



Renfrewshire's Community Learning and Development Strategy 2021–2024



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“Working together to ensure our communities, people and families living in Renfrewshire have the capacity, support, resilience and opportunities they need to thrive.”

Introduction

Community Learning and Development covers a range of skilled practice including youth work, community-based adult and family learning, and community development.

Effective Community Learning and Development builds on people’s existing skills and strengths and encourages the development of new skills and the confidence to make change through participation and engagement. Successful Community Learning and Development reaches out to children, young people, adults and families, including those who face barriers and experience disadvantage and takes a preventative and asset-building approach to working with people and communities.

Renfrewshire’s strong partnership seeks to empower people of all ages to work individually and collectively to influence positive change in their lives and their communities. This strategy delivers collaborative working across public services and third sector partners, encouraging joined up approaches to tackle emerging issues and concerns to support community engagement, community empowerment and community capacity building. Engage Renfrewshire is a key partner to support communities as they start up and develop un-incorporated groups, charities, trusts and Social enterprises across Renfrewshire.

This document outlines how partners will drive forward the delivery of Community Learning and Development in Renfrewshire until 2024. The strategy details the key priorities, activities and actions Renfrewshire Council and partners including Engage Renfrewshire and others will undertake, with a focus on Young People, Adult and Family learning, and broader based community capacity building. The actions deliver an evidence-based approach that seeks to empower people of all ages to work individually and collectively to influence positive change in their lives and communities.

Since March 2020 the COVID-19 pandemic has fundamentally changed the way that learning has been delivered, with a focus on responding to the most vulnerable clients and adopting and blending new ways of engaging and delivering services including digital and outdoor methods. As Renfrewshire moves to recovery and renewal during 2021/22, the first year of this strategy has a key focus on actions that will be taken to support individuals and communities impacted by COVID-19. Consequently, short-term priorities over the first twelve months of the plan include a range of actions to target the most vulnerable and marginalised to help them engage and re-engage with Community Learning and Development services.

The Community Learning and Development Strategy for 2021–24 builds on the success of the 2018–21 plan and has been developed in collaboration with a wide range of partner organisations, third sector groups and individual service users across Renfrewshire to ensure all appropriate groups have had their voices heard. It has been informed by the insight gathered through ongoing engagement during lockdown and the results of consultation exercises carried out with service users in spring 2021. The resulting plan of activities and action set out in this strategy, is an ambitious plan of action over the next three years that will deliver real opportunities for individuals, families and communities across Renfrewshire to develop capacity, shape community aspirations and develop and maintain the services and facilities they want locally.



Renfrewshire's Communities

Renfrewshire is the tenth largest local authority area in Scotland, with approximately 179,390¹ people living here. The population is predicted to grow over the next few years and to age.

While Renfrewshire has less ethnic diversity than other parts of Scotland, there is a growing black and minority ethnic population and across Renfrewshire there are residents from rich and varied ethnic backgrounds² – some in long-standing minority communities, and some in very newly established minority communities.

The number of disabled people in Renfrewshire is slightly higher than across Scotland, with around a fifth of people reporting a disability³. The disabled community is a diverse one, with many types of disabilities including physical, intellectual, sensory or mental health. Although disability can affect anyone at anytime in their life, lots of people develop disabilities as they get older. This means that as the Renfrewshire

population ages, it is likely the population with a disability will grow also.

Just under a quarter of children in Renfrewshire are living in poverty, and child poverty is rising⁴. This is a key concern as poverty in childhood has a severe limiting effect on the prospects for a child both in the present and later in life. The nature of poverty is changing as well, with poverty rising amongst the young, working and renting⁵.

Employment is not always a barrier to poverty. Two thirds of children living in poverty in Renfrewshire are living in a household where at least one person is working⁶.

*All footnote references can be found in Appendix C

Impact of COVID-19

The Scottish Government recognises that Community Learning and Development practitioners will have a vital role to play in rebuilding from the pandemic and responding to the new challenges ahead. There is an expectation that local authorities will take appropriate steps to:

Ensure that adequate and efficient CLD support is made available to assist disadvantaged communities to recover from the COVID-19 pandemic

Consider the impacts on disadvantaged learners and communities as part of the planning and review process for the 2021–24 Strategy

In Renfrewshire, the impact of the pandemic on people with low incomes or who are in more insecure employment is increasingly apparent to community groups and support organisations⁷. Food insecurity and fuel poverty are seen as being particular issues, with high ongoing demand for community-based supports⁸.

There are particular concerns around the health and wellbeing of local people, particularly in relation to loneliness and isolation and the impact that this can have on mental health and wellbeing - with young people being a particular area of concern⁹.

Digital exclusion is also an issue, with many groups and organisations stating that while online provision has worked well in some instances, significant issues remain in terms of access and engagement through online means¹⁰.

Studies indicate that some specific groups also experienced a potentially greater impact as a result of the pandemic, including those from black and minority ethnic communities, women, and carers¹¹.

Throughout the COVID-19 pandemic, Community Learning and Development services have been instrumental in the establishment and management of the Schools Contact support team and the establishment of a Local Assistance Team and Neighbourhood Hubs to support vulnerable individuals and those required to self-isolate as a result of the lockdown.

A 'Coping During COVID' helpline was set up for children and families facing wellbeing issues during the lockdown, and this was complemented by targeted support from a range of children's professionals from the public and third sectors. A curriculum programme, "Skills for Recovery" was delivered in response to the pandemic to support the wellbeing of pupils, parents and staff. This offered practical help and also signposted families and staff to additional supports where these were needed.

Throughout 2020/21 the Adult and Family Learning

Services team focussed on engaging with more vulnerable learners, ensuring they had appropriate support to reduce feelings of isolation and anxiety. All adult and family learning programmes have been impacted by the pandemic, but the service has still been able to deliver a reduced learning programme without meeting face to face. This has continued Pizza Family Learning; Literacies; ESOL; PSD and provided support to work club learners.

Youth Services continued to deliver youth activities digitally, developed blended learning approaches, delivered activity packs and youth work activities in outdoor settings in line with local and national guidance and working with the Chief Executive's Service and Renfrewshire Youth Voice delivered another round of 'Celebrating Renfrewshire', the youth-led participatory budgeting exercise in December 2020. Over 1,700 young people voted on the 80 project ideas which were submitted, and £124,437 was awarded to youth projects across Renfrewshire, with 68 projects receiving funding across the seven Local Partnership areas. Renfrewshire was one of the few local authorities in Scotland to carry out a Participatory Budgeting exercise in 2020/21.

Street Stuff adapted quickly to lockdown, maximising online training opportunities as well as the delivery of activities. Based on past and present training they delivered online workshops to young people including gaming, No Knives Better Lives, Lockdown Safety and Online Safety. Staff also kept themselves upskilled with online courses, including COVID-19 officer learning modules, various Youth Link Scotland and Scottish FA courses. They also supported the delivery of sports and activities including educational support within schools for the children of key workers throughout the duration of the pandemic.

Since March 2020, much of the Council's resources have been focused on dealing with the impact of COVID-19 on citizens and communities and some of this response, such as the Neighbourhood Hub model will continue to support communities as Community Learning and Development services move beyond the response stage.

Developing Renfrewshire's Strategy

Although the responsibility for producing the Community Learning and Development Strategy sits with the local authority, this strategy has been developed in collaboration with a wide range of partners. A full list of these includes schools, colleges, universities, third sector groups and community organisations and is included as Appendix B. Engagement took a variety of forms, with care taken to ensure differing stakeholders could contribute in a way that was most suitable for them. This included online workshops with community planning partners and other organisations. The service also ensured that individuals and learners were involved in the preparation of the strategy. Throughout the conversations with stakeholders there was a focus on the most disadvantaged learners and communities to ensure their needs were captured and met within the vision, key priorities, activities and actions set out in the strategy.

The Unheard Voices campaign

Supported by Renfrewshire Council's Youth Services, the young people of Renfrewshire Youth Voice have been responding to the impact of COVID-19 on themselves and the lives of others through the 'Unheard Voices Campaign' which began in spring 2020. Its purpose was to understand how COVID-19 and the 'lockdown' had impacted the lives of both young individuals and those of an older age group and to inform the responses that young people require to recover their education, re-connect with others and fulfil their future aspirations beyond the pandemic.

Renfrewshire's Tackling Poverty Commission

Set up to assess the nature, causes and impact of child poverty in Renfrewshire, and make recommendations for the introduction of a strategic approach for the Community Planning Partnership. The Local Child Poverty Action Report sets out on an annual basis the activities undertaken in Renfrewshire to reduce child poverty as well as planned and proposed actions for the future, including the impact and activities of community learning and development. The Community Learning and Development partners have a key role to play in equipping people and communities with the skills they need to address poverty particularly in terms of their collective and individual learning needs.

Local Area Partnerships

In Renfrewshire there are seven Local Area Partnerships which provide the community with the opportunity to have their say on local issues and make a difference to their local area. Local Area Partnerships have established a relatively informal and inclusive approach as part of a drive to ensure community voices are heard on local issues. The Local Area Partnerships aim to make connections and establish networks between community groups and the wider community and to listen to, consult with and represent local communities. Each Partnership identifies, shapes and shares local community priorities which reflect the particular priorities of their area and what makes it distinctive and unique. Community Learning and Development work with Local Area Partnerships to support community capacity building, promote diversity, inclusion and participation.

The plan linked to this Strategy will establish a Single Point of Contact for each of the seven Local Partnerships to ensure appropriate continuity of support. This will support Local Area Partnerships to ensure that they have an ongoing say in the development of community learning and development services within their area to meet their priorities and aspirations.

*All footnote references can be found in Appendix C



National Context

The Requirements for Community Learning and Development (Scotland) Regulations 2013 place a statutory duty on local authorities to produce a 3-year plan detailing how Community Learning and Development will be delivered within the Council area. Each local authority is required to produce a clearly defined framework for planning and delivering community learning and development, through consultation with learners and in partnership with providers.

The Community Learning and Development Standards Council has identified a number of shared values which should underpin the work of all Community Learning and Development services:

- **Self-determination** – respecting the individual and valuing the right of people to make their own choices.
- **Inclusion** – valuing equality of both opportunity and outcome, and challenging discriminatory practice.
- **Empowerment** – increasing the ability of individuals and groups to influence issues that affect them and their communities through individual and/or collective action.
- **Working collaboratively** – maximising collaborative working relationships in partnerships between the many agencies which contribute to CLD, including collaborative work with participants, learners and communities.
- **Promotion of learning as a lifelong activity** – ensuring that individuals are aware of a range of learning opportunities and are able to access relevant options at any stage of their life.

This Community Learning and Development Strategy applies these values and also recognises and seeks to respond to a range of other relevant national strategies, including:

National Performance Framework

The NPF describes shared ambitions, providing a vision for national wellbeing across a range of economic, social and environmental factors. It sets out the strategic outcomes which collectively describe the kind of Scotland in which people would like to live and guides the decisions and actions of national and local government.

