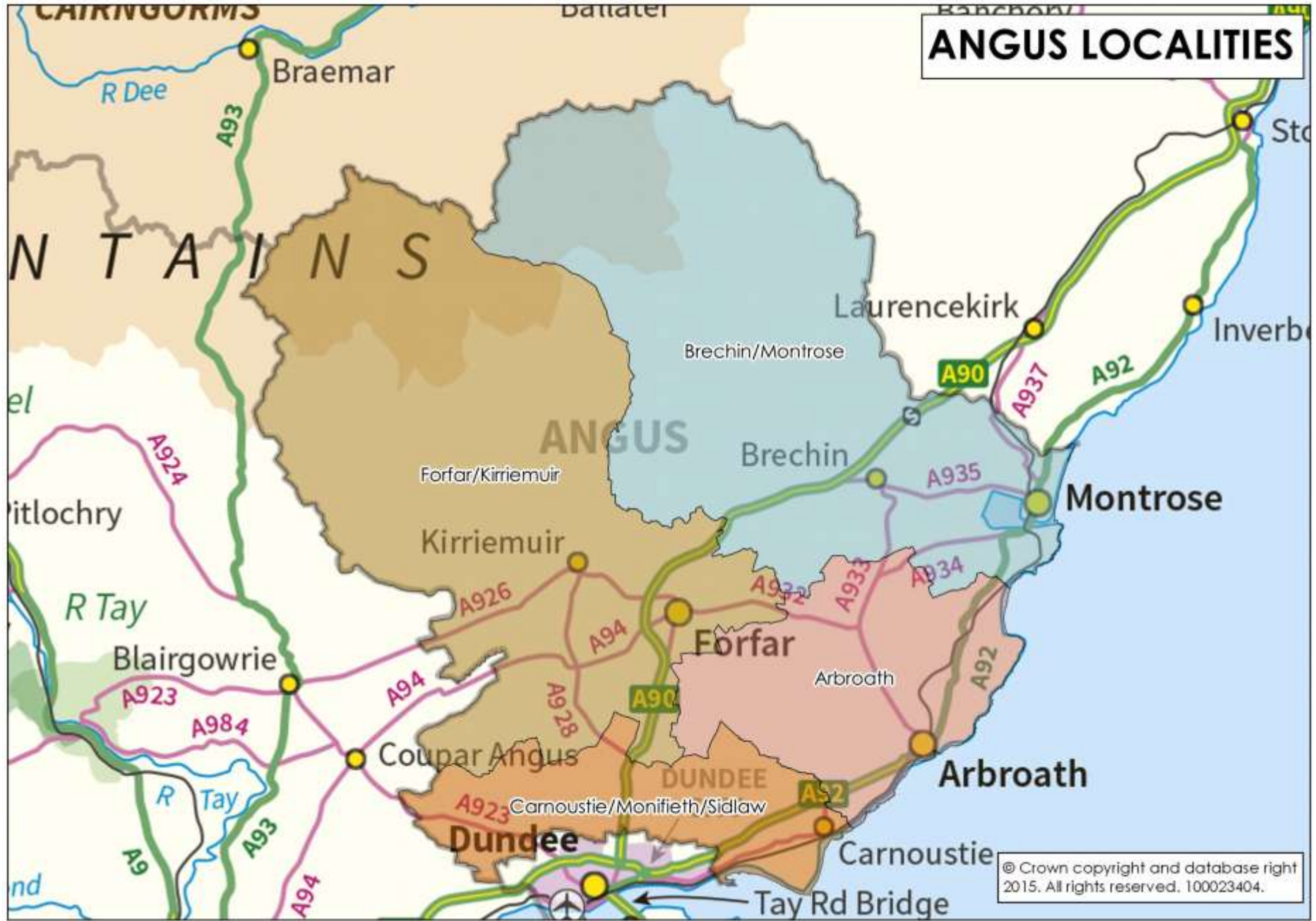


# ANGUS COMMUNITY LEARNING AND DEVELOPMENT PLAN

2015 – 2018

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# ANGUS LOCALITIES



## FOREWORD

Community learning and development (CLD) is about empowering people, individually and collectively, to make positive changes in their lives and in their communities through learning. It plays a central part in ensuring individuals, families and communities across Scotland reach their potential through lifelong learning, mutual self-help, community organisation and community action.

In Angus a number of public and third sector partners are involved in delivering CLD activities and supports, however until now we have not shared a single current plan or strategy to guide and coordinate this work. There are also no robust arrangements for joint planning and performance management in place. We realise these are necessary to ensure that we can deliver on our objectives of empowerment, participation, inclusion, equality of opportunity, anti discrimination, self determination and partnership.

