

South Ayrshire

Community Learning and Development Plan

2018 – 2021

‘Community planning partners will seek to maximise the impact of community learning and development by focusing activity on the most disadvantaged communities.’

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Introduction

The National Performance Framework indicates that the purpose of Community Learning & Development (CLD) is *'to empower people, individually & collectively, to make positive changes in their lives and in their communities, through learning'*, and that CLD should focus on establishing:

- 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 highlights South Ayrshire Community Learning and Development (CLD) partnership activity that is planned over the next three years (2018-2021) and has been developed in line with The Requirements for Community Learning and Development (Scotland) Regulations 2013. The foundation of this activity is an assessment - in partnership with learners and communities - of needs, strengths and opportunities.

It contributes to the priorities identified in the South Ayrshire Community Planning Partnership Local Outcomes Improvement Plan (LOIP):

- Closing the poverty-related outcomes gap for children and young people in South Ayrshire
- Supporting our older people to live in good health

Through the plan activity, CLD partners will strive to develop the resilience and ambition of individuals and communities, to combat the effects of economic factors which cause deprivation and inequality, ensuring that barriers to achieving better life chances are identified, understood and overcome and that communities are full partners in delivering practical solutions.

An early intervention and prevention approach is used by the CLD partners, who include; South Ayrshire Council, NHS Ayrshire & Arran, Voluntary Action South Ayrshire, Ayrshire College, Skills Development Scotland, Department for Work and Pension, Ayr Gaiety Partnership and a variety of other voluntary and community organisations.

The CLD activity and services are identified in Appendix 2 and include work focused around:

- **Adults and Families** That delivers on LOIP Place plan priorities
- **Children and Young People** That delivers on Children Service Plan priorities
- **Communities** That delivers to LOIP Place plan priorities

The plan links to new statutory legislation and policy expectations on the Scottish Attainment Challenge plans, Health and Social Care Integration and Children's Services Plans; The Statement of Ambition for Adult Learning, The National Youth Work Strategy, Community Empowerment, Community Planning, Opportunities for All, Getting It Right for Every Child approach and services for children and young people: the Children and Young People (Scotland) Act 2014.

Description of the Plan Area

South Ayrshire demographics and statistical data informing this plan are outlined in South Ayrshires Community Planning Partnership Local Income Improvement Plan (LOIP). Please see link below.

<https://www.south-ayrshire.gov.uk/cpp/documents/south%20ayrshire%20cpp%20-%20local%20outcome%20improvement%20plan%20and%20local%20place%20plans.pdf>

South Ayrshire CLD Plan Arrangements

The CLD plan contributes to the South Ayrshire Local Outcome Improvement Plan strategic priorities and their associated five year partnership action plans.

1. Key Challenges for South Ayrshire

The challenges for South Ayrshire as identified in the 2017 South Ayrshire LOIP are the specific challenges that this plan will contribute to:

- Closing the poverty related outcomes gap for children and young people
- Supporting older people to live in good health
- Place plan priorities for Ayr North and
- Place plan priorities for Girvan Glendoune

CLD partners have identified the most appropriate activity to meet these challenges. These are identified in **Appendix 1**

The aim of the plan is to reduce inequality and the activity will have at its core:

- Improving skills for everyday living and gaining qualifications for employment or for further learning;
- Building positive relationships and resilience
- Empowering communities and encouraging social enterprises.
- Promoting information and signposting on to available services to tackle the effects of welfare reform

2. Coordination of Provision

South Ayrshire Council will coordinate its own provision of CLD with other providers at a strategic level through the:

- South Ayrshire Lifelong Learning Partnership.
- The South Ayrshire Youth Strategy Implementation Group.

Both of these strategic groups report to the Community Planning delivery partnerships: "Children's Service Plan", "Health and Wellbeing", and "Community Safety".

The range of external partners involved in the CLD partnerships is:

- Ayrshire College;
- NHS Ayrshire and Arran;
- Skills Development Scotland;
- Ayr Gaiety Partnership;
- Department of Work and Pensions;
- Voluntary Action South Ayrshire;
- Aspire2Access;

- Barnardos
- ARK youth centre
- representatives of target individuals and groups that community learning and development work with e.g. South Ayrshire Youth Forum
- other partners as identified as appropriate through the life of this plan

Internal partners include Active Schools, Benefits, Community Development, Community Engagement, Community Planning, Community Safety, Champion Board, Duke of Edinburgh's Award, Education, Employability and Skills, Libraries, Culture and Sports Development

The CLD plan coordination and performance group will continue to oversee the plan delivery and collation of performance data and progress on outcomes. At a local level, provision will be coordinated through the 5 Learning Community Partnerships in "Maybole", "Girvan", "Troon and Prestwick", "Ayr South" and "Ayr North, Kincaidston and Villages". In Ayr North and Girvan there will be close links to Place planning.

3. Action to provide CLD over the period of the Plan

The requirement for the plan is part of the wider programme of public service reform, which includes the developing role of Community Planning and Community Empowerment. This plan will link closely with these developments.

The action South Ayrshire Council and its CLD Partners will take to provide CLD over the period of the plan is outlined in **Appendix 2**. By using an evidence based approach, jointly prioritising resources; and strengthening community engagement and participation we will work to achieve the best outcomes for our targeted communities and resident's. The work of all CLD partners over the next three year period has been brought together in this plan.

4. Statement of Unmet Need

Partners will continue to coordinate and link with other services, to develop a shared understanding of how the available collective resource can be effectively used and managed to meet identified need.