Scottish Government Social Renewal Advisory Board

The report on the outcomes of the Scottish Government Social Renewal Advisory Board set up to look at how to deliver a fairer society while Scotland recovers from the effects of the pandemic was published in January 2021. It sets out 20 Calls to Action around the themes of Money and Work; People, Rights and Advancing Equality; and Communities and Collective Endeavour.

Community Empowerment (Scotland) Act 2015

The Community Empowerment (Scotland) Act 2015 and Review of Community Planning which aim to empower community bodies through supporting them in taking ownership or control of land and buildings, and by strengthening their voices in decisions about public services. Communities of place or interest now also have new rights under the Community Empowerment (Scotland) Act 2015 to request participation in the planning and delivery of services, which has implications for the Council and other public services.

Adult Learning Strategy for Scotland

Adult learning is essential to enable and encourage adults in Scotland, to acquire the knowledge, skills and confidence necessary, to play an active and productive role, personally, economically and societally throughout their working lives. The strategy will recognise the significant societal changes and the way in which community based adult learning can promote an inclusive and learning society.

United Nations Convention on the Rights of the Child (UNCRC)

The UNCRC sets out the specific rights that all children have to help fulfil their potential, including rights relating to health and education, leisure and play, fair and equal treatment, protection from exploitation and the right to be heard. Community Learning and Development partners are committed to ensuring these rights are upheld and contribute to increasing the life chances of children and young people in Renfrewshire.

National Youth Work Strategy

This national strategy sets out how youth work has a significant impact on ensuring the rights of children and young people are recognised and rooted deep in society and core to the work of public and voluntary services. The new strategy 2021-26 will continue to inform local strategic youth work in Renfrewshire.

Getting it Right for Every Child (GIRFEC)

Getting it Right for Every Child (GIRFEC) – sets out a consistent way for people to work with all children and young people. This helps practitioners to focus on what makes a positive difference for children and young people – and how they can act to deliver these improvements. Getting it Right for Every Child is threaded through all existing policy, practice, strategy and legislation affecting children, young people and their families. Whilst government is not legislating universally for 18 plus, it is the ambition that good practice established for pre-18s would be extended into young adult service provision.

Curriculum for Excellence

Community Learning and Development and the youth work sector have a significant role to play in Curriculum for Excellence. They are important delivery partners, offering young people valuable opportunities for learning and personal development, both in and out of school. Strengthening partnerships between school staff and youth work practitioners remains a priority for the Curriculum for Excellence programme, particularly within the planning and delivery of the senior phase which can only be delivered through effective partnership working. It is becoming more common for young people to learn through a range of providers. As a result, it is particularly important that partners work well together to plan and deliver the curriculum.

Equalities: The Equality Act 2010

Every area of work within the Council has a role to play in promoting equality and diversity. While this is the right thing to do and has clear advantages for the Council, there are also legal requirements. Equality law (The Equality Act 2010) protects people from unfair treatment and asks public bodies (including Renfrewshire Council) to show how they make a positive difference to equality groups.

One of the specific duties requires the Council to publish a set of Equality Outcomes and report progress towards them every two years. The new Equality Outcomes have been developed for Renfrewshire through engagement with organisations such as Diversity and Equality Alliance in Renfrewshire (DEAR) and designed to reflect the understanding of the impact of COVID-19 on communities in Renfrewshire. The Outcomes were presented to the meeting of the Council in March 2021. The Council recognises that equality needs to be mainstreamed fully into policies and procedures and also be given high priority, by being part of mainstream progress reporting.

Community Learning and Development Standards Council Scotland

The CLDSC is the professional body for people who work or volunteer in community learning and development in Scotland, funded by the Scottish Government to provide a registration system for practitioners delivering and active in CLD practice, supporting approvals for qualifications and CPD development opportunities. CLDSC advocates that

Community Learning and Development (CLD), is a profession distinctive to Scotland that engages, educates, connects and empowers individuals and communities, in particular those most excluded from opportunity, can play a pivotal role in creating and delivering new and radical socio-economic policies and interventions, and in particular in responding to the impact of the Covid-19 pandemic.

Renfrewshire Context

Renfrewshire's Community Plan

"Our Renfrewshire" is the Community Plan for the ten years 2017-2027 and is also Renfrewshire's Local Outcome Improvement Plan, as required by the Community Empowerment (Scotland) Act 2015. While improved community capacity is central to delivery of all elements of the Renfrewshire Community Plan, Community Learning and Development has a key role in delivering two of the strategic objectives within the Community Plan of "supporting the wellness and resilience of our citizens and communities" and of "addressing the inequalities which limit life chances"

Council Plan

Renfrewshire's Council Plan 2017 – 2022 "Thriving People, Connected Communities" describes how the organisation will achieve the vision of "working together for a thriving and connected Renfrewshire, creating opportunities for all" through five strategic priority areas. The work of community learning and development supports each of these priority areas but is critical to ensuring the successful delivery of two - building strong, safe and resilient communities and tackling inequality, ensuring opportunities for all. A revised Council Plan will be developed during late 2021/ early 2022 and the key strategic actions from this strategy will feed into it.

Communities and Housing - Service Delivery Plan

The Service Delivery Plan sits beneath the Council Plan and Community Plan to form a collection of documents which provide the strategic direction for the service. The Service Delivery Plan is updated on an annual basis and the priorities and actions which have been developed within this strategy will become part of this strategic document moving forward.

Renfrewshire's Social Renewal Plan

As part of the Social Renewal Plan, a detailed community impact assessment has been undertaken across Renfrewshire, to develop a deeper understanding of the impact of COVID-19 on local people and communities. This provides strong evidence that the pandemic has impacted some people and communities more profoundly than others. The community impact assessment provides a solid evidence base upon which partners and communities can work together to tackle the challenges and opportunities presented by COVID-19 and to support the recovery phase of the pandemic. Following an initial assessment, a number of actions have been identified which will be progressed by partners as a priority during 2021. These specifically relate to income, poverty and financial security, community resilience and capacity and digital exclusion.

Renfrewshire Children's Services Partnership Plan 2021/22 – 2023/24

Every child and young person in Renfrewshire matters and the aim is to ensure their journey to adulthood will be a safe, healthy and nurturing experience. Every child will be respected and supported to achieve and make a positive contribution to their community.

Renfrewshire's Anti-Social Behaviour Strategy

The Renfrewshire Community Safety Partnership has a focus on responding to issues of anti-social behaviour through strong partnership working supporting an evidence based early intervention and prevention approach. This has delivered sustained reductions in anti-social behaviour and a range of diversionary and educational interventions.

Our People, Our Future – workforce development strategy

'Our People, Our Future 2021-2026' - was launched in 2021. This new strategy integrates the Council's approach to organisational development and workforce planning. It will have an immediate focus on supporting services and staff in response to COVID-19 and during the recovery phase with flexible and accessible supportive resources and training for all staff. Workforce planning is an integral part of this strategy and identifies the actions to be taken to support and develop the community learning and development workforce.

Renfrewshire's Digital Strategy

Renfrewshire's Digital Strategy builds on previous work undertaken by services with partners and communities to drive digital transformation and participation across Renfrewshire. The COVID-19 pandemic has greatly accelerated the pace at which some areas of the strategy are being progressed, recognising the critical role that digital has and will continue to play as citizens, businesses and organisations adapt to new ways of working and living in light of COVID-19. Specific examples of acceleration highlighted within the Digital Strategy include the development of digital learning and teaching and the increased provision of Council services online. A key focus of this programme of work is to ensure that partners work together to tackle digital exclusion.

Renfrewshire Alcohol and Drugs Commission

An Alcohol and Drugs Programme Board has been established to drive the implementation of the community planning partnership response to the Commission's recommendations, and to ensure that there continues to be meaningful engagement with local people and families with lived experience, as planned projects and initiatives are developed. An initial high level action plan, the Alcohol and Drugs Change Programme has been developed, which sets out the key actions and activities that partners will progress in relation to all 27 recommendations.

Renfrewshire's Children and Young People Community Mental Health and Wellbeing Strategy 2021-22

Good mental health and wellbeing is important for all children and young people and the Children's Services partnership is developing a mental health framework to ensure that in Renfrewshire, children and young people will get the right help at the right time, expect recovery, and fully enjoy rights, free from discrimination and stigma. By working together with partners, the aim is to deliver a system-wide provision of mental health and wellbeing supports for all as an early intervention approach. This is even more significant in responding to the impact of the COVID-19 pandemic.

Renfrewshire Local Employment Partnership

A local multi-agency, cross-sectoral Employability Partnership is committed to increasing the numbers of people in rewarding and sustained work and links to economic and social renewal strategic working. The approach adopted includes More Choices, More Chances to ensure a comprehensive package of employability support for people of all ages and also advances locally the national initiatives of No-one Left Behind, the Young People's Guarantee, and Kickstart.

Renfrewshire Gender Based Violence Strategy

The GBV strategy outlines how Renfrewshire Council, Renfrewshire Health and Social Care Partnership, Police Scotland, Women's Aid and other third sector organisations will work together to ensure that Renfrewshire is a place where gender based violence isn't tolerated and where victims, perpetrators and communities are supported to address its causes and consequences.

Vision and Priorities

The vision for community learning and development in Renfrewshire is developed from the Vision for the Renfrewshire Community Plan and reflects the work of Community Learning and Development services in delivery of that vision.

“Working together to ensure our communities, people and families living in Renfrewshire have the capacity, support, resilience and opportunities they need to thrive”.

The partners have also identified 4 key priorities for the delivery of services and this vision and against which outcomes will be measured. These also relate strongly to the priorities set out in the Renfrewshire Community Plan:

Our Communities are thriving:
benefitting from economic growth which is inclusive and sustainable

Our Communities are strong:
with a voice and capacity to shape and deliver their local aspirations

Our Communities are fair:
addressing the inequalities which limit life chances

Our Communities are safe: protecting vulnerable people and working together to manage the risk of harm

Approach

Renfrewshire's strong Community Learning and Development partnership involves collaborative working across public services and third sector partners. Community Learning and Development plays an important role in how public services can be planned and delivered. It builds on where people have existing skills and strengths and encourages the development of new skills and the confidence to make change through participation and engagement.

Community Learning and Development reaches out to children, young people, adults and families, including those who face barriers and experience disadvantage, and takes a preventative and asset-building approach to working with people, families and communities.

The Community Learning and Development Strategy for 2021 – 2024 details activities and actions that will be taken forward by partners over the next 3 years to support and deliver their agreed vision and priorities.

