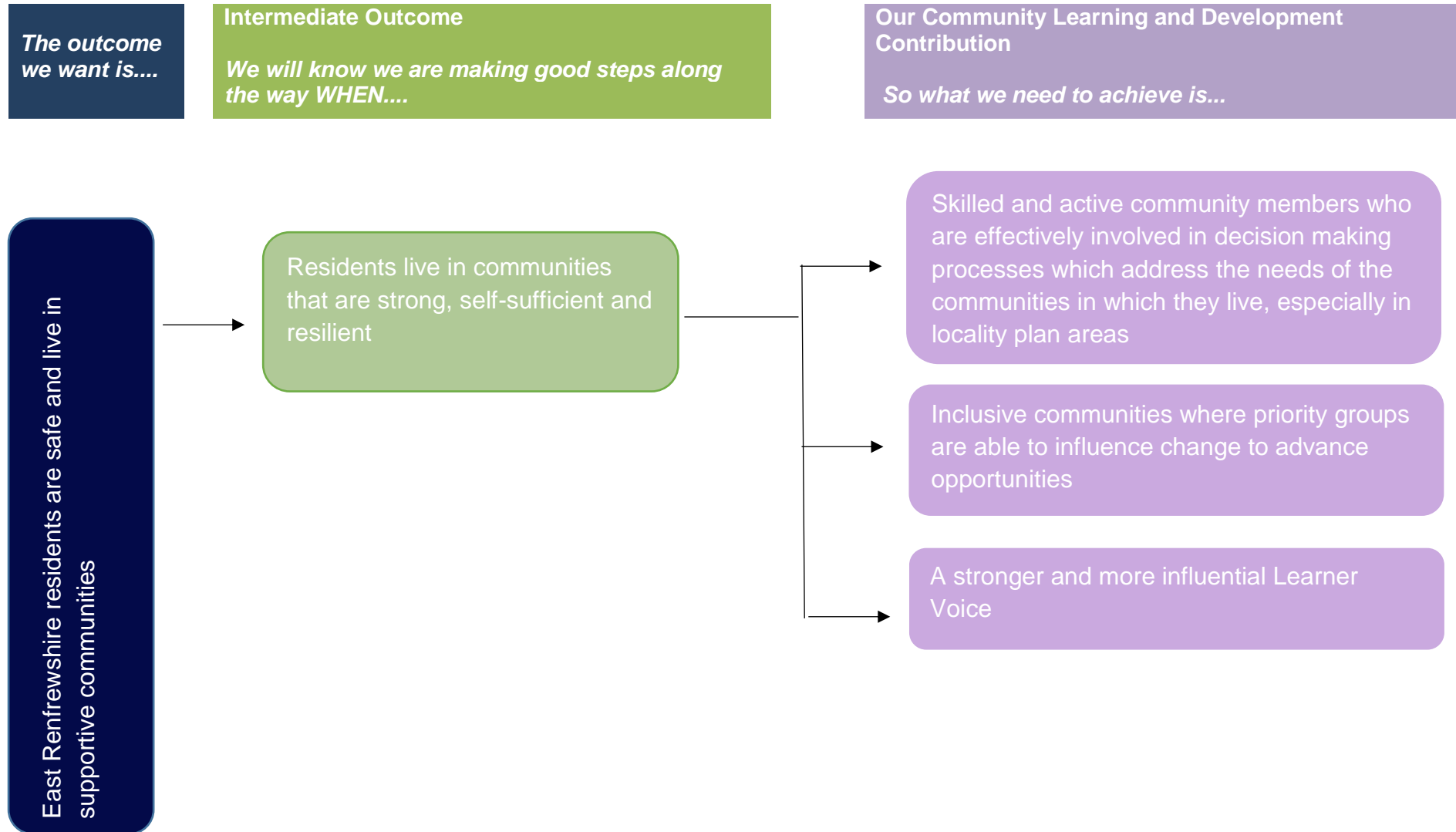
Over 500 local community groups are registered on the East Renfrewshire Community Directory.	People living in East Renfrewshire are engaged citizens with 81.2% turnout in the 2015 General Election.	Around half of respondents (48%) think about their mental wellbeing quite often.	97% of residents feel safe in their local neighbourhood during the day, but this drops to 77% after dark.
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Consultation Responses

Respondents were clear that East Renfrewshire is a safe place to live. Residents are keen to be involved in community decision making in a meaningful way where they can contribute and be included in service design and delivery, going beyond the remit of consultation. Mental health is an issue that spans all ages, sexes and geographical locations of East Renfrewshire residents. Equalities is a theme embedded throughout all CLD work.