This plan is the first time we have come together formally to plan for the future of CLD in Angus. We want to work with communities in Angus to realise and build on their own strengths and assets and increase the opportunities for individuals, families and communities to shape their own lives. Partnership working is already significantly embedded in how CLD is delivered in Angus but we need it to be deepened, widened and more closely focused on outcomes.

This plan sets out an ambitious programme of improvements and delivery priorities. By working together we hope to be able to enhance the lives of people and communities in Angus by ensuring that opportunities and support are community-led and built around people's aspirations.

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## 1. Why do we need this plan?

### 1.1 National Legislation

CLD has a powerful impact on the lives of learners and communities supporting them to identify and work towards positive change. While CLD is a coherent and distinctive set of practices defined by clearly identified competences and values it is delivered in diverse settings and sectors. CLD is delivered by practitioners with a wide range of skills, expertise and job titles who work with people of all ages.

CLD's specific focus is:

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

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

- **empowerment** – increasing the ability of individuals and groups to influence matters affecting them and their communities;
- **participation** – supporting people to take part in decision making;

- **inclusion, equality of opportunity and anti discrimination** - recognising some people need additional support to overcome the barriers they face;
- **self determination** – supporting the right people to make their own choices;
- **partnership** – ensuring resources and the range of skills and capabilities available are used effectively.

In June 2012 the Scottish Government issued *Strategic Guidance for Community Planning Partnerships: Community Learning and Development*. While this guidance was directed at Community Planning Partnerships and recognises the vital role played by a wide range of organisations and services the guidance clearly identifies a lead role for local authorities and states that the Scottish Government expects local authorities “to provide clear leadership and direction and to drive the action needed to ensure we maximise the contribution of CLD partners in the reform of public services.”

This expectation has now been formalised by **The Requirements for Community Learning and Development(Scotland) Regulations 2013 (CLD Regulations)** which place a legal requirement on local authorities to fulfil this role. The CLD Regulations are subordinate legislation made under section 2 of the Education (Scotland) Act 1980. Section 1 of the 1980 Act requires each local authority to secure adequate and efficient provision in their area of both school education and further education, which includes CLD, and is not age limited.

## 1.2 National Policy Drivers

In its response to the Christie Commission's report, *Renewing Scotland's Public Services*, the Scottish Government has set out its vision for how Scotland's public services need to change, the four pillars of which are

- Prevention;
- Performance;
- People ;
- Partnership.

Empowering communities is at the heart of this:

*"We will empower local communities and local service providers to work together to develop practical solutions that make best use of all the resources available. The focus of public spending and action must build on the assets and potential of the individual, the family and the community rather than being dictated by organisational structures and boundaries. Public services must work harder to involve people everywhere in the redesign and reshaping of their activities."*

The key policy driver for this Plan is the **Strategic Guidance for Community Planning Partnerships: Community Learning and Development(2013)**, which makes links across a range of wider policy agendas. The guidance is an overarching statement of the goals and principles for the development and delivery of CLD in Scotland.

### **1.3 Local Policy Drivers**

The Angus Community Planning Partnership Improvement plan includes a commitment to improve Planning for Place at a locality level. Partnership working within four localities, each with their own plans and resources, will ensure that local decisions are made based on local need and priorities. It is intended that each of the localities will have their own CLD action plan based on local needs assessment and partnership agreement.

While the CLD Regulations place requirements on local authorities in reality CLD is delivered across Angus through partnership activity. Our CLD partners include Angus Council, NHS Tayside, Dundee and Angus College, Voluntary Action Angus, Job Centre Plus, Skills Development Scotland, Police Scotland and the Scottish Fire and Rescue Service. We work together to respond to what young people, adults and community groups say they want to learn to ensure that this can be delivered in the right place at the right times. We aim to help people make positive changes in their lives through learning. Local partners recognise the need for better coordination, shared self-evaluation and improved performance management. In a time of reducing public sector resources, they also recognise the need to ensure that