The approach taken to service delivery has 5 key elements which drive how the partnership works and delivers for individuals, families and communities in Renfrewshire:

- Listening, Learning and Linking - strengthening relationships between the Council, local people, communities and partners, understanding needs and gaps, facilitating and developing productive relationships
- Working with Localities – understanding, empowering and advocating – Local Area Partnerships as a key focus for our work with communities. Supporting local

communities to shape and deliver on their aspirations for their local area, understanding what makes each community distinct and recognisable to the people that live there

- Developing Inclusion - Removing stigma and enhancing opportunities – tackling poverty, building capacity, supporting better outcomes for the vulnerable and isolated
- Safeguarding – supporting and protecting local people and communities, improving outcomes and opportunities providing better choices and real options
- Respect – working with, not doing to, communities. Working as equal partners with communities and the third sector to co-produce and target services and resources in the ways that best meet community needs. Targeting or redirecting resources, from the most appropriate partner to where they are most needed avoiding duplication or wasted resources and respecting the views and contributions that all can offer.

Delivery

The activities and action plan attached to this strategy sets out at a high level what will be delivered over the course of the next three years. It will be supported by the development of detailed action plans for each area of activity developed in ongoing consultation with partners, stakeholders and learners. Engage Renfrewshire, Renfrewshire's third sector interface organisation is a key partner for supporting communities to start up and develop un-incorporated groups, charities, trusts and Social enterprises. They also support asset transfer and the delivery of community benefits from procurement contracts as part of the community wealth building initiative.

This Strategy has a focus on delivery of the following elements which have been identified through the consultation and engagement undertaken with learners, service users, communities and partners - and reflect key priorities set out in relevant local and national plans and strategies:

Developing Individual / Family Capacity – identifying those that need most support to develop the capacity they need as individuals or families to fulfil their aspirations and engage fully with wider communities and society.

Building Community Capacity – working with individuals, families and groups that have capacity, to support them in shaping community aspirations and to develop, deliver and maintain the services and facilities they want locally.

Digital Enabling – ensuring everyone has the opportunity to participate in the benefits of digital technology and communications – the training, skills and equipment required to be confident digital communicators and that digital technology enhances their life and provides opportunities to thrive.

Participatory Budgeting – working with communities and Local Partnerships to ensure that they have a say in the allocation of resources within their areas to meet their priorities and aspirations.

Community Asset Transfer/Ownership – supporting communities to take ownership and responsibility for local assets, services and spaces to develop and maintain these in ways that meet their needs and aspirations.

Universal / Targeted provision – ensuring no-one is left behind – promoting and providing opportunities for all while targeting specialist resource and support towards those most vulnerable or with restricted capacity.

The activities and action plan included as Appendix A sets out areas of activity being taken forward over the full 3 years of the plan with a focus on key target areas:

Young People

A range of universal and targeted actions will be delivered with a focus on young people. This will include community-based youth work to build strength and capacity amongst young people, delivery of an extensive Youth Voice programme to ensure young people have every opportunity to be fully engaged in local and national decision-making structures and to raise awareness and participation in democracy and citizenship opportunities – actively removing barriers to participation. The Young Scot National Entitlement Card and services will be promoted and supported for all young people aged 12 to 25 years and Duke of Edinburgh Award Programme and other wider achievement

programmes supported and delivered in schools and communities. Digital development opportunities and Education Recovery learning programmes will ensure no young person is left behind, with a particular focus on reducing the educational poverty attainment gap.

Universal youth engagement programmes will be maintained and developed that will reduce the impact of anti-social behaviour on communities – promoting safer communities and providing opportunities for participation, volunteering, employment and cv building – as well as addressing known issues of poverty and holiday hunger in targeted communities.

Adults and Families

A focus on literacies will deliver learning programmes that work with families, schools and communities to address barriers to learning and improve outcomes in maths, literacies and personal and social development. Everyday English for Speakers of Other Languages programmes will be delivered, shaped by individual needs and aspirations of learners supporting inclusion and developing individual and family capacity. Targeted programmes will be delivered that work with learners

to build confidence, restore balance and manage the impact of the pandemic on their mental health and wellness - supporting them and their families. The digital learning offer will be reviewed and updated to meet the needs of communities following the changes that have been seen through the last 2 years.

Building Communities

Local communities will be encouraged to take pride in the areas in which they live and to work together to improve satisfaction with their neighbourhood and improve feelings of safety and security. Capacity to come together and work as communities will be developed and support given to communities to shape their own priorities, source resources and take ownership of green spaces, services and assets to deliver on local aspirations – including through empowerment and community asset transfer. The experience gained of supporting and developing neighbourhood hubs through the pandemic will be developed and built on

and volunteering opportunities developed and delivered. Youth led participatory budgeting will be continued and developed further as a model to extend participatory budgeting into other areas of activity, ensuring that all communities have a say on how resources are used within their communities. Active relationships with Local Area Partnerships will be developed, with key officers acting as a single point of contact for each of the 7 Local Area Partnership areas to advocate and facilitate – working with them to support them in allocating partner resources as they shape and deliver on their priorities.

Year 1 focus

During the first year of the strategy there is a specific focus on considering the impact of COVID-19 on local communities and their recovery. Including:

- the impact of the pandemic on people with low incomes or who are in more insecure employment. Food insecurity and fuel poverty are particular issues, with high ongoing demand for community-based support
- the ongoing impact of COVID-19 restrictions on the health and wellbeing of local people, particularly in relation to loneliness and isolation and the impact this can have on mental health and wellbeing
- the impact of the pandemic on the wellbeing of young people and the need to support their education recovery
- digital engagement - while this has worked well through the pandemic, digital exclusion remains an issue, as do significant issues in terms of access and engagement through online means for some people
- targeting groups that have experienced a greater impact as a result of the pandemic, including some from minority ethnic communities, women, and carers

Another aspect of focus in the first year of the strategy is the development of the service and partnership as it emerges from COVID-19 and work that will be undertaken to reshape the service to better meet the changing needs and expectations of the community. This work will include:

- updating structures, roles and job profiles to reshape the service in as part of the Developing Communities workstream of the Right for Renfrewshire programme, and to better meet the needs of communities as they progress into “recovery from COVID-19” phase.
- developing Individual and team capacity to ensure that all employees have the skills, experience, training and resources required to deliver effectively.
- working with communities and Local Partnerships to ensure that they have a say in the allocation of resources within their areas to meet their priorities and aspirations.
- ensuring employees have the training, skills and equipment required to be confident digital communicators and the opportunity to participate in the benefits of digital technology and communications and that digital technology enhances delivery of service outcomes.
- reviewing the use of local assets, services and spaces to develop and maintain these in ways that meet future community needs and aspirations – developing shared and flexible use of space and building community relationships and presence.
- developing partnerships and relationships with wider Council services, the public and third sector to co-produce and target services and resources from the most appropriate partner to where they are most needed - avoiding duplication or wasted resources.

Governance and Monitoring

There will be an annual monitoring report produced which will be scrutinised by the Communities, Housing and Planning Policy Board of Renfrewshire Council each year. The report will detail progress made against all key priorities and actions and highlight any areas where progress has been delayed, with explanations on why there have been delays and what corrective action will be taken to get back on schedule. The report will also identify any unmet needs of community learning and development provision.

The yearly update report will form part of the formal governance arrangements, with versions which will be more accessible to learners and communities produced, distributed and publicised across Renfrewshire.

In addition, high level updates on key priorities will be included as relevant in performance reports on the Council Plan presented to the Council’s Leadership Board and the Community Plan presented to the Community Planning Executive Group, chaired by the Chief Executive of Renfrewshire Council and comprised of senior officers from across the Community Planning Partnership.

Unmet Need

Unmet social needs exist across all types of consumers. Income, employment, education, food security, housing, transportation, safety, and social support are all factors that affect health and well-being. Additionally, trauma or adverse childhood experiences may have long-term effects on health and well-being. All can be barriers to accessing learning and development opportunities

Community Learning and Development services will work in partnership with other key services and agencies including communities themselves, to identify and support individuals and families who find themselves in a position where their needs are not being directly met by the service and to support them in accessing alternative methods of support.

Due to a decline in demand for creche places over several years, Community Learning and Development is no longer providing this service. This will impact on some learners as lack of childcare is an acknowledged barrier to participation, however this will be mitigated by the expansion of the funded early learning and childcare provision – and community learning service delivery will be adjusted where possible to align with this expanded provision where possible. The service will also look at alternative options including family-centred learning models.

Appendix A: Activities and Actions

Young People

Community based Youth Work: Youth Services

Young people will be offered community-based youth work activities that will contribute to their personal and social development and their health and wellbeing. The youth work curriculum will be informed by young people through youth consultation and on-going conversations and will reflect youth culture, interests, and concerns

Youth Work activities will be delivered locally in community bases and in partnership with other youth work partners, to ensure a joined-up approach to service delivery. Some youth work experiences will involve trips and visits to other locations that provide a rich and wider experience of the world. All will provide a safe environment for young people to meet their peers, in age-appropriate groups; junior (8-12yrs) Teen (12-16yrs) Senior (16-18yrs) providing progression through transitions from child to teenager and into adulthood. There will be a focus on reducing any barriers or disadvantage that some young people may face - including and connecting otherwise marginalised young people.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Building Individual Capacity	UNCRC National Youth Work Strategy	<ul style="list-style-type: none"> Build self-esteem and self-confidence. Develop the ability to manage personal and social relationships. 	Regular recording and reviewing to meet negotiated targets;
Our Communities are Strong	Working with Localities	Universal and Targeted provision	National Performance Framework	<ul style="list-style-type: none"> Create learning and develop new skills. Encourage positive group atmospheres. 	Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are fair	Developing Inclusion - Safeguarding		LGBT+ Charter	<ul style="list-style-type: none"> Build the capacity of young people to consider risk, make reasoned decisions and take control. 	
Our Communities are safe	Respect		West Partnership and Regional Improvement Collaborative Regional Improvement Plan Renfrewshire Community Plan Renfrewshire Young Scot Development Plan	<ul style="list-style-type: none"> Develop a 'world view' which widens horizons and invites social commitment. 	
				Young people who participate can progress through pathways to further experiences as they mature and take on various roles of responsibility supporting pathways to further education, training and employment.	

Youth Voice Programme: Youth Services

Working with young people and supporting them to participate in a variety of youth voice initiatives that will assist them to identify the issues and concerns that they face growing up in Renfrewshire, to explore resolutions and solutions to address their needs. Raising awareness of democracy and citizenship will encourage increased participation of young people in local decision-making structures and processes. Youth led initiatives will include the development of community/interest-based Fora aligned to localities which will inform local Youth Action Plans and support the production of a Youth Strategy for Renfrewshire.