5. Involving South Ayrshire Communities and Partners in the Plan

The plan's activity has been based on a wide range of consultation responses from individuals, communities and partner organisation on what activities they would benefit from. See **Appendix 3**

Through our community and partner consultation, the common themes that emerged from this feedback were around Mental Health, Health and Wellbeing, Employability for young people, increased activity for young people, families and adults. Partner's feedback identified an increase in targeted young people taking part in universal provision rather than stand-alone groups and LOIP workshops identified a range of practical actions relating to each of the four themes. Partners have used this feedback to influence their planned delivery outlined in **Appendix 2**. Transport is a recurring theme with discussions already underway between South Ayrshire Youth forum and Stagecoach.

Communities will continue to be supported to be active decision makers, delivery partners as well as participants through; strengthening links between community and strategic groups, community influence in decision making processes and service delivery, meaningful consultations and capacity building work within communities.

6. Monitoring and Evaluation

Effective self-evaluation by groups, services and partnerships remains key to improving performance and delivering better outcomes for learners and communities. The process for this CLD plan is interlocked with self-evaluation, performance management and impact measurement.

Therefore in line with the CPP reporting cycle, performance data will be gathered to assess how LOIP outcomes have been achieved. This information will be gathered at a local level through Learning Community Partnerships and collated by the two strategic partnerships; Youth Strategy and Lifelong Learning, before being reported through the CLD plan coordination and performance group. This will feed directly into the Community Planning Partnership reporting mechanisms via the 4 delivery partnerships. Existing performance frameworks will be used to gather and report on outcomes, particularly the “How Good is Our...” suite of quality indicators.

The main focus of this plan’s evaluation will be to capture the difference made and tell the story of how individuals, groups and communities have benefited from provision.

7. Inclusion

All partners have Equality and Diversity Strategies which set out their approach to equality and diversity and provides in detail the Council’s arrangements for meeting the requirements of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

In pursuit of achieving our strategies, plans and policies, we understand the need to equality impact assess provision, to ensure we optimise impacts and identify mitigations and further research and actions where necessary.

8. Workforce Development

South Ayrshire partners support a culture of learning. Through the local and strategic coordinating groups, informal and formal learning opportunities are developed for multi-agency staff and volunteers. Our links to Education Scotland, YouthLink, Scottish Community Development Centre and the CLD Standards Council as well as pan Ayrshire partners ensure learning is based on good practice and brings an area wide and national perspective. The CLD South West Collaborative consortium meets on a regular basis to plan for upskilling and best use of resource. **See Appendix 4**

9. Sustainability

This plan is based on existing and developing:

- Strong partnership foundations at a strategic and local level.
- Networks of community groups continuing to evolve in response to changing needs and strengths.
- A range of community led initiatives, as well as outreach work, that engage those with the greatest need to participate in CLD services.
- Coordinated progression pathways to ensure individuals develop to achieve their potential.
- Partnership arrangements and agreements in place to ensure mutual understanding and a shared commitment to achieve the best outcomes for our targeted communities and resident’s.

Building on this we aim to achieve sustainability through our best value, evidence based approach to jointly prioritising outcomes, maximising the full available resource and strengthening community engagement and participation.

Appendix 1 – Table 1 - Priorities that the plan will address

LOIP Strategic Themes	LOIP priorities(5 years)	CLD partners specifically to deliver:
Closing the poverty related outcomes gap for children and young people	Improving outcomes for Looked after children and care leavers	<ul style="list-style-type: none"> • Increase in the number of young people achieving accreditation through youth work (includes Saltire, YAA and DYA, Sports Leaders) • Increase in number of young people accessing targeted youth work activities and increase in number of targeted opportunities • Improve support for young people’s emotional wellbeing and reduce concerns raised by young people (Say it out LOUD). • Increase numbers of youth work programmes and initiatives, encouraging healthy lifestyle choices • Create opportunities for children and young people to play an active role in developing plans and contributing to service improvement • Increase the percentage of young people agreeing that they can influence decisions affecting their local area, school and youth group • Increase numbers of young people engaged in reviews of service delivery • Increase number of young people engaged young people in the democratic process • Increase the availability of evidence based parenting programmes • Increase in family learning that builds capacity and skills. Also to include family trips and visits that build positive shared family experiences
	Providing support for young people who are carers	
Supporting older people to live in good health	Reducing isolation and loneliness	<ul style="list-style-type: none"> • Increased access to ICT and digital skills to network and communicate • Increased uptake of health and wellbeing programmes • Support to develop self-help groups • Provide intergenerational activities that connect communities • Develop volunteering opportunities that meet need
	Support for people living with dementia and their carers	
Place plan priorities Ayr North and Girvan. Options to tackle:	Fuel poverty	<ul style="list-style-type: none"> • Increase in programmes tackling holiday hunger • Increased uptake of healthy eating, cooking skills and weight management programmes • Improved access to computers and support for universal credit, universal
	Food poverty	
	Poverty Premium	

	Income maximisation	<p>job match and financial literacy</p> <ul style="list-style-type: none"> • Increased numbers of literacy and ESOL learners using services • Further develop links with organisations to provide learning on money matters for children, young people, adults and older people
Place plan priorities Ayr North and Girvan :	Promoting information on available services	<ul style="list-style-type: none"> • Specific targeting by staff who already have contact with individuals and groups • Community volunteers and champions are effectively deployed • More effective use of Social media
Place plan priorities Ayr North and Girvan:	Rural accessibility and the scope to increase the use of community transport	<ul style="list-style-type: none"> • Improved support to positive community action through community groups, social enterprise and volunteering • Increase in number of young people accessing targeted youth work activities and increase in number of targeted opportunities • Improved access to performing arts and cultural opportunities