How much of a priority is this for you and your community?





Community Plan Outcome 5 - Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they enjoy full and positive lives

Scotland, has a significant and growing older population and life expectancy is on the rise. East Renfrewshire follows this trend with an expected growth of older people rising faster than any other age group. Supporting older people to live actively for longer is a strategic priority for the East Renfrewshire Community Planning Partnership and is a priority included in Fairer East Ren. The East Renfrewshire CLD Plan will also contribute to the delivery of A Connected Scotland, the Scottish Government’s approach to tackling social isolation and loneliness and building stronger communities.

CLD is a significant enabler in improving outcomes for older people as there is great scope for building the skills and capacity of communities to support older people and provide opportunities for older people to learn and keep active. There is already a wealth of work taking place in East Renfrewshire which will be built upon. Older people are at risk of social isolation but through signposting to groups and activities this risk can be reduced. The Community Directory held by ERC will be a key tool to direct all residents at risk of isolation to groups that are relevant to their needs and interests. It will also be used to identify any gaps in provision both for types of groups, and locations of groups.

CLD will make a strategic contribution to support residents to be safe and more socially connected within their communities. CLD can reduce the impact of loneliness and social isolation through building the capacity of community groups and residents to increase opportunities for people to participate in their communities. Older people are a key group where feeling safe and socially connected is a priority but the CLD work contributing to this outcome will benefit the wider population.