The annual Renfrewshire Youth Assembly will provide a platform to share and make recommendations for focussed Youth Voice actions on an authority wide level, that will reflect the local priorities for young people. The Youth Voice Programme includes links between local, regional and national youth voice through the mechanisms of the Renfrewshire Youth Voice, the West Partnership Youth Ambassadors, and the Scottish Youth Parliament.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Building Individual/ family Capacity	UNCRC	Build on existing skills and experiences of young people and promote reflection through experiential learning.	Regular recording and reviewing to meet negotiated targets;
Our Communities are Strong	Working with Localities	Building Community Capacity	National Youth Work Strategy	Youth Leadership skills training can lead to accreditation and awards through evidenced based learning and wider achievement and voluntary work experience.	Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are fair	Developing Inclusion	Universal / Targeted provision	National Performance Framework		
Our Communities are safe	Safeguarding Respect		LGBT+ Charter Award	Supporting personal and social development to increase individual capacity and contribute to community capacity building.	
			West Partnership and Regional Improvement Collaborative Regional Improvement Plan	Youth Voice offers pathways to further training and education and includes those who are marginalised or face barriers and disadvantage.	
			Renfrewshire Community Plan		
			Renfrewshire Young Scot Development Plan		
			Community Mental Health and Wellbeing Framework.		

Renfrewshire Young Scot: Youth Services

Young people aged 12-25 years will be offered easy routes to secure a Young Scot National Entitlement Card and access services products and innovative youth participation activities. The P7 bulk process will continue along with the roll-out and launch of the on-line application process. The service will continue to recruit, train and Support Trusted partners; developing a Welcome pack for Renfrewshire Young Scot Card partners to ensure the most vulnerable young people can access entitlements and benefits.

National roll-out of free travel for Under-19s in Scotland, will be supported using smart tech and the Young Scot NEC card to maximise the benefits of increased mobility and overcome barriers relating to location and poverty. Benefits of the Young Scot card will be developed locally by promoting the PASS Proof of Age, working with the Business sector to secure and maintain Young Scot rewards and discounts. New and local content will be created on the Renfrewshire Young Scot Portal to encourage easy access to relevant youth information on services and activities for young people in their areas. The strategic development and corporate ownership of the Young Scot Card will be promoted across services, to maximise the resource by integrating digital services in line with Renfrewshire's Digital Strategy, and by developing the Renfrewshire Young Scot Steering Group to include key service/partner representatives and young people./

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing Individual Capacity	UNCRC	Young Scot NEC Card members enjoy access to wider entitlement, rewards and experiences to support their learning and development. The Young Scot Card promotes digital inclusion supporting young people to register for My Account to engage with council services. Young Scot offers pathways to further training, education and employment.	Regular recording and reviewing to meet negotiated targets; Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are Strong	Working with Localities	Building Community Capacity	National Performance Framework		
Our Communities are fair	Developing Inclusion	Digital Enabling	National Youth Work Strategy		
Our Communities are safe	Safeguarding	Universal provision	Young Scot - Scottish Attainment National Strategic Partnership	Free Under-19's travel will reduce barriers to connecting with others, with families, with education providers & employment.	Bi-annual reporting and reviewing with Young Scot and reviewing of statistics on card/portal development.
	Respect		West Young Scot Partnership		
			Renfrewshire Community Plan	Engagement with youth activities promotes digital skills, personal and social development, and can lead to accreditation and awards through evidenced based learning, wider achievement, and voluntary experience.	
			Renfrewshire Young Scot Development Plan		

Duke of Edinburgh's Award Programme: Youth Services

Delivery of the DofE Award Programme across Renfrewshire supporting and building capacity in school and community-based Award centres ensuring that young people, staff and volunteers are offered quality training to secure accreditation and achieve success in benchmarking quality assessments.

Young people will be supported to access the Award programme with a focus on those who face barriers and disadvantage (e.g. Young people who are care experienced, young carers, and who are supported through the Renfrewshire Employability Hub).. All young people will be offered volunteering opportunities and other support to complete and progress through the various levels of award that are on offer; from Bronze- through Silver and to Gold. Achievement and success for DofE participants and their supporters will be celebrated by holding an annual DofE Celebration and Award Presentation event.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Developing Inclusion	Building Individual Capacity	UNCRC	Young people and young adults who participate in the DofE Programme will learn and develop skills and attitudes that can build resilience, focus and motivation to achieve, as they mature into adulthood. Qualities that colleges, universities and employers are attracted to.	Regular recording and reviewing to meet negotiated targets; Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are Strong	Safeguarding	Universal provision	National Performance Framework		
Our Communities are fair	Respect		National Youth Work Strategy		
Our Communities are safe			Curriculum for Excellence	The Award is an investment to encourage and develop personal potential:	Quarterly reporting and reviewing with DofE Scotland and reviewing of statistics on card/eDofE and Award development.
			Renfrewshire Community Plan	Self-belief and self-confidence	
			Renfrewshire Schools Health & Wellbeing Policy	A sense of identity	
			Renfrewshire DofE Development Plan	Initiative and a sense of responsibility	
			Renfrewshire Volunteering Strategy	A real awareness of strengths	
				New talents and abilities	
				The ability to plan and use time effectively	
				Learning from and giving to others in the community	
				Forming new friendships	
				Problem solving, presentation and communication skills	

Digital Development: Youth Services, Renfrewshire Youth Work Network and Young Scot

Young People will be offered opportunities and support to engage safely with and navigate digital technologies creatively, knowledgeably, and confidently, which will support their personal and social development. A programme of digital learning will be planned with young people and partners, delivered in community spaces and projects that will aim to engage and promote digital inclusion, and influence future service delivery.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Universal provision	UNCRC	Young people will assist the development of:	Regular recording and reviewing to meet negotiated targets; Benchmarked against the national Youth Work Outcomes; 5Rights Framework; Self-evaluation HGLDIOC (How Good Is Learning and Development In Our Community?); Reporting on quarterly and annual, and 3-year progression
Our Communities are fair	Developing Inclusion	Building Community Capacity	National Performance Framework	youth friendly online services	
	Safeguarding	Digital Enabling	5Rights	understand data security and safety	
	Respect		Connected Scotland	access to information to make informed and conscious choices	
			National Youth Work Strategy	digital content	
			Renfrewshire Community Plan	access support and services	
			Renfrewshire Digital Strategy	interventions for building digital skills that will provide pathways to the creative industries and opportunities for further education	
			Renfrewshire Young Scot Development Plan		

Education Recovery Learning Programmes: Youth Services and Renfrewshire Youth Work Network

Supporting the education recovery of young people. Working with the Renfrewshire Youth Work Network, the collaborative working partnership has developed community-based Academies which offer thematic learning activities covering: Digital; Cultural; Outdoor and Community Empowerment. In each of the Academies, young people not only engage and learn new skills, but are able to produce and create material and resources that will benefit others, peers and communities. This programme seeks to strengthen the youth work and schools partnership, focussing on reducing the poverty attainment gap.

As part of this programme there will be a legacy to support building back from the impact of the pandemic and invest in communities, through the development of a Renfrewshire Community Empowerment Award accrediting volunteering and social action projects.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing Individual Capacity	UNCRC	The youth work approaches will expand opportunities for young people to build their confidence and skills for learning, life and work.	External Evaluation will be carried out in partnership with the University of West of Scotland to seek evidence of the value of CLD and Youth work on the positive impact on learning and education recovery.
Our Communities are Strong	Working with Localities	Building Community Capacity	National Performance Framework	Provides accreditation and awards through evidenced based learning and supports personal and social development through social action - increasing individual capacity and contributing to individual/community capacity building, and pathways to further training, education and employment. Outdoor Learning is a key engagement methodology - programmes include: Forest Schools, Bushcraft, Duke of Edinburgh's Award and John Muir Award, Go Mountain Bike - they promote access to local green spaces; environmental awareness, STEM outdoors, citizen science and connect outdoor activity to health and wellbeing.	
Our Communities are fair	Developing Inclusion	Digital Enabling	National Youth Work Strategy		
Our Communities are safe	Safeguarding	Targeted provision	Scottish Attainment Challenge		
	Respect		Renfrewshire Community Plan		
			Paisley Future (Cultural Strategy)		
			Renfrewshire Digital Strategy,		
			Renfrewshire Young Scot Development Plan		
			Community Mental Health and Wellbeing Framework.		

Inclusion and Equalities: Youth Services

Community based youth engagement programmes will build and develop the work delivered in schools, to develop further youth empowerment work with targeted and vulnerable groups of young people who experience disenfranchisement and discrimination based on gender, race, sexuality, disability, and any other protected characteristic.

Young people who experience greater barriers to participation and feel marginalised and excluded will be encouraged and supported to have their views considered and included in service design and delivery. Opportunities will be created to ensure they can gain representation and their voice is included in the formal and informal structures and activities on offer to children and young people across Renfrewshire.

The service will challenge stereotypes and promote gender equality, reduction in incidents of bullying and hate crime, the promotion of anti-discrimination and prevention of violence against women. Work will be carried out with schools to develop the Mentors against Violence programme beyond schools and into the community, fostering wider peer led educational and groupwork approaches to tackling this issue. Young people will be supported to design and lead on a public campaign across Renfrewshire to raise awareness of the issue and canvass support to challenge and reduce gender-based violence.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing individual Capacity	UNCRC National Youth Work Strategy	This work will include a public awareness campaign designed by young people to educate and widen the recognition of the indicators of discrimination and violence.	Regular recording and reviewing to meet negotiated targets; Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are Strong	Developing Inclusion	Building Community Capacity	National Performance Framework	Building on lived experiences of young people will help to inform and lead on community-based initiatives to continue the promotion of equalities and inclusion.	
Our Communities are fair	Safeguarding	Targeted provision	Renfrewshire Gender Based Violence Strategy	Opportunities for training and accreditation will be offered to young people that will build on their skills and promote personal and social development.	
Our Communities are safe	Respect		Renfrewshire Community Plan		
			Renfrewshire Schools Health & Wellbeing Policy		
			LGBT+ Charter Award		
			DEAR (Diversity Equality Alliance Renfrewshire)		
			The Promise		

Street Stuff: Community Safety Partnership

Delivering a range of free multi-sport, gaming, and educational activities primarily in the evenings including weekends targeted at key local communities where need has been identified. Service delivery is extended throughout the day during the school holiday period with the provision of a healthy meal. The partnership delivers a range of Universal and targeted educational awareness inputs for children and young people around community safety and other relevant issues and create pathways to employment through participation, volunteering, and employment in the delivery of activities and services.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Developing Inclusion	Building Community Capacity	UNCRC	Children & young people participate in a range of activities both from education awareness on local issues as well as physical activity, supporting their health and wellbeing as well as nutrition. A range of educational inputs around community safety issues impacting on communities on an annual and ad hoc basis.	Ongoing Recording of attendances, measuring Antisocial behaviour impact as well as consulting with young people on a regular basis to ensure the service is meeting their needs.
Our Communities are Strong	Safeguarding	Universal provision	National Performance Framework		
Our Communities are fair		Developing Individual Capacity	Renfrewshire Community Plan		
Our Communities are safe		Digital Enabling	Tackling Poverty Strategy		
			Community Safety Partnership – Early Intervention approach		
			Anti-social Behaviour Strategy	Participants are encouraged to volunteer with appropriate training and shadowing put in place with a view to sessional employment and pathways to college, university, and employment.	A review of the contract for the delivery of diversionary based universal activities in Renfrewshire will be undertaken.