Equalities and Sustainability will underpin all outcomes

Appendix 2 – Table 2 – CLD Partners Activity 2018 – 2021

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Active Schools	Increase the quality and range of opportunities to participate in sport before, during lunchtime and after school.	✓		✓	✓
	Increased depth of children and young people participating in regular, sustainable, competitive school sport with clear, accessible and progressive competition structures	✓		✓	✓
	Build capacity through the recruitment, retention and development of a network of volunteers to deliver sport.	✓		✓	✓
	Increase the number of young people accessing leadership roles ensuring they are encouraged and supported to reach their potential.	✓		✓	✓
	Support and develop effective pathways between school and sport clubs to improve the transition from schools to clubs.	✓		✓	✓
	Work in partnership with education and sports development staff to develop an integrated approach across physical education, school sport and sport in the wider community	✓		✓	✓
	Ensure involvement in sport amongst underrepresented groups as participants, deliverers and young leaders	✓		✓	✓
Aspire2Access	<ul style="list-style-type: none"> • Provision and Basic ICT (SQA and SCQF IV and V). • National Training Programmes- Employability Fund and Modern Apprenticeships. • Vocational Training and SVQ courses. • Signposting. • Community based learning centres. • Work based placements. • Aiming to create employment opportunities through Social Enterprise Activity. 	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 		<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ 	
	Ahead South Ayrshire Community Builders; Provision of affordable childcare	✓		✓	

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
ARK	<ul style="list-style-type: none"> • Friday night diversionary events • Café Drift – learning café • Community education – MCMC with Ayr Academy • One-to-one mentoring • Rooted – Alternative education programme starting Sept 2018 • CEOP Internet safety sessions • Alcohol awareness sessions • Summer programme free day trips 	✓		✓	
Ayr Gaiety Partnership	<p>Partnership with Ayrshire College and UWS – Develop FE and HE routes for young people from community theatre and offer practical learning experiences to students.</p> <p>Activities include</p> <ul style="list-style-type: none"> • Workshops led by students in Care homes and schools • Students involved in rural touring network. • Students delivering technical open days to secondary schools. <p>Theatre Lab where students create and devise new pieces of work</p>	✓	✓	✓	✓
	<p>NTS Future proof – (October) 16 – 26 year olds collaborate with NTS, Campo and Ayr Gaiety to create a music explosion.</p> <p>Give young people a voice through music</p> <p>Create opportunities for young people to be involved in the arts</p>	✓		✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Ayr Gaiety Partnership cont.	<p>Gaiety Young Company - Will particularly focus on reaching young people at the 10 secondary schools (8 mainstream; 2 ASN) and students at South Ayrshire College. The core aims will be:</p> <ul style="list-style-type: none"> • Provide the experience necessary to go on to higher education in the arts including: interview preparation, personal statement guidance and audition coaching. • Give young people an opportunity to gain a Silver Arts Award Qualification. • Increase confidence and mental well-being in the participants. • Increase participation in opportunities amongst under-represented groups. • Raise awareness of the various higher education pathways available in the arts. 	✓			
	Dementia Friendly Events		✓		
	<p>Rural touring network –to overcome barriers to access and inclusion where participation is limited geographically or financially; creating activity where need is established. Programming a range of different genres and various age considerations. Our programme includes cabaret, jazz, dance, theatre, children’s theatre, folk music and much more.</p>		✓		
	<p>Gaiety Act Out - deliver a range of high quality creative projects in communities across South Ayrshire as well as within the Gaiety itself. ACTout! aims to remove any barriers people may experience in accessing theatre and offer opportunities as an audience member or as a participant in performance and technical theatre.</p> <ul style="list-style-type: none"> • Increase confidence • Increase participation in opportunities amongst under-represented groups. 	✓		✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Ayr Gaiety Partnership cont.	<ul style="list-style-type: none"> • Build skills for employment. • Raise awareness of the various higher education pathways available in the arts. 				
	Volunteer Intake - On-going intake of volunteers, adding to our current team of over 200 and bedded in a volunteer support structure including a range of accredited training and skills development.	✓	✓		
	Summer school workshops – During the summer holidays the Ayr Gaiety plan to deliver affordable weekly Creative classes <ul style="list-style-type: none"> • Increase confidence and mental well-being in the participants. • Increase participation in opportunities amongst under-represented groups. • Build skills for employment. • Raise awareness of the various higher education pathways available in the arts. 	✓	✓		
	Create a SA Gaiety Youth Arts board - <ul style="list-style-type: none"> • Giving young people empowering them and giving them a voice in what arts activity is present in South Ayrshire. • Raise awareness of the various higher education pathways available in the arts. • Increase participation in opportunities amongst under-represented groups. Increase confidence and mental well-being in the participants	✓		✓	✓
	Programing – Programing a wide range of genres <ul style="list-style-type: none"> • Booking shows that link to curriculum for excellence. • Art and community focused 	✓		✓	✓
	Arts Awards – Partnering up with schools/ youth groups to deliver bronze, silver and Gold awards (level3) <ul style="list-style-type: none"> • Develop young people’s skills in their own arts practice • Giving young people opportunities within wider arts sector Young people creating events within South Ayrshire	✓		✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Ayrshire College cont./	<ul style="list-style-type: none"> Working in partnership with Employability and Skills to deliver Confidence building, Employability, IT and Volunteering courses. Hive courses - develop essential skills, motivation and self-confidence in an innovative and engaging way. 	✓			✓
	<p>Work in partnership with service providers to deliver a wide range of learning programmes across South Ayrshire including:</p> <p>ESOL</p> <ul style="list-style-type: none"> Accredit SQA ESOL units in partnership with Adult Learning team to help the transition from community ESOL provision to college and to build employability skills. Undertake ESOL Assessments with each individual to ascertain appropriate provision, using ESOL Initial Assessment Framework Provide transition support to assist learners to progress within the pipeline and to access appropriate college provision at the correct learning point for them Work with Adult Learning team to recognise and celebrate learners progress and achievement at regular intervals Develop and deliver suitable accredited programmes in community settings that promote progression for learners Prepare learners for accreditation by Ayrshire College through the community accreditation pathway thus ensuring that learners make sustainable and measurable progress <p>ASN</p> <ul style="list-style-type: none"> Working in partnership with Employability and Skills through Project Search at Culzean estate, to meet the needs of young people with additional support needs or on the autistic spectrum aged 18-29 years old. Delivery of a range part time and full time of Supported learning courses at Ayr campus from SCQF level 2 – level 4 to prepare young people with an additional support need to become more 			<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