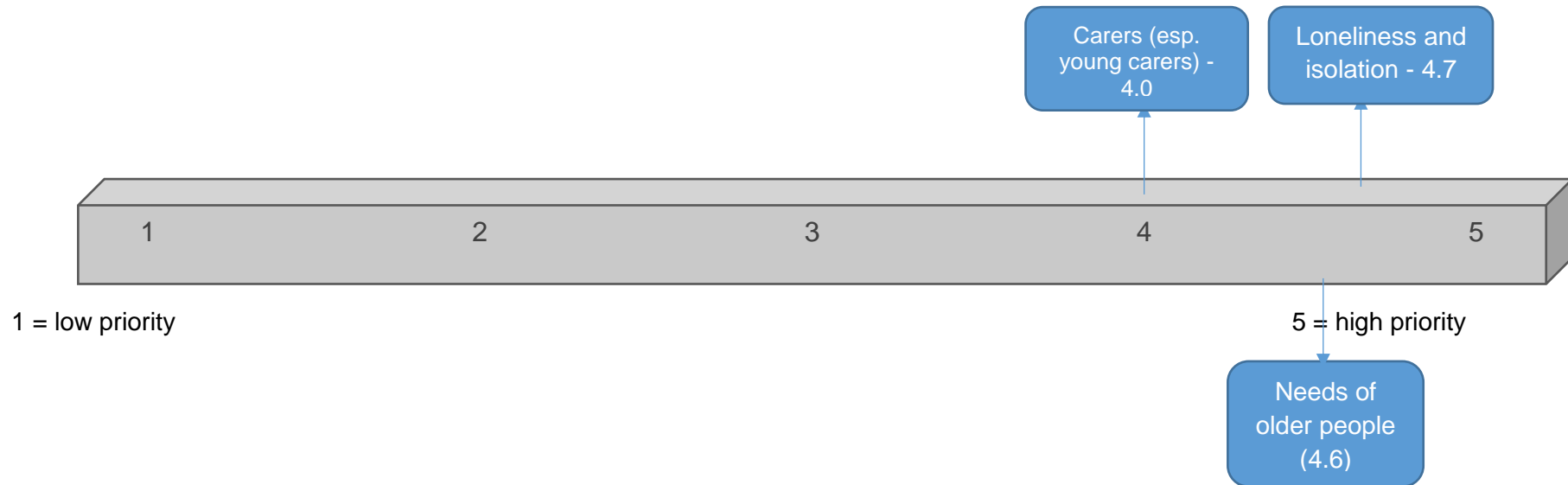
Key Facts

<p>Those aged 65 and over make up 20% of the East Renfrewshire population. This will increase to 25% by 2041 – a faster rate than all other age groups.</p>	<p>A third of over those aged over 65 live alone, increasing the risk of loneliness and isolation.</p>	<p>Life expectancy and overall health outcomes are lower amongst older people living in deprived areas.</p>	<p>There are 55 community groups/organisations that cater specifically for older people while a wide range of further groups/services are available to older people.</p>	<p>1 in 10 people aged 16 plus in East Renfrewshire provide unpaid care.</p>
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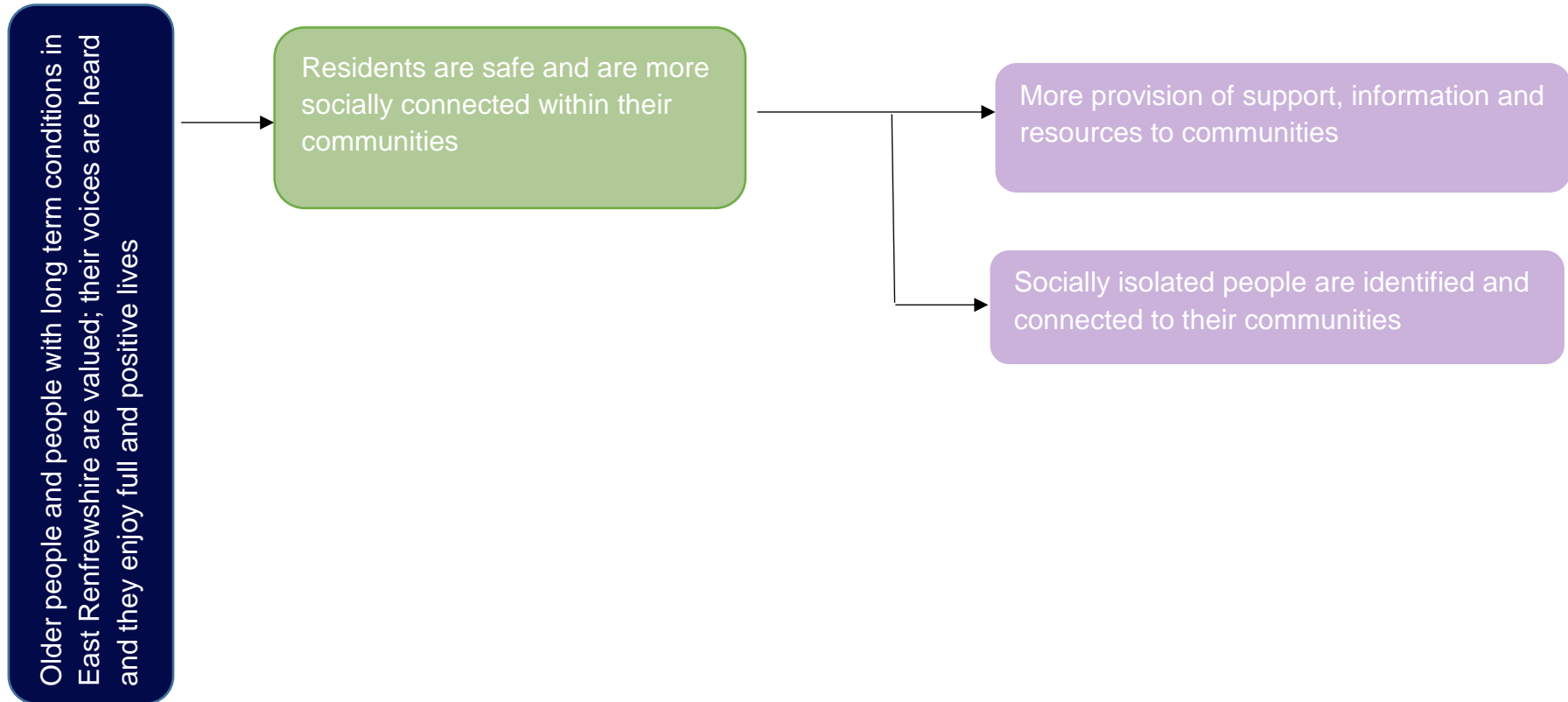
Consultation Response

Better methods of signposting older people to groups, activities and services emerged as a consistent issue, as well as expansion and promotion of groups for older people. Improved transport links and availability of transport was also a key concern and this will be addressed by the Fairer East Ren outcome on transportation. CLD can contribute to reducing the effects of loneliness and isolation through participation of community groups. By following the model of successful groups such as Memory Lane and Baby and Toddler groups, and supporting the process of rolling them out to other areas of East Renfrewshire, people participating in these groups are expected to increase their feelings of connectedness to their peers and community.