Community Safety Awareness / Employment Opportunities: Community Safety Partnership

The partnership supports and protects children and young people through the delivery of universal and targeted education interventions to inform better choices with positive outcomes including Safekids which is an annual interactive educational input with all P6 pupils across Renfrewshire on a range of issues impacting on communities such as littering, fly-tipping, internet safety, water safety, antisocial behaviour, rail safety, alcohol, drugs, and tobacco awareness etc. This is followed up in P7 and S1 with a more targeted intervention in S2 through Choices for Life with issues around alcohol and drug misuse.

Working with staff and young people, we will raise awareness of Contextual Safeguarding “a national approach to understanding, and responding to, young people’s experiences of significant harm beyond their families.

They will also create pathways to employment through employability funding, traineeship positions, and employment in the delivery of activities and services.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Developing Inclusion	Building Community Capacity	UNCRC	Children & young people participate in a range of activities both from education awareness on local issues as well as supporting their health and wellbeing. A range of educational inputs around community safety issues impacting on communities on an annual and ad hoc basis.	Quarterly review of requirements for delivery and annual reporting as part of the CLD (Community Learning and Development) annual report to CHAPS Board.
Our Communities are Strong	Safeguarding	Universal provision	National Performance Framework		
Our Communities are fair		Developing Individual Capacity	Renfrewshire Community Plan		
Our Communities are safe		Digital Enabling	Tackling Poverty Strategy		
			Community Safety Partnership – Early Intervention approach	The Community Safety Partnership work with Invest in Renfrewshire through the employability and training fund and the Kickstart Scottish Government Programme to support young people into employment.	
			Anti-social Behaviour Strategy	Opportunities are provided with a view to employment within the service at an entry level.	

The Promise: Renfrewshire Children’s Services Partnership

The Independent Care Review was published on the 5th February 2020 and makes significant recommendations about the future of Scotland’s Care system and the changes required to improve this. The published findings of the review centred on ‘the promise’ narrating a vision for Scotland, built on five foundations of voice, family, care, people and scaffolding. Making the promise that all children in Scotland will grow up ‘loved, safe and respected’. Renfrewshire has established “the Promise” Strategic Oversight group which will aim to working in partnership with currently and previously care experienced people from Renfrewshire to ensure the Renfrewshire response is informed by them. There will be a programme of multi-agency evaluation and scoping activity in relation to current practice in Renfrewshire, and the formation of 5 subgroups (voice, family, care, people and scaffolding) which will help to shape local services to deliver on the recommendations and fulfil our promise to the children of Renfrewshire

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Building Individual Capacity	UNCRC	Underpinned by a commitment to the UNCRC, the Promise will seek to work with care experienced young people, to ensure their voice is included in the evaluation and re-shaping of services in the future, and to support their participation in the decisions and processes that shape their lives.	Reporting to the Strategic Oversight Group to the Renfrewshire Children’s Services Partnership
Our Communities are Strong	Working with Localities	Targeted provision	National Youth Work Strategy		
Our Communities are fair	Developing Inclusion		National Performance Framework		
Our Communities are safe	Safeguarding		Independent Care Review 2020		
	Respect		Renfrewshire Community Plan		
			Children’s Partnership Vision		
			Renfrewshire Young Scot Development Plan		

Children and Young People Mental Health Framework: Youth Voice Sub Group led by Youth Services

Working with children, young people and families in their communities to develop support and services which build on the existing effective supports and structures where appropriate and increase the opportunities to improve mental health and emotional wellbeing, covering an age range of 5-24 years. Children and young people will be supported to lead and influence the thinking around how Renfrewshire's Mental health & Wellbeing framework should be developed to be key in measuring the impact of these. The programme will support the launch of Together All digital online platform to support young peoples' mental health and wellbeing

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Building Individual/ family Capacity – identify those that need most support to develop the capacity they need as individuals to fulfil their aspirations and engage fully with wider communities. Universal / Targeted provision – ensure no-one is left behind – promote and provide opportunities for all while targeting specialist resource and support towards those most vulnerable or with restricted capacity.	UNCRC	Children, young people, and their families will receive the support they need, when they need it, underpinned by the values, principles and components of GIRFEC, and responsive to local needs and systems. This should support and improve their mental health and emotional wellbeing and be provided by people with the right knowledge, skills and experience to support them. Developing the prevention and early intervention space using a community-based, social model of support which promotes good mental health for all children and young people and enhances and smooths the pathway to tier 3 and 4 support for those who require it	Regular recording and reviewing to meet negotiated targets; Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?). Reporting on the progress of developing the framework will through the Children's Service Partnership
Our Communities are Strong	Working with Localities		National Youth Work Strategy		
Our Communities are fair	Developing Inclusion		National Performance Framework		
Our Communities are safe	Safeguarding		West Partnership and Regional Improvement Collaborative Regional Improvement Plan		
	Respect		Renfrewshire Community Plan		
		Our Renfrewshire: Locality Plan			
		Children's Services Plan			
		Renfrewshire Schools Health & Wellbeing Policy			
		Renfrewshire Young Scot Development Plan			

Appendix A: Activities and Actions Adults and Families

Reconnection with communities: Adult and Family Learning Services

Reconnection with and within communities has been identified as a priority for COVID recovery by learners and partners. Learning centres will be reopened to provide space and opportunities for people to meet and reconnect face to face in a safe and well managed environment. Reconnection within communities will be encouraged by reducing key barriers to learning through the delivery of a free programme of relevant and engaging non-formal learning in the heart of communities.

Blended learning models will be reviewed and updated to include outdoor and online learning, and will complement face-to-face delivery where appropriate. (Year 1 priority)

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Universal and targeted provision:	Adult Learning Strategy for Scotland 2021-2023.	Removes barriers to learning by providing safe and welcoming community-based learning spaces. Promotes equity of opportunity to access learning as significant barriers such as cost, local availability and transport are addressed.	Selected blended learning programmes available by Dec 2021 CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are fair.	Working with Localities	Learning is free for all adults over 16years across Renfrewshire and focuses on engaging people who are experiencing poverty, disadvantage or exclusion.	Mental Health – Scotland's Transition and Recovery Plan		
	Developing Inclusion		Renfrewshire Community Plan		
	Safeguarding		Communities and Housing Service Delivery Plan		
	Respect				

COVID-19 Recovery: Adult and Family Learning Services

Mental health and wellbeing have been identified as a priority for COVID-19 recovery by learners and partners. The service will continue to develop and enhance its learner-led programme of relevant and engaging learning opportunities rooted in the social practice model and will work with learners to develop

opportunities to build confidence, restore balance and manage the impact of the pandemic on the mental health and wellness of them and their families: The learning offer supports local people and communities to gain the information, skills and confidence to make positive and informed choices on all aspects of their lives.

(Year 1 priority)

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our communities are strong.	Listening, Learning & Linking	Develops individual and family capacity.	Adult Learning Statement of Ambition: learning is “learner centred, lifelong and life wide”	The learning is designed to build skills and confidence to facilitate positive change in individuals, families, and communities.	Attendance at ALLS programmes recorded and reported to CHAPS board
Our communities are fair.	Working with Localities Developing Inclusion Safeguarding Respect	Targeted provision Offering first steps back into learning for adults with particular focus on those who would most benefit from a non-formal, community-based approach.	CLD Values, CLD Standards Council Scotland Adult Learning Strategy for Scotland, 2021-2026 National Performance Framework Renfrewshire Community Plan	Ensures learners are at the heart of shaping their learning as the learning is developed in partnership with participants and reflects identified need. Learners have access to opportunities which promote wellbeing, and an overall healthy lifestyle and tackles health inequalities.	CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).

Personal and Social Development: Adult and Family Learning Services

Mental health and wellbeing have been identified as a priority for COVID recovery by learners and partners and the Personal and Social Development learning offer will support local people and communities to restore balance and manage the impact of the pandemic on their mental health and wellness and their families.

(Year 1 priority)

Parents and carers facing challenges will be recognised and supported to access learning that encourages them to raise and achieve their ambitions for themselves and their families. The service will strengthen and further develop its partnerships with family support services and work with parents at risk of being marginalised so that they can be supported to participate more fully in all areas of their lives and improve outcomes for themselves and their families.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our communities are strong.	Listening, Learning & Linking	Develops individual and family capacity.	Adult Learning Statement of Ambition	The learning is designed to build skills and confidence to facilitate positive change in individuals, families, and communities.	Attendance at ALLS programmes recorded and reported to CHAPS board
Our communities are fair.	Working with Localities Developing Inclusion Safeguarding Respect	Targeted provision Offering first steps back into learning for adults with particular focus on those who would most benefit from a non-formal, community-based approach.	Adult Learning Strategy for Scotland, 2021-2026 National Performance Framework Mental Health – Scotland’s Transition and Recovery Plan Renfrewshire Community Plan Renfrewshire Children’s Services Partnership Plan Communities and Housing Service Delivery Plan	Ensures learners are at the heart of shaping their learning as the learning is developed in partnership with participants and reflects identified need. Learners have access to opportunities which promote wellbeing, and an overall healthy lifestyle and tackles health inequalities. Parents and carers have access to first steps back into learning through targeted learning groups. Adults and families develop effective, supportive networks and reduce potential negative impacts of isolation, marginalisation and loneliness.	CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).

Digital Learning: Adult and Family Learning Services

Digital inclusion has been identified as a priority for COVID recovery by learners and partners as it is recognised that some adults and families require more help with accessing online information and resources. The digital learning offer will be reviewed to ensure it reflects the needs and priorities of learners and Renfrewshire’s vision of Digital Citizenship. (Year 1 Priority)

A service-wide digital audit will be carried out to ensure the necessary tools and skills are in place to meet the changing needs of learners and communities.

Computer classes for people with little or no ICT skills will be available in learning centres and Workclubs will offer support to adults seeking employment.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our communities are thriving	Listening, Learning and Linking.	Digital enabling.	Adult Learning Strategy for Scotland, 2021-2026	People will have the skills and confidence to choose to be “Digital Citizens” and can access information, public services support networks.	Attendance at ALLS programmes recorded and reported to CHAPS board
Our communities are fair.	Developing inclusion. build the skills to access digital technology effectively and to participate confidently in online activity.	Universal/ targeted provision. Providing a range of ICT classes from beginners to more advanced programmes, targeting those who are most at risk of being digitally excluded.	Adult Literacies in Scotland 2020 A Changing Nation: how Scotland will thrive in a digital world. Renfrewshire Community Plan Communities and Housing Service Delivery Plan A Digital Strategy for Renfrewshire, 2020	Communities will have appropriate tools to access relevant ICT learning opportunities and digital inclusion, delivered for people who are economically disadvantaged or who need more targeted support with digital literacy. Adults seeking employment will have digital access and be supported to access and utilise “Find a Job”.	CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).