Partner	<p align="center">Community Learning and Development (CLD) Partner Organisations Services, Activities and groups</p>	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Ayrshire College cont./	<p>independent and progress academically in their learning.</p> <ul style="list-style-type: none"> • Delivery of a range of part time one day Transition to College courses for young people in the senior phase of school to experience the supportive environment of college while at school. 			✓	✓
Barnardos	<p>Deliver Scottish attainment challenge programme (Newton, Braehead, Dalmilling & Annbank Primaries as well as Ayr and Prestwick Academy): Family support workers support families in their own homes community and children and young people in school on a range of issues including;</p> <ul style="list-style-type: none"> • Parenting support • Promoting positive family relationships • Positive mental health and well-being • Income maximisation • Confidence & self-esteem • Understanding of attachment and impact of trauma • CPD inputs for education staff on attachment and trauma informed practice <p>Focus of the service is on Health and Well-being of the whole family to boost the poverty related attainment gap with the view that children and families who have positive HWB are more able to engage in education.</p> <p>Deliver Mentoring Services for:</p> <ul style="list-style-type: none"> • Care experienced young people from 8-25 years: • Shine Women’s Mentoring Service supports women in Scotland coming through justice services from the age of 16+. We aim to work towards achieving positive destinations in education, training and employment by providing 1:1 support, focusing on areas such as confidence, resilience and well-being as well as delivering group work in a 	✓			

Partner	<p align="center">Community Learning and Development (CLD) Partner Organisations Services, Activities and groups</p>	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Barnardos cont./	variety of settings both activity led, and therapeutic. The foundation of our work is based around Five to Thrive and trauma informed practice specifically ACE's. All of our volunteer mentors receive robust training plus have continued access to further learning opportunities to equip them to cater to the needs of the young people they are supporting. Mentoring services are PAN Ayrshire.	✓			
Barnardos Family Resource Service	<p>Deliver the family resource service to support targeted children and families from birth to 12 years. The service includes parenting support. Building good trusting relationships. Ensuring good health and wellbeing of families. Building confidence and self-esteem of both adults and children. Assisting families to access primary health care appointments such as doctor and dentist.</p> <p>Support around attachment and trauma</p> <p>The service also delivers group work to both children and adults throughout the year, these consist of five to thrive, therapeutic groups for parents and children, children's activity groups to help build their confidence and self-esteem, and build peer relationships.</p>	✓			
	<p>Stronger Connections: The Stronger Connections service is for children (pre-birth to 12 years) and their families that are affected by parental substance misuse in South Ayrshire. Stronger Connections offers a wide range of support services to empower parents, young people and children to build on their skills, learn from their experiences and make positive changes in their lives.</p>	✓			

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Community Development Service (CLD) cont./	<ul style="list-style-type: none"> Deliver parenting programmes that build positive relationships including; Parents as Early Educators Programme (PEEP) and theme based Parenting and Children Together (PACT) programmes. Deliver targeted school years programmes that build empathy, resilience and positive relationships; includes Roots of Empathy and learning outwith the classroom, positive futures life skills. 	✓		✓	✓
	<ul style="list-style-type: none"> Provide alternative curriculum bespoke programmes for identified children and young people in targeted primary school and through school partnerships. Deliver the Positive Attitudes to Alcohol and other peer led programmes in secondary schools and targeted community settings 	✓			✓
	Provide targeted information through the Young Scot card services, website, activities, consultations and events.	✓			✓
	Develop community focused and community led services by supporting; <ul style="list-style-type: none"> South Ayrshire Youth Forum and elected Members of Scottish Youth Parliament (MSYP's). Community groups and associations to manage and deliver community services The empowerment of young people to design and deliver services, have a voice and influence. 	✓	✓	✓	✓
Community Safety	Joint Action Groups and Multi-agency Partnerships develop and deliver focussed working addressing community identified issues including; <ul style="list-style-type: none"> Stalking and Online Safety (Sexual Exploitation JAG) Doorstep Crime (Older People JAG) Town centre violence (SafeAyr JAG) Environmental issues (FEVA) Fire Safety (Bonfire Watch) Road Safety (Reckless Driving) 		✓	✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Community Safety cont./	<ul style="list-style-type: none"> • Range of activity developed through MAP, Targeted Approach to Young People (TAYP) programme and Campus Police Officers. • Problem Solving Groups developed with local communities in response to ASB and community safety issues. • Diversionary and positive activities delivered in targeted areas and school holidays. 	✓	✓	✓	✓
Cultural Planning	Arts and cultural and create enterprise opportunities which; <ul style="list-style-type: none"> • Improve mental health and wellbeing • Build skills for employment Are delivered in youth work, schools and community settings	✓	✓	✓	✓
	Bring artists together to build skills and mutual support through; <ul style="list-style-type: none"> • The South Ayrshire Creative Learning Network. • Rural Arts Networks. 				✓
	<ul style="list-style-type: none"> • Support South Ayrshire Arts Partnership to deliver and coordinate services. • Support the development of the Ayrshire Youth Arts Network, including young people as equal steering group partners. 	✓	✓	✓	✓
Department for Work and Pensions	<ul style="list-style-type: none"> • Procure and set up for contracts with training providers based on Local Labour Market needs/analysis. • Flexible Support contract Award to South Ayrshire Local Authority to provide Assisted Digital Support and Personal Budgeting Services. • Support all customers toward employment including those with specific vulnerabilities and need as identified within site Complex Needs Plans. • Promotion and set up of Work Experience opportunities with employers for youths and adult welfare benefit claimants. • Promotion and set up of Sector Based Work Academies offering training, work experience and guaranteed job interviews to 18-24 year old benefit claimants. 	✓	✓	✓	✓