How much of a priority is this for you and your community?



<p><i>The outcome we want is....</i></p>	<p>Intermediate Outcome</p> <p><i>We will know we are making good steps along the way WHEN....</i></p>	<p>Our Community Learning and Development Contribution</p> <p><i>So what we need to achieve is...</i></p>
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HOW WE WILL DELIVER COMMUNITY LEARNING AND DEVELOPMENT IN EAST RENFREWSHIRE

In East Renfrewshire Council (ERC), CLD delivery is split into three core elements:

1. Youth work
2. Community capacity building
3. Adult learning

Youth work is delivered by Young Persons Services (YPS) and community capacity building is delivered by the Communities Team. Both are based within Corporate and Community Services within ERC. Each of these services deliver learning and development with support for volunteering from Voluntary Action East Renfrewshire (VAER). Adult Learning Services delivers adult learning courses and support and is based within the Education Department of East Renfrewshire Council.

East Renfrewshire Culture and Leisure Trust have an important role to play in CLD, through sports, arts and libraries provision, as well as the Health and Social Care Partnership, through community involvement and health improvement.

The CLD Partnership are responsible for ensuring appropriate resources are directed to delivery of services to meet the priorities in the CLD Plan.

Governance and Performance Management

East Renfrewshire's CLD Partnership is responsible for delivering the CLD Plan. Members of the CLD Partnership includes:

- East Renfrewshire Council
 - Young Persons Services
 - Communities Team
 - Adult Learning Services
 - Education Department
 - Work East Ren
- East Renfrewshire Health and Social Care Partnership
- East Renfrewshire Culture and Leisure Trust
- Voluntary Action East Renfrewshire

The CLD Partnership meets regularly to develop and monitor actions and performance towards the priorities, outcomes and contributions contained in the CLD Plan. The Plan will be regularly updated to ensure it meets the evolving needs and aspirations of the community. The CLD Partnership report progress towards priorities at the Community Planning Partnership's (CPP) Performance and Accountability Review meetings which take place twice a year. This gives the CPP time for scrutiny of CLD performance and activity as well as an opportunity for the CLD Partnership to showcase good practice, case studies and improvement actions. The Education Scotland CLD inspection recognised that there are robust management information systems in place that record baselines, targets and outcomes and these will continue to be used to monitor the progress towards outcomes in this Plan.

CLD services have a range of methods in place to report progress to stakeholders including corporate mid and end year performance reporting, Young Persons Services annual report, Quality and Standards reports, public infographics and less formal mechanisms including social media, press releases and awards ceremonies. Progress reports on the CLD Plan 2018-21 will be published at regular intervals and circulated widely.

Self-Evaluation

Self-evaluation is core to the CLD Partnership and drives improvement at both strategic and operational levels. The CLD Partnership use the CLD Plan and the well-established culture of self-evaluation and improvement to identify risks, and to anticipate and plan for change. As a result of the culture of self-evaluation, effective systems are in place across all CLD provision to plan, evaluate and gather feedback from participants, staff and partners.

Workforce Development

At the centre of the culture of continuous improvement is workforce development. Staff and volunteers access regular Continued Professional Development opportunities to improve practice and develop new skills based on areas of work and/or specialisms. Professional development and learning includes innovative and/or bespoke opportunities. In addition, all core CLD staff and partners have access to ongoing support for planning, self-evaluation and Assessment for Learning to ensure consistency, quality of practice and improved impact for learners. The CLD Practitioners Network provides opportunities to network and share practice and meets regularly throughout the year

Priorities for CPD in 2018-21 includes enhancing staff knowledge and understanding of social enterprise, locality planning and co-production.

ANNEX 1 - UNMET NEED

Over the course of the next three years, the CLD Partnership will work with local residents and community groups to review priorities and monitor performance as well as reviewing potential unmet need. There are many factors which influence unmet need including changing political focus, service re-design, changes to funding and changes to communities themselves. A key focus of the CLD Plan is to build the capacity of communities to meet needs themselves, for community groups to maximise their use of community assets and to access funding where there are gaps in public sector resource.

Potential unmet needs identified in East Renfrewshire include:

- Hidden needs among members of the community. Examples of this include that not all people experiencing deprivation live in SIMD areas and it is difficult to identify some people experiencing social isolation.
 - Demand for locality plans in communities outside SIMD 1-4 areas.
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