Family Learning: Adult and Family Learning Services

Working with families, schools, and communities to design and deliver learning programmes that tackle poverty, address barriers to learning and improve outcomes. This includes the Pizza Reading and the Pizza Whole School approach programmes which cover literacies, maths and personal and social development and support P7 transition to secondary schools. The programmes recognise the challenges faced by families in our most deprived areas and work with them to challenge and close the poverty related attainment gap and to increase parental confidence in engaging in their children’s learning by recognising, valuing and building on their existing skills and experience.

Partnership working with Renfrewshire schools will address the learning needs of parents and carers, including literacies and ESOL, and facilitate delivery of programmes tailored to the needs of the wider school community. Children’s Services will fund the Pizza Reading project in 8 primary schools in SIMD (Scottish Index of Multiple Deprivation) decile 1-2 from Scottish Attainment Challenge funding and the programme will be delivered to around 240 families annually (subject to COVID regulations).

Two primary schools will fund Pizza Family Learning whole school approach project from PEF funding.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Developing inclusion	Developing family capacity.	Scottish Attainment Challenge	Supports families to raise aspirations, build resilience and challenge disadvantage.	Pizza Reading Attendance recorded and reported to SAC governance board biannually.
Our Communities are fair	Listening, Learning and Linking	Targeted provision	National Improvement Framework Learning Together: 2018-2021 Adult Learning Strategy for Scotland, 2021-2026; Family Learning: National Occupational Standards Renfrewshire Community Plan Communities and Housing Service Delivery Plan Renfrewshire Children’s Services Partnership Plan	Helps families build capacity to improve outcomes and life chances. Encourages increased parental involvement and confidence in engaging with children’s learning, positively impacting the attainment gap.	Pizza Family Learning (whole school) attendance recorded and reported to HTs biannually. CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).

Everyday Literacy and Numeracy: Adult and Family Learning Services

People needing help with everyday literacies to participate more fully in all aspects of their daily lives including family life, community, work and education will be supported to improve literacy and numeracy skills, enabling them to access social, economic and educational opportunities.

Literacy learners will be encouraged to identify individual learning goals and longer-term aspirations, and to negotiate learning pathways which support them to achieve and recognise progress.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing individual/family capacity.	Adult Literacies in Scotland 2020	Supports learners to improve skills and confidence with everyday literacies and numeracy and participate more fully in their communities.	Attendance at ALLS programmes recorded and reported to CHAPS board
Our Communities are fair.	Working with Localities	Targeted provision.	Making Maths Count 2016		
	Developing Inclusion		Adult Learning Strategy for Scotland, 2021-2026	Individual learning plans support learners to improve their reading, writing, spelling and numbers for everyday life, work, and learning.	CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
	Safeguarding		Renfrewshire Community Plan		
	Respect		Communities and Housing Service Delivery Plan	Builds capacity in individuals to improve outcomes and life chances	

ESOL – English for Speakers of other Languages: Adult and Family Learning Services/ West College Scotland

Improving outcomes and access to opportunities for people whose first language is not English by encouraging them to develop and use English language skills in their daily lives and to participate in their communities. Everyday ESOL (English for Speakers of Other Languages) programmes are shaped by the individual needs, goals and aspirations of the learners and based on the social practice model and are offered to adults with little or no English to build their skills and confidence to communicate effectively in English.

West College Scotland will allocate Adult and Family Learning Services with funding from the Scottish Funding Council ESOL Grant in return for providing ESOL learning in the local community, ensuring ESOL learners have access to learning that reflects their changing needs and priorities.

The college provides positive progression routes with accredited courses to support learners to participate in learning at the level that best reflects their needs and abilities.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Developing inclusion	Developing individual/family capacity.	Welcoming Our Learners, Scotland's ESOL Strategy.	Ensures provision of community-based beginners ESOL learning.	Number of registered learners recorded and reported to West Region ESOL partners.
Our Communities are fair.	Listening, Learning and Linking	Targeted provision	Adult Learning Strategy for Scotland, 2021-2026	Provides a clear progression route from nonformal community-based beginners learning groups through to accredited courses offering nationally recognised qualifications.	Ongoing/End 2023
	Respect		Renfrewshire Community Plan		CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
			Communities and Housing Service Delivery Plan		

Working with Parents and Carers: Adult and Family Learning Services

Parents and carers facing challenges will be recognised and supported to access learning that encourages them to raise and achieve their ambitions for themselves and their families. The service will strengthen and further develop its partnerships with family support services to support young parents at risk of being marginalised so that they can be supported to participate more fully in all areas of their lives with learning groups which support them to develop the skills and confidence to make positive changes in their lives and to improve outcomes for their families.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Developing inclusion	Developing individual/family capacity: Parents and carers will have access to learning	Adult Learning Strategy for Scotland, 2021-2026:	Parents and carers have access to first steps back into learning through targeted learning groups.	“Young Mums” group continues to run from Paisley venue.
Our Communities are fair.	Listening, Learning and Linking Respect	Targeted provision We will direct provision at parents and families who are experiencing challenges	Renfrewshire Community Plan 2017-27 Renfrewshire Children’s Services Partnership Plan 2021-24 Communities and Housing Services - Service Delivery Plan 2021-24	Families develop effective, supportive networks and reduce potential negative impacts of isolation, marginalisation and loneliness.	Attendance at ALLS programmes recorded and reported to CHAPS board CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?)

Appendix A: Activities and Actions Building Communities

Developing a Locality Model: Community Learning and Development Services

The service will continue community conversations to consult with children, young people, adults and families to respond to expressed needs and aspirations for communities in response to the impact of COVID-19. CLD facilities and service delivery will be reviewed to welcome children, young people, adults and families to access available support and information building on the Neighbourhood Hubs experience and continuing to respond to identified gaps in service by working alongside communities and partners to identify resources to build back confidence, health and wellbeing and confidence in future aspirations for self and place.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing individual Capacity	National Performance Framework; Adult Learning Strategy for Scotland;	CLD uses a range of formal and informal methods of learning and social development with individuals and groups in their communities.	Regular recording and reviewing to meet negotiated targets;
Our Communities are Strong	Working with Localities	Building Community Capacity	National Youth Work Strategy; The Requirements for Community Learning and Development (Scotland) Regulations 2013	CLD programmes and activities are developed in dialogue with communities and participants, working particularly with those excluded from participation in the decisions and processes that shape their lives.	Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework (How Good Is Learning and Development In Our Community?).
Our Communities are fair	Developing Inclusion	Universal and Targeted provision			
	Safeguarding				
Our Communities are safe	Respect		West Partnership and Regional Improvement Collaborative Regional Improvement Plan Renfrewshire Community Plan; Local Area Partnerships; Right for Renfrewshire	Through working in these ways, CLD extends the reach of democracy and widens its scope.	Reporting on quarterly and annual, and 3-year progression within the Council, and to CLD partners

Green Spaces: Communities and Public Protection

The service will work with communities to help them shape their communities and support them to achieve their goals through capacity building and encouraging and supporting community groups to source funding and develop green spaces in local communities up to and including potential asset transfers.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning and Linking	Building Community Capacity	Listening and responding to the needs of communities, and partners	Local community groups supported to develop their local area - building capacity to source funding and deliver on projects up to and including community asset transfer where appropriate.	Quarterly reporting on progress to relevant Policy boards.
Our Communities are strong	Working with Localities	Participatory Budgeting	Empowering communities to provide sustainable services		
	Respect	Community Asset Transfer	Community Empowerment and Community Asset Transfer		
		Universal provision			

Team Up to Clean Up: Communities and Public Protection

Encouraging and supporting local communities to get active, take pride in the areas in which they live and get involved in community life through litter picks and other community improvement activities. We have a well-established Team up To Clean up programme where we support local communities to carry out litter picks, graffiti clean ups etc. This has proven beneficial during the pandemic with the community reporting it has helped their health and wellbeing improving the communities in which they live.

The programme aims to eliminate the throw away culture in Renfrewshire, working with primary and secondary schools to raise awareness of environmental responsibilities. Marketing materials and tools will be created to promote messages and work with identified influencing pupils with the aim of increasing responsible behaviours and attitudes. Pupils will learn the life cycle of waste and the impact of single use plastics on the environment

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning and Linking	Building Community Capacity	Empowering communities to provide sustainable services	The process has evolved with newly constituted groups being established and supported to work together to further develop their communities through the green spaces programme. Individual learning and involvement has led to community capacity and learning being developed	Recording the number of litter picks/activities carried out and reporting to relevant Policy boards on a regular basis.
Our Communities are strong	Working with Localities	Universal provision	Link in with Zero Waste Scotland and Keep Scotland Beautiful to record and support national outcomes.		
	Respect			School pupils will learn to be responsible citizens and the many ways in which their actions impact their surrounding environment	Numbers of groups capacity developed
					Feedback and complaints from neighbouring residents and local volunteers will offer an indication on success.

Your Home, Your Street, Our Communities: Communities and Public Protection

Working in partnership with communities and Local Area Partnerships to create a safer place to work live and play through the Your Home Your Street Our Communities programme whilst supporting the national Building Safer Communities Agenda. The programme seeks to understand, empower and advocate – Local Area Partnerships as a key focus for work with communities. Supporting local communities to shape and deliver on their aspirations for their local area, understand what makes each community distinct and recognisable to the people that live there

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning and Linking	Building Community Capacity	<p>Programme priorities:</p> <ul style="list-style-type: none"> • Listening and responding to the needs of communities, and partners • Sharing data and intelligence across the partnership • Identifying opportunities to share and connect public, private and third sector resources to reduce inequalities • Supporting people to access the right service at the right time, reducing demand on acute and response services <p>Also links in with the National Building Safer Communities Agenda to reduce the victims of Violent Crime and Unintentional Harm.</p>	<p>The programme works with local partners and communities to gather evidence on issues affecting communities. Joint working groups are established to address the issues identified some of which are in the short, medium, and long term.</p> <p>This initiative will link in with the locality model planning going forward.</p>	<p>Record the before and after Community/ Partnership data and report progress to Board.</p> <p>Initiatives have been hindered due to the pandemic but ideally carry out 3 or 4 initiatives per annum.</p>
Our Communities are strong	Working with Localities	Universal provision			
Our Communities are fair	Respect				
Our Communities are safe					

Volunteering: Community Learning and Development Services

Supporting volunteers to develop the capacity to fulfil their personal goals aspirations through their contribution to their communities. Offering meaningful and well supported volunteering opportunities across the service which support the needs of the communities, the needs of the service and the personal needs and goals of the volunteers. Recognising and valuing the contribution made by volunteers by encouraging the sharing of skills and experience and by working together as equal partners. Encouraging local people to take a positive, active role in supporting learning in their communities. Encouraging local people to share skills and experience within communities and build community cohesion through volunteering opportunities.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing individual Capacity	National Performance Framework	<p>Volunteers have opportunities and encouragement to support the delivery of learning in their communities.</p> <p>Our learning community will benefit from working collaboratively with volunteers, sharing skills and experience, and building confidence and individual capacity.</p>	<p>Numbers of volunteering opportunities available for local people across the breadth of the service.</p> <p>CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).</p>
Our Communities are Strong	Working with Localities	Building Community Capacity	Adult Learning Strategy for Scotland, 2021-2026		
Our Communities are fair	Developing Inclusion	Universal provision	Renfrewshire Community Plan		
Our Communities are safe	Safeguarding		Communities and Housing Service Delivery Plan		
	Respect				

Youth Led Participatory Budgeting: Youth Services

Youth Services working in partnership with Renfrewshire Youth Voice, and the Council Chief Executive Service, will support and deliver the youth led participatory budgeting initiative - Celebrating Renfrewshire Fund. This will include recruiting and training young people in the required skills and knowledge to steer and deliver the project, from promotion, to application and voting process, and to the Celebration event where community-based youth led projects are awarded funding totalling £150,000. Digital on-line engagement is used to support voting on applications using the Young Scot Platform.