Partner	<p align="center">Community Learning and Development (CLD) Partner Organisations Services, Activities and groups</p>	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
<p>Department for Work and Pensions (cont.)</p>	<ul style="list-style-type: none"> • Promotion of Disability Confident to employers encouraging sign up to reduce the disability employment gap. • Youth Obligations - Intensive Activity Period of support for young people aged 18-21 improving progression into employment. Range of employability support and weekly activities including variety of workshops, work experience and sector based work academy opportunities. • Individual Placement and Support service for people who have severe and enduring mental health issues. Available in Ayr jobcentre and outreach in Ailsa hospital. • Community partners employed to work in the community specific to Mental Health, Young People and Addictions support. • Fast track claim offer for Care Leavers prior to 18th birthday including warm handover of young person with social worker and DWP care leaver lead • Refugee employability progression in partnership with Seascope and CLD/ESOL literacy team. <p>Support community employability focussed services through membership and participation in community groups;</p> <ul style="list-style-type: none"> • Alcohol and Drug Partnership • Justice Action Group • CPP's • South Ayrshire Progressions Group <p>Referrals to partner agencies including;</p> <ul style="list-style-type: none"> ○ Contracted and non-contracted training providers and those offering employability support. <p>VASA/ADP for volunteering employment opportunities.</p>	✓	✓	✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
	<ul style="list-style-type: none"> • South Ayrshire Youth Employability hub drop-in service. • Promotion of Wage Incentives to employers increasing employment opportunities for 18-24 year olds. <p>Access to DWP computers/Wi-Fi and staff support to gain on-line job search access and skills.</p>	✓	✓	✓	✓
	<p>Targeted support for substance misuser's including;</p> <ul style="list-style-type: none"> • Literature issued to all new benefit claimants to declaring an addiction. • On-site ADP Peer Worker. • Addictions Champions. • On-going ADP partnership events. • Work Clubs. • Promotion and referral of local addictions provision and support through; 'Addaction', NHS treatments, ADP Café Hope, Care and Share, Peer Mentor coaching project. 	✓	✓	✓	✓
Duke of Edinburgh	<p>South Ayrshire wide universal and targeted programme including;</p> <ul style="list-style-type: none"> • Offer the D of E Award to all pupils' in 3rd – 5th year. . • Deliver and support the DofE in all schools which encourage volunteering, physical and sport opportunities. • 'Intro to the DofE' for S2's • Targeted approach to increase participation from lowest SIMD deciles/LAC • Volunteer training programme for D of E volunteers 	✓			
Education	<ul style="list-style-type: none"> • Monitor and evaluate the unified senior phase to increase personalisation, relevance and choice for the lowest achieving young people • Fund MCMC Partnerships, additional study support to help Looked After young people in S4 and work experience activities. 	✓		✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Education cont./	<ul style="list-style-type: none"> Facilitate partnerships between schools and Ayrshire College to offer vocational skills programmes for young people in the Senior Phase of CfE. Embed the Careers Education Standard in the learning experiences of pupils in all establishments. Increase the opportunities for young people such as modern apprenticeships and work placements through the development of our Developing the Young Workforce Activity. Continue to enhance opportunities for work based learning 	✓		✓	✓
	<ul style="list-style-type: none"> In partnership with the Centre for Excellence for Looked After Children in Scotland (CELCIS) pilot interventions that will improve outcomes for looked after children Develop enhanced support through our Employability and Skills team to support Care Experienced Young People through the transition from school and into post-school support. 	✓		✓	✓
	Identify and fulfil statutory duty to Young Carers through Team Around the Child process and support.	✓	✓	✓	✓
Employability and Skills Service	Targeted transition support to school leavers through MCMC partnerships	✓			
	Delivery of the WorkOut targeted school work experience programme	✓			
	Provide partnership support to unemployed young people through the Youth Employment Hubs.	✓		✓	✓
	Support disengaged and vulnerable young people through the Activity Agreement programme	✓		✓	✓
	Work in partnership with SDS, Ayrshire College and other partners to track the destinations of young people aged 16-19	✓		✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Employability and Skills Service cont./	Deliver an enhanced service to care experienced young people including additional support to progress to SAC apprenticeship opportunities	✓			
	Deliver Employability Fund training provision to unemployed young people	✓			
	Deliver a keyworker based ESF funded employability service targeted at adults experiencing barriers to employment	✓		✓	✓
	Deliver a range of accredited employability learning opportunities	✓		✓	✓
	Deliver the Council's modern apprenticeship programme	✓			
	Deliver the Council's Early Years Traineeship programme	✓			
	Provide wage incentives to support employers to recruit young people and targeted unemployed adults	✓			
	Deliver a targeted family support programme to vulnerable families (subject to funding approval)	✓		✓	✓
	Deliver a supported employment programme to support young people with additional support needs to access and sustain employment (subject to funding approval)	✓			
Libraries	Free access to PCs in 13 branch libraries for job searching and universal credit			✓	✓
	Linger Longer activity sessions		✓		
	Book Bug sessions delivered in targeted communities and training for partner organisations.	✓			
	"Discover Reading" programmes within primary schools.	✓			
	Dyslexia book groups.	✓			
	Dyslexia – friendly school" awareness training for library staff.	✓			
	Code Clubs	✓			
	'Paws to read'	✓			
Withdrawn children's stock donated to PEF schools	✓				

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
NHS Health Improvement	Healthy eating and practical cooking skills training delivered by Dietetic Health Promotion team, including Eatwell, Cooking Group Facilitation, Messy Munchers and REHIS accredited Food Hygiene.	✓	✓	✓	✓
	Joint working with CLD and other partners to build capacity for staff and families around healthy eating and cooking skills as part of South Ayrshire's Holiday food programme. To be tested in Girvan October '18 with a view to scaling up.	✓			✓
	Work in partnership with CLD and other partners to identify training needs in relation to mental health to support staff working within communities.	✓	✓		
	Quit Your Way – Smoking Cessation, Prevention and Protection activity, including one-to-one, telephone and group support, smoke free policy development and educational campaigns.	✓			
	Delivery of Child Healthy Weight Programme for children aged 5-15 and their families.	✓			
	Health Improvement resources and materials available from Health Information and Resources Service (HIRS).	✓	✓		
	Support first time parents by offering all eligible clients of 19 and under the Family Nurse Partnership programme. Additional support to families where need has been identified courtesy of Assistant Nurse Practitioner.	✓			✓
Skills Development Scotland	Support Education, CLD and other partners, through individual Learning Community Partnerships, to establish opportunities which contribute to wider achievement amongst pupils in the senior phase. Completion of School SLDR for all schools in South Ayrshire.	✓		✓	✓
	Deliver PACE support to those at risk of redundancy and provide on-going support to clients who have experienced redundancy.		✓	✓	✓
	Free access to PCs in Ayr SDS Centre for job searching.	✓	✓	✓	
	Pupils attending alternative provision at Ayrshire College and within SASKA	✓			

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Skills Development Scotland cont./	Delivery of group sessions for all school pupils from S1 to S6 in Career Management Skills, My World of Work and Labour Market Information and Career Management Skills.	✓			
	School Career Coaches and Work Coaches work with partners in school through the Opportunities for All groups to discuss and plan transitions for school leavers.	✓			
	Case-manage all unemployed 15 – 19 year olds and signpost towards appropriate EET.	✓			
	Workshops on CV building and Interview skills.	✓			
	Case-manage all unemployed 15 – 19 year olds and signpost towards appropriate EET.	✓			
	Participate in local Youth Employability Hubs.	✓		✓	✓
	Administer Employability Fund places for young people through local training providers.	✓		✓	✓
	Input to South Ayrshire Progressions group.	✓			
	Input to Youth Housing Support Group	✓			
	Working in partnership with Ayrshire College and Employability and Skills through Project Search at Culzean estate, to meet the needs of young people with additional support needs or on the autistic spectrum aged 18-29 years old.	✓			
	Career management Skills input in Ayrshire College 'Hive' Courses and also 'Routes Into' Courses.	✓			
	Work in partnership with Ayrshire College and other partners to track the destinations of young people aged 16-19	✓			
	Work with Partners to develop and deliver South Ayrshire Corporate Parenting priorities.	✓			

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Sports Development	Health Development programmes targeted at improving the health of older people and reducing social isolation (Invigor8, Activity for Health, Harp, MacMillan MoveMore and Weigh to Go)	✓	✓	✓	
	Increase targeted participation through a range of sport specific and activity programmes ('Learn 2...') offered throughout a variety of community facilities, swimming pools and outdoor environments across South Ayrshire (Including Swimming, Diving, Disability Sport, Gymnastics and Outdoor activities)	✓		✓	✓
	Support Community Sport Hubs across all localities in South Ayrshire (Troon, Prestwick, North Ayr, North Carrick and South Carrick) – bringing local sporting communities together to increase participation and develop effective partnerships	✓	✓	✓	✓
	Provide local training and employment opportunities for sports coaches and health instructors	✓			
	Provide affordable, accessible and targeted sport and activity holiday programmes (Schools Out)	✓		✓	✓
	Provide volunteer, modern apprentice and leadership programmes offering opportunities within a wide range of informal and established health and wellbeing programmes	✓	✓	✓	✓
	Deliver South Ayrshire Sports Awards – Annual Sports Awards highlighting and recognising local sporting achievements and the voluntary contribution to sport	✓	✓	✓	✓
Voluntary Action South Ayrshire	Co-ordinate the Saltire Awards and provide partners with relevant training and support to deliver the Award.	✓		✓	✓
	Provide bespoke support to individual schools as identified by students and/or guidance teachers.	✓		✓	✓
	Maintain database of volunteering opportunities, which appear locally and nationally.	✓	✓	✓	✓

Partner	Community Learning and Development (CLD) Partner Organisations Services, Activities and groups	Closing the poverty related outcomes gap for children and young people	Supporting older people to live in good health	Place Plan priorities Ayr North	Place plan priorities Girvan.
Voluntary Action South Ayrshire cont./	Volunteer Friendly Award – support to Volunteer Involving Organisations to achieve nationally recognised best practice award.	✓	✓	✓	✓
	Third Sector Forums for Volunteer Involving Organisations to share best practice.	✓	✓	✓	✓
	Host annual Volunteer Awards to recognise Lifetime Achievement (15+ years) and Community Champions across six localities.	✓	✓	✓	✓
	Third Sector Representation across Community Planning and Health & Social Care Partnership at all levels.	✓	✓	✓	✓
	Delivering Programmes aimed at improving socialising and wellbeing activities for adults and older people		✓	✓	✓
	Ready to Volunteer training course (SCQF), referrals and support.	✓	✓	✓	✓
	Provide bespoke support to Community Groups covering Capacity Building, Training, Social Enterprise and Volunteering.	✓	✓	✓	✓
	Strengthening our Communities delivered in partnership with SAC Community Engagement Team.	✓	✓	✓	✓
	Digital Participation skills training and support delivered in partnership with VASA, DWP, Salvation Army and SAC Adult Literacy for Universal Credit claimants.	✓	✓	✓	
	South Ayrshire Life collect, collate and maintain a comprehensive community database of activities.	✓	✓	✓	✓
	South Ayrshire Life shop premises provide a “New Front Door” offering outreach support with a range of partners.	✓	✓	✓	✓
FootcAyr service delivered across South Ayrshire providing signposting opportunities.		✓	✓	✓	