The programme builds capacity of young people within their communities to encourage them to have a say on how the Celebrating Fund can have an impact and improve lives of young people in Renfrewshire. Young people report to the Local Area Partnerships directly, reporting at the end of the process to share information, experiences and achievement of the initiative.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning and Linking	Building Community Capacity	UNCRC	Youth engagement, volunteering and	Regular recording and reviewing to meet negotiated targets; Benchmarked against the national Youth Work Outcomes. Reporting on quarterly and annual, and 3-year progression feeding into reporting structures within the council, and to CLD partners through community planning events/ structures.
Our Communities are strong	Working with Localities	Participatory Budgeting	National Performance Framework	Leadership skills training can lead to accreditation and awards through evidenced based learning and wider achievement; supporting Personal and social development through social action model increases individual capacity and contributes to individual/community capacity building, and pathways to further training and education and employment.	
Our Communities are fair	Developing Inclusion	Community Asset Transfer	National Youth Work Strategy		
	Respect	Universal provision	Community Empowerment Bill		
			Renfrewshire Community Plan		
			Renfrewshire Young Scot Development Plan		

Appendix A: Activities and Actions Developing the Service

Continuous Professional Development

Source and develop relevant training and CPD opportunities for CLD staff, volunteers and partners to ensure they have the skills and tools to deliver strategic priorities on a local and regional level. Ensure our people have access to the training and information they need to provide the best service to communities. This includes both training which is relevant to everyone across the CLD service and that which is appropriate for more targeted delivery.

The service will continue to promote the CLD Competence Framework bringing together the knowledge, skills and personal characteristics that make up competence in CLD practice. The Framework will be used by practitioners, training providers and employers to reflect on, develop and strengthen practice. The PDA in Youth Work, and PDA in Adult Learning will be used to accredit prior learning and experience and promote pathways to support volunteers and part-time staff to pursue further education, training and employment in the CLD sector.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing individual Capacity	National Performance Framework	This will ensure staff and volunteers maintain and develop their practice. Putting learning and development at the core of developing the service.	Staff and volunteers will undertake 35 hours CPD activity annually as required by the CLD Standards Council. (pro-rata)
Our Communities are Strong	Developing Inclusion	Building Community Capacity	The Requirements for Community Learning and Development (Scotland) Regulations	As part of service recovery post pandemic and to ensure identified skills and training gaps can be addressed, CPD opportunities will be offered across CLD partners to support Common Core skills and partnership working with children, young people, adults, and families.	CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are fair	Safeguarding	Digital Enabling	Growing the Learning Culture in CLD		
Our Communities are safe	Respect	Universal provision	Professional Learning Strategy; CLD Standards Council, Scotland		
			West CLD Partnership and West Alliance		
			Renfrewshire Community Plan		

Service Resource Audit

Review and evaluate assets to ensure resources are being utilised effectively in targeted communities and localities facing disadvantage to ensure the most effective use of resources and provide best value for communities.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing individual Capacity	National Performance Framework	This will enable our people to maintain and develop their practice. Allocating resources that put learning and development at the core of developing the service and supporting communities.	CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are Strong	Working with Localities	Building Community Capacity	Connected Scotland		
Our Communities are fair	Developing Inclusion	Digital Enabling	National Youth Work Strategy		
Our Communities are safe	Safeguarding	Universal provision	A Changing Nation: How Scotland Will Thrive in a Digital World		
	Respect		Renfrewshire Community Plan		
			Renfrewshire Digital Strategy		
			Renfrewshire Young Scot Development Plan		
			Adult Learning Strategy for Scotland		
			Local Area Partnerships		

Right for Renfrewshire

- updating structures, roles and job profiles to reshape the service as part of the Developing Communities workstream of the Right for Renfrewshire programme, and to better meet the needs of communities as they progress into “recovery from COVID-19” phase.
- developing Individual and team Capacity to ensure that all employees have the skills, experience, training and resources required to deliver effectively.
- working with communities and Local Partnerships to ensure that they have a say in the allocation of resources within their areas to meet their priorities and aspirations.
- ensuring employees have the training, skills and equipment required to be confident digital communicators and the opportunity to participate in the benefits of digital technology and communications and that digital technology enhances delivery of service outcomes.
- reviewing the use of local assets, services and spaces to develop and maintain these in ways that meet future community needs and aspirations – developing shared and flexible use of space and building community relationships and presence.
- developing partnerships and relationships with wider Council services, the public and third sector to co-produce and target services and resources from the most appropriate partner to where they are most needed - avoiding duplication or wasted resources.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Developing individual Capacity	National Performance Framework	This will enable our people to maintain and develop their practice. Allocating resources that put learning and development at the core of developing the service and supporting communities.	CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?).
Our Communities are Strong	Working with Localities	Building Community Capacity	Right for Renfrewshire		
Our Communities are fair	Developing Inclusion	Digital Enabling	Renfrewshire Community Plan		
Our Communities are safe	Safeguarding	Universal provision	Renfrewshire Digital Strategy		
	Respect				

Renfrewshire Youth Work Network

Support the Renfrewshire Youth Work Network to advance and support investment in the development of youth work practice and activity in Renfrewshire. Sharing youth work practice skills and promoting the community learning and development competencies that underpin youth work approaches shared by Community Learning and Development partners. The Renfrewshire Youth Work Network holds regular meetings and will review progress through this and through an annual showcase event during national Youth Work Week

Development of the Certificate in Community Empowerment to accredit social action activities that are underpinned by Community Learning and Development values and approaches. Sharing Continuous Professional Development and training opportunities across the youth work sector to ensure investment in the present and future workforce.

How this contributes to our priorities	How this aligns with our approach	How this aligns with our delivery	How this aligns with National/ Local priorities	How this contributes to learning / development	How outcomes will be measured
Our Communities are thriving	Listening, Learning & Linking	Building Community Capacity Universal provision	UNCRC	Youth work sector will work collectively and collaboratively to best meet the needs of young people and mitigate the long-term impact of COVID-19.	Regular recording and reviewing to meet negotiated targets; Benchmarked against the national Youth Work Outcomes; CLD Self-evaluation framework HGLDIOC (How Good Is Learning and Development In Our Community?). Reporting on quarterly and annual, and 3-year progression feeding into reporting structures within the council, and to CLD partners through community planning events/ structures
Our Communities are Strong	Working with Localities		National Youth Work Strategy		
Our Communities are fair	Developing Inclusion		National Performance Framework	Using a range of youth work practices and methods, including formal and informal methods of learning and social development with individuals and groups in their communities.	
Our Communities are safe	Safeguarding		LGBT Charter Award	Underpinned by a commitment to the UNCRC, youth work partners will seek to work with all young people, and those who are excluded from participation in the decisions and processes that shape their lives.	
	Respect		The Requirements for Community Learning and Development (Scotland) Regulations 2013		
			Renfrewshire Community Plan	Sharing good practice models locally and nationally and to promote skills sharing across sector, offering pathways for young people and adults to experience volunteering and pathways to training and employment.	
			Our Renfrewshire: Locality Plan		
			Renfrewshire Young Scot Development Plan		

Appendix B: Developing the Strategy

In addition to the individuals and organisations involved in the development and engaged in consultation around the other plans and strategies that influenced this strategy, a number were specifically involved in consultation related to the development of this strategy and the associated plan of activities and actions.

List of organisations who were involved in the consultation exercises:

Active Communities	ReMode
ArtBoss	Renfrew YMCA
Barnados	Renfrewshire Chief Executive's Service
Bee Happy Houston	Renfrewshire Children's Services
Beechwood Management Committee	Renfrewshire Community Safety Partnership
Civil Contingencies Service	Renfrewshire Foodbank
Corseford TARA	Renfrewshire HSCP (Health and Social Care Partnership)
CREATE Paisley	Renfrewshire Communities and Housing Services
Darkwood Crew	Renfrewshire Leisure (Leisure, Sports, Arts, Libraries and Museums)
Duke of Edinburgh (Scotland)	Renfrewshire Schools
Engage Renfrewshire	Renfrewshire Youth Voice
Erskine Youth Council	Renfrewshire Youth Work Network
Ferguslie Park Housing Association	ROAR (Reaching Older Adults in Renfrewshire)
Foxbar Sheds	Scottish Fire and Rescue Service
Friends of Howwood	Spateston Tenants and Residents Association
Greater Glasgow and Clyde Health Board	Star Project
Home-start	St Charles' Church
Howwood Road Tenants and Residents Association	St Mirren FC
Johnstone 1st / 3rd Central Scouts	St Paul's Church of Scotland, Johnstone
Johnstone Castle Community Centre	SWIFT
Johnstone High Parish Church	Tannahill Centre
Kilbarchan AAC	Thorn Athletic Football Club, McMaster Centre
Lochwinnoch Community Development Trust	University of the West of Scotland
Lochwinnoch Toddlers	West College Scotland
Members of the Scottish Youth Parliament	West Region Scout Council
Our Place Our Families	Young Scot
Pachedu	Youth Interventions
Paisley Museum Re Imagined	Also involved – learners, participants, individuals and families too numerous to list – with thanks to all.
Paisley YMCA	
Police Scotland	

Appendix C: Supporting Strategies & Plans and Evidence Sources

Evidence Sources - Footnotes

1. Mid-Year Population Estimate 2020 - National Records of Scotland
2. Renfrewshire's Community Plan 2017-2027 – page 4
3. Renfrewshire's Community Plan 2017-2027 – page 4
4. Renfrewshire's Community Plan 2017-2027 – page 4
5. Renfrewshire's Community Plan 2017-2027 – page 4
6. Renfrewshire's Community Plan 2017-2027 – page 4
7. Report to Renfrewshire Council 17 December 2020 - Impact of COVID-19 on Renfrewshire's Communities – Social Renewal Plan – section 4.4 bullet point 1
8. Report to Renfrewshire Council 17 December 2020 - Impact of COVID-19 on Renfrewshire's Communities – Social Renewal Plan – section 4.4 bullet point 2
9. Report to Renfrewshire Council 17 December 2020 - Impact of COVID-19 on Renfrewshire's Communities – Social Renewal Plan – section 4.4 bullet point 3
10. Report to Renfrewshire Council 17 December 2020 - Impact of COVID-19 on Renfrewshire's Communities – Social Renewal Plan – section 4.4 bullet point 4
11. Report to Renfrewshire Council 17 December 2020 - Impact of COVID-19 on Renfrewshire's Communities – Social Renewal Plan – section 4.4 bullet point 5

Strategies and Plans

Adult Learning Strategy for Scotland 2021-2023.