Appendix 3: Consultation shaping the CLD Plan

Consultation event	Date	Target group
Question time	28 th March	Young people
Partners impact proforma's	March /April	Young People, Adults/Families/Communities
LOIP workshops	April	Young people and adults
Health and Social Care partnership events	17 th – 24 th April	Young People, Adults/Families/Communities
Adult Learners Week	19 th - 25th May	Adults
Year Of Young People event - Citadel Ayr	2 nd June	Young people and families
Our People Our Place	9 th June	Young people and families
Youth Strategy partners evaluation	June 2018	Young people/families
Lifelong Learning Partnership evaluation	June 2018	Adults/families/communities

Feedback from “Let us Know” community consultations:

- **For young people:**

Mainly young people wanted a chance to be active and to take part in sports and outdoor activities, as well as volunteering opportunities. Adult respondents agreed that this was important for young people but also that they should have an opportunity to learn basic life skills, how to keep themselves safe and how to present themselves well and with confidence.

90% of the 32 young people participating in a consultation event on the issues which were most important to them said that mental health was their main priority.

The annual youth conference attended by over 70 young people identified that young people wanted more out with schools activities, support with transport and improved access to youth friendly information and advice. This concurs with youth led surveys that identified the main issues for young people as Mental Health, Transport, Children and Young People's Rights, Democracy and Littering. These issues have also featured in surveys capturing the thoughts of around 9,500 young people over the last 12 months.

- **For adults:**

A few young people responded to this question and felt adults should be more involved in sports and active lifestyles. The adults who replied wanted to have more opportunities to be creative, such as arts and crafts groups, to learn more about IT, to have chances to get fitter and participate in healthy lifestyles, to improve their own employability skills and to have opportunities to get together and meet new people. Several respondents also mentioned loneliness and raising awareness of the issues that it causes.

- **For families:**

Both adults and young people wanted families to have a chance to do more things together. A wide range of activities were proposed for this, including sports, arts, walking, cooking and learning new skills together as a family.

- **For communities:**

Both adults and young people wanted more opportunities for communities to get together at events so that young and old could get to know each other. There was also concern about litter and about improving safety through better relations with the police and Neighbourhood Watch schemes.

Feedback from Health and Social Care partnership community consultation:

Consultation events took place in each locality (2 in each). The issues most relevant to this plan are support for young carers and their families, waiting lists for mental health services and support for young people at key transition stages.

Feedback from Partners Impact proforma's and strategic partnerships evaluations:

The following recommendations were made:

- Continue to update courses and provision to be based on need and relevance
- Keep classes/groups small and add as required.
- Promote provision locally and through partners.
- Continue to develop and build partnership working.
- Encourage more participants of all ages to go for accreditation.
- Further develop tracking arrangements for adult progression
- Increase in targeted young people taking part in universal provision rather than stand-alone groups.
- Activity information going directly to parents/kinship carers /foster parents, utilising staff that have already have contact with families of young carers and looked after young people.
- Increased opportunities for parents/kinship carers /foster parents to take part in family trips and visits that build positive shared family experiences
- Removing barriers to participation and improving opportunities for young people and adults from key characteristic backgrounds.
- Young people to be involved in planning processes and a partnership approach that: builds on existing good practice to embed children and young people's entitlement to *"I have the right to be listened to and taken seriously"* (Article 12 UNCRC) and supports conversations with children and young people
- Services to maintain support to South Ayrshire Youth Forum to complete their priority actions from Say it out LOUD mental wellbeing survey.
- ICT support for welfare reform and links with maximising income services

Feedback from LOIP workshops, Annual Youth Conference & Community Conference focusing on 4 priorities:

The LOIP priorities have been extensively discussed by service users and partners through a series of CPP workshops and at the Councils annual Youth Conference. The results of this consultation have been considered in the production of this plan.

Young people considered the new priorities at their Youth Conference in November 2018 as had our third sector at the Community Conference in September 2018 and feedback from these events informed the discussions at the CPP workshops.

A number of relevant CLD related actions emerged for each of the 2 strategic outcomes:

Closing the outcomes gap for children and young people in South Ayrshire

Care Experienced Children & Young People

- Strengthen the *'Family Firm'* approach across Community Planning partner organisations to ensure that care leavers have improved training and employment opportunities.
- Reduce the stigma of being looked after
- Give children and young people who are looked after a strong voice in service design

- Increase access to services provided by partner organisations and wider community activities in order to prevent stigma and social isolation.
- Increase awareness of Corporate Parenting duties and responsibilities

Young Carers

- Develop and promote opportunities for young carers to volunteer and take part in social activities.
- Raise awareness of young carers within school/college, youth services and the media
- Support young carers through education and into further education, training, employment and independent living.
- Develop an Outreach Programme of Activities for young carers in locality planning area
- Develop a range of age appropriate resources and clear information for young carers which can be easily accessed (e.g. a Young Carers Information Booklet, Apps and Social Media options.
- Provide young carers with opportunities to influence the design and delivery of future local services

Supporting older people to live in good health

Social Isolation

- Create dedicated spaces to attract older people to participate in a supportive way
- Work with older people to develop more programmes where younger people can share their technological skills with older people in order for them to remain connected
- Use a co-production approach to develop additional peer mentoring and support programmes/training e.g. 'younger' older people supporting 'older' people to build their confidence to attend and participate in local activities
- Develop better links with local churches and faith groups to develop/promote local activity with those who are experiencing or are at risk of experiencing social isolation and/or loneliness
- Develop more intergenerational programmes with older people and schools, youth groups, further and higher education
- Reduce loneliness by supporting people to feel safer within their community and assist with technical changes.

Dementia

- Address attitudes and stigma towards those with Dementia in our communities, businesses and services through positive interaction and awareness raising.
- Raising awareness of dementia through social media campaigns to help share stories of others.
- “Young people helping older people feel young again” through intergeneration projects, volunteering and organising social clubs.

Appendix 4: Workforce development:

Partners have identified the need for the following CPD:

NEED IDENTIFIED	LEAD PARTNER
Training for all Learning Community Partners on using the new Health inequalities toolkit	NHS
Training for ESOL staff and Volunteers on the Council of Europe's Toolkit of resources	COSLA
Training opportunities for ESOL staff and volunteers to support their continuous profession development, partly in collaboration with Ayrshire College and the other local authorities through the ESOL forum	AYRSHIRE COLLEGE
The Skills Network online study for qualifications at Level 2 (SQA Level 5 equivalent) for staff and volunteers	VASA
Training for partners on applying Youth Achievement Awards including the new Hi Five award	CLD
Community engagement training to lead officers	COMMUNITY ENGAGEMENT
Adult Literacy Volunteer tutor training	CLD
Literacy Spotter training	CLD
Good Practice sharing event to upskill	SOUTH WEST COLLABORATIVE / CLD STANDARDS COUNCIL
Digital skills and new technology training to modernise and enhance work with young people to ensure the most disadvantaged are benefiting	CLD/CULTURAL PLANNING
LGBT Awareness Raising	YOUTH STRATEGY
Health Improvement training opportunities across a number of topic areas including general health improvement, mental health, sexual health, workplace and smoking cessation.	NHS
Corporate Parenting	CORPORATE PAREBTING STAFF
Support Continuous Professional Development of South Ayrshire school staff by delivering sessions on the use local Labour Market Information and The Career Education Standard	SDS
Increase awareness of staff knowledge and understanding of Adverse Childhood Experiences (ACE) adverse childhood experience	EDUCATION
Develop staff knowledge and understanding of attachment theory.	EDUCATION

Appendix 5: Glossaries of Terms

Term	Meaning
Active Schools	A programme designed to encourage children and young people to get active and stay active.
ADP	Alcohol and Drugs Partnership.
ASN	Additional Support Needs.
Ayrshire Youth Arts Network	A new initiative funded by Creative Scotland to help connect and promote youth arts around and in Ayrshire.
Book bug	Book bug gifts book bags to every child in Scotland. They also run free song & rhymes sessions.
CfE	Curriculum for Excellence- curriculum for all planned learning for children and young people, 3 to 18 years, through their education, wherever they are being educated.
CLD South West Collaborative	CLD Service managers from East, North and South Ayrshire and Dumfries and Galloway who share practice and plan joint approaches to workforce development
CPD	Continuing Professional Development - the way professionals continue to learn and develop throughout their careers so they keep their skills and knowledge up to date and are able to work safely, legally and effectively.
DWP	The Department of Work and Pensions - a central government department responsible for welfare benefits.
ECDL	European Computer Driving License - an accredited qualification in using computers.
Employability Fund	A central fund to provide local services which help people to develop the skills needed to secure a job or progress to more advanced forms of training.
ESOL	English for Speakers of Other Languages.
EET	Education, Employment and Training.
Flexible Learning Centres	Centres where you can drop in to study a course at a time that suits you.
ICT	Information and Communication Technology – computing.
Jump Start	A healthy weight programme for 5-15 year olds.
Literacy support	Learning support for people who need to improve their reading, writing, numbers or basic IT skills.
LOIP	South Ayrshire’s Community Planning partnership Local Outcome Improvement Plan
Care experienced young people	Children and young people who are or have been in the care of the local authority, either in their own home or away from their normal home.
MCMC	More Choices, More Chances - groups which work to Reduce the Proportion of Young People not in Education, Employment or Training in Scotland.
Modern Apprenticeship	Nationally recognised, work based training leading to a qualification.

Term	Meaning
Opportunities for All	Government initiative guaranteeing every young person aged 16-19years an offer of a place in learning or training.
Peer education	A range of initiatives where young people educate and inform each other about issues.
SASKA	South Ayrshire Skills Academy, an alternative curriculum programme offering bespoke training and skills development
Saltire Awards	Saltire Awards formally recognise the contribution of young people between the ages of 12 and 25 who volunteer in Scotland.
SLDR	School Leaver Destination Returns
SCQF	Scottish Credit and Qualifications Framework, a Framework designed to help people understand and compare the range of qualifications available in Scotland in order to plan their future learning and development.
Sector based work academy	A course which includes relevant pre-employment training, a work experience placement and a guaranteed interview.
Smoking cessation	The process of stopping smoking tobacco.
South Ayrshire Arts Partnership	A partnership of local organisations and artists which aims to develop a range of exciting and creative arts initiatives in South Ayrshire.
South Ayrshire Youth Strategy	A strategy which recognises the value of youth work and youth services in contributing positively to young people's personal growth and development, and the contribution that this can make to the wider community.
SVQ	Scottish Vocational Qualification, an accredited qualification based on national standards which are drawn up by people from industry, commerce and education.
TAYP	Targeted Approach to Young People - identified through a range of agencies to participate in an activity based and life choice information weekend.
Third sector	A term used to mean the voluntary sector, organisations which are not run for private profit or by government.
UWS	The University of the West of Scotland.
Wage incentive	Money paid to employers to part pay a salary for 18-24 year olds.
Weigh to go	A weight management programme for adults.
Young Scot	The national youth information and citizenship charity for young people aged 11 – 26.years