The new strategy is still to be published.

Communities and Housing Services - Service Delivery Plan

The Service Delivery Plan was approved by the Communities, Housing and Planning Policy Board at the meeting on 16 March 2021 (Agenda item 5a). the following is a link to the meeting agenda –

<https://renfrewshire.cmis.uk.com/renfrewshire/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/4086/Committee/152/Default.aspx>

Family Learning: National Occupational Standards

Family learning is an approach to engaging families in learning outcomes that have an impact on the whole family and there are There are eight values that underpin the Family Learning National Occupational Standards. Further information can be found here – <https://education.gov.scot/improvement/research/what-is-family-learning/>

National Performance Framework

<https://nationalperformance.gov.scot/>

Local Partnerships

Further information on the seven Local Partnerships in Renfrewshire, including their individual local priorities can be found here - <https://www.renfrewshire.gov.uk/localpartnerships>

Mental Health – Scotland's Transition and Recovery Plan

This plan outlines the Scottish Governments response to the mental health impacts of COVID-19. It addresses the challenges that the pandemic has had, and will continue to have, on the population's mental health and it can be found here –

<https://www.gov.scot/publications/mental-health-scotlands-transition-recovery/>

National Youth Work Strategy

This national strategy sets out how youth work has a significant impact on ensuring the rights of children and young people are recognised and rooted deep in society and core to the work of our public and voluntary services. The new strategy 2021-26 is due to be published and will inform local strategic youth work in Renfrewshire.

Our People, Our Future – workforce development strategy

This is an internal council strategy document.

Renfrewshire Alcohol and Drugs Commission

The Commission, which is the first of its kind in Scotland, published its report in December 2020. The report sets out the work the Commission believes needs to happen in Renfrewshire in the next five years to improve the lives of people and families who have been impacted by alcohol and drugs. Its proposals specifically include urgently addressing issues around mental health services, including services for young people. Information on the commission can be found here - <https://www.renfrewshire.gov.uk/Alcohol-Drugs-Commission>

Renfrewshire's Anti-Social Behaviour Strategy

This is currently being developed and will be presented to board before the end of 2021.

Renfrewshire's Children and Young People Community Mental Health and Wellbeing Strategy 2021-22

With partners, we aim to deliver a system-wide provision of mental health and wellbeing supports for all, at the level of early intervention. This is even more significant in responding to the impact of the Covid-19 pandemic. Once available, an online link to the strategy will be added here.

Renfrewshire Children's Services Partnership Plan 2021/22 – 2023/24

The plan was presented to the Education and Children's Services Policy Board on 19 August 2021. The report can be found at - <https://renfrewshire.cmis.uk.com/renfrewshire/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/4602/Committee/157/Default.aspx>

Renfrewshire Community Plan

The following is a link to the Council webpage containing the Community Plan -

<https://www.renfrewshire.gov.uk/communityplan>

Renfrewshire Council Plan

The following is a link to the Council webpage containing the Council Plan -

<https://www.renfrewshire.gov.uk/article/6346/Council-Plan>

Renfrewshire's Digital Strategy

The new digital strategy was approved by the Council's Leadership board on 16 September 2020 (Agenda item 4). The strategy recognises that digital can be a barrier for some and our strategy puts our citizens at the heart of our approach and ensures that the ways we work help to empower our customers and communities to access more services and information in inclusive and creative ways. It can be found here -

<https://renfrewshire.cmis.uk.com/renfrewshire/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/4123/Committee/26/Default.aspx>

Renfrewshire's Social Renewal Plan

On 4 March 2021, the Council considered the initial findings from a community impact assessment that had been undertaken across Renfrewshire, in order to develop a deeper understanding of the impact of COVID-19 on local people and communities. In the report an initial Social Renewal Plan was approved by Council. The plan set out the high-level actions that the Council and partners will take as we move forward from the pandemic with a clear focus on tackling inequality and improving wellbeing. The March report can be found here (Agenda item 5) –

<https://renfrewshire.cmis.uk.com/renfrewshire/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/4120/Committee/3/Default.aspx>

Renfrewshire's Tackling Poverty Commission

Set up to assess the nature, causes and impact of child poverty in Renfrewshire, and make recommendations for the introduction of a strategic approach for the Community Planning Partnership. The Local Child Poverty Action Report sets out on an annual basis the activities undertaken in Renfrewshire to reduce child poverty as well as planned and proposed actions for

the future. The report for 2020/21 can be found (Agenda item 6) - <https://renfrewshire.cmis.uk.com/renfrewshire/Meetings/tabid/70/ctl/ViewMeetingPublic/mid/397/Meeting/4127/Committee/26/Default.aspx>

Scottish Government Social Renewal Advisory Board

The outcomes of the Scottish Government Social Renewal Advisory Board set up to look at how to deliver a fairer society while Scotland recovers from the effects of the pandemic. Their report was published in January 2021 setting out 20 Calls to Action around the themes of Money and Work; People, Rights and Advancing Equality; and Communities and Collective Endeavour. The report can be found here –

<https://www.gov.scot/publications/not-now-social-renewal-advisory-board-report-january-2021/>

The Unheard Voices campaign

This campaign is about giving young people the space and opportunity to let us know how the Coronavirus and lockdown has impacted their lives. More information can be found here -

<https://young.scot/get-informed/renfrewshire/about-unheard-voices>

United Nations Convention on the Rights of the Child

The UNCRC sets out the specific rights that all children have to help fulfil their potential, including rights relating to health and education, leisure and play, fair and equal treatment, protection from exploitation and the right to be heard. Renfrewshire Council is committed to ensuring these rights are upheld and contribute to increasing life chances of our children and young people in Renfrewshire. Further information on the UNCRC can be found here - <https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

Renfrewshire Local Employment Partnership

A local multi-agency, cross-sectoral Employability Partnership is committed to increase the numbers of people in rewarding and sustained work and links to economic and social renewal strategic working. More information can be found here –

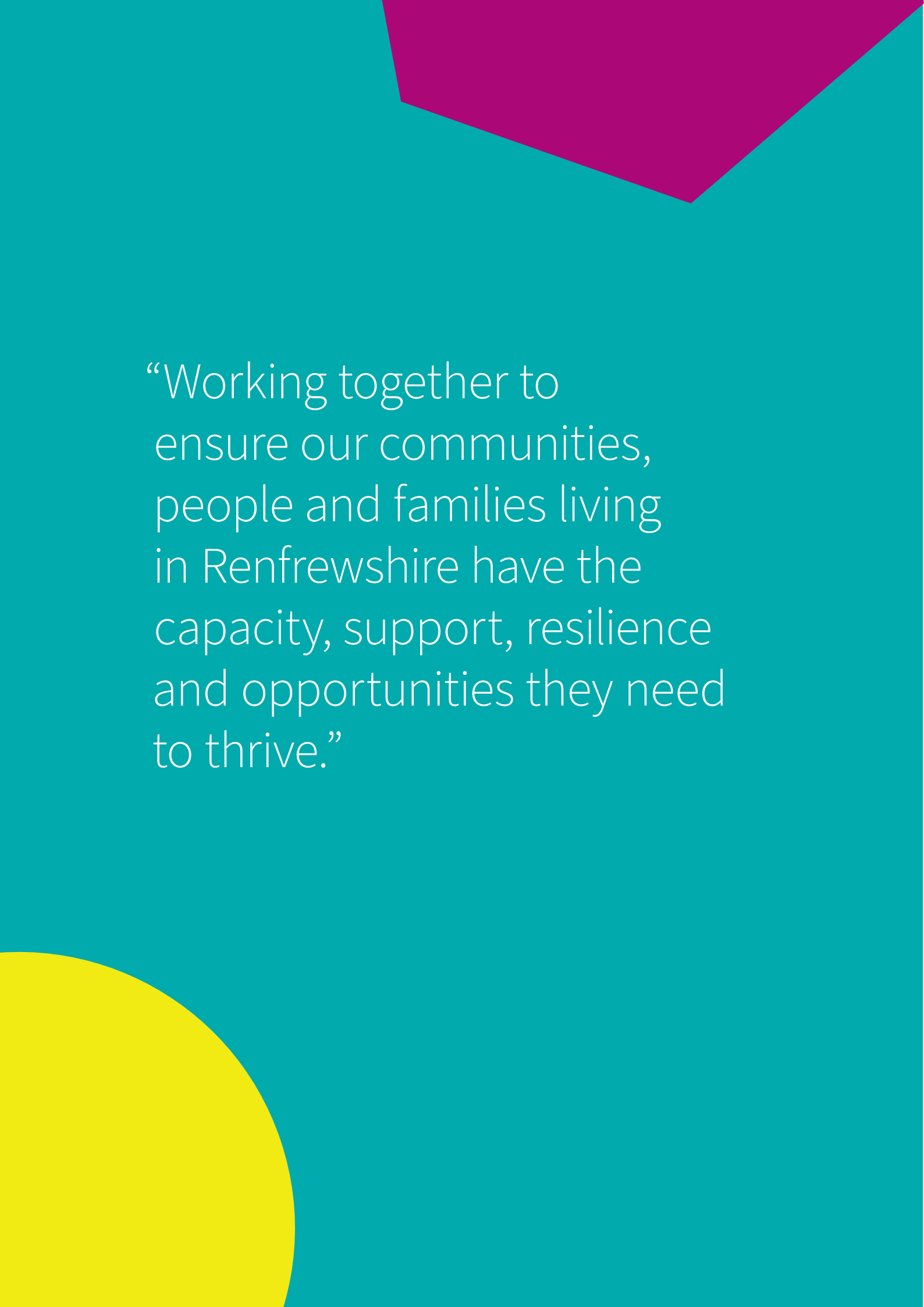
<http://www.employabilityinscotland.com/partnership/local-employability-support/renfrewshire/>

Community Learning and Development Standards Council Scotland

<https://cldstandardscouncil.org.uk/wp-content/uploads/ResilienceandReconstruction.pdf>

Renfrewshire Gender Based Violence Strategy

<https://www.renfrewshire.gov.uk/article/8369/Equally-Safe-in-Renfrewshire-Renfrewshires-no-to-Gender-Based-Violence-Strategy-2018-2021>



“Working together to ensure our communities, people and families living in Renfrewshire have the capacity, support, resilience and opportunities they need to thrive.”