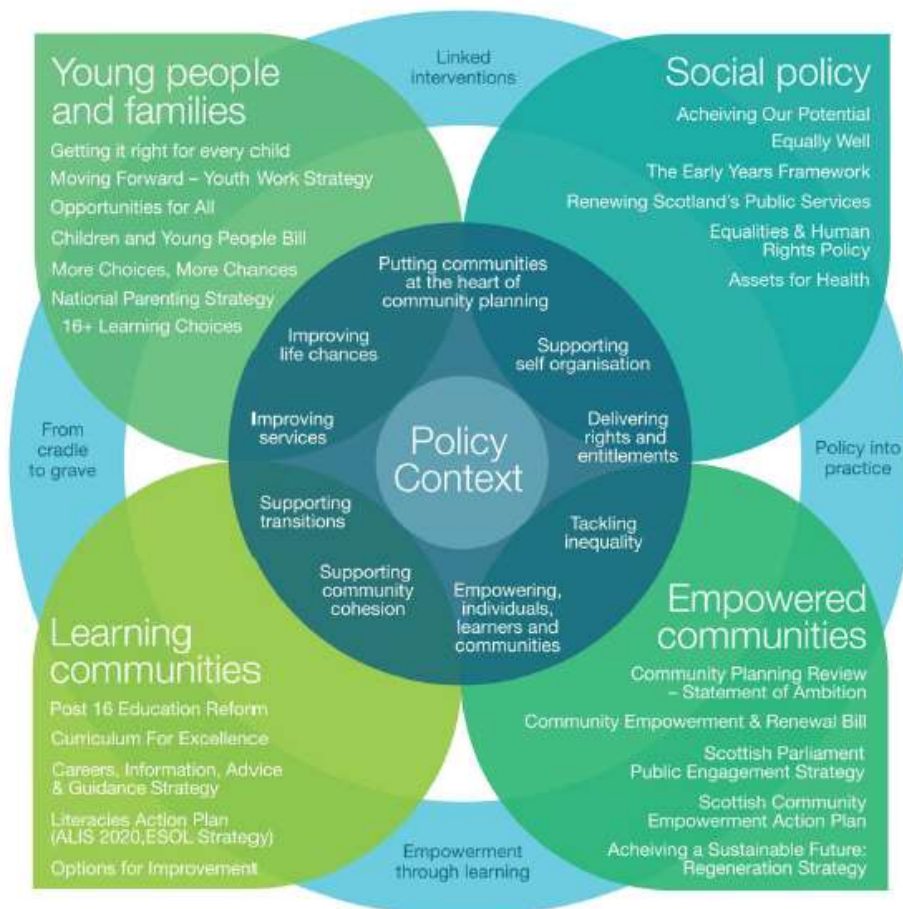


those resources, which are available, are deployed effectively and in ways that maximise their impact on the lives of Angus citizens and communities.

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## Annex A: The Policy Context For CLD in Scotland



We need to reproduce this and update with more recently published policy or legislation

## 2. What does Angus look like?

### 2.1 Overview

Angus is situated approximately 154 kilometres north east of Glasgow and 125 kilometres north east of Edinburgh. The council area borders Aberdeenshire, Perth and Kinross, and Dundee City. Angus covers an area of 2,182 square kilometres.

The 2013 population for Angus was 116,240 and accounted for 2.2% of the total population of Scotland. 15.2% of the population was aged 16 – 29 years, which was less than the Scottish average and those from a minority ethnic background made up a smaller proportion of the Angus population than Scotland as a whole. After English, the main home languages of pupils in Angus are Polish, Scots and Latvian. However, altogether there are forty different main home languages spoken.

Arbroath is the largest town in Angus. Other main settlements are Brechin, Carnoustie, Forfar, (the main administrative centre), Kirriemuir, Monifieth and Montrose. According to the Scottish Index of Multiple Deprivation(2012), 4,530 (4.1%) of the population of Angus were living in one of the 15% most deprived areas in Scotland.

According to *Mid-2013 Population Estimates*(National Records of Scotland), 63.08% of the Angus population is of working age, 23.83% of pensionable age and 17 % are children. The projected population of children (0 to 15yrs) is expected to decrease by 9.4% by 2037( from 2012) compared to an increase of 23.8% of people of pensionable age and a decrease of 8.1% of the working age population in Angus in the same time period.

## 2.2 Demographics

The estimated population of Scotland on 30 June 2013 was 5,327,700, with 17% of people estimated to be aged under 16, 65% aged 16-64 and 18% aged 65 and over. Current projections suggest that the population of Scotland will rise to 5.78 million by 2037, and that the population will age significantly, with the number of people aged 65 and over increasing by 59%, from 0.93 million to 1.47 million.

The number of households headed by people aged 65 and over in Scotland is projected to increase by almost 54% between 2012 and 2037. In contrast, households headed by someone aged under 65 are projected to increase by just 3%. The number of households headed by someone aged 85 and over is projected to more than double over the same period, from 77,400 to just over 200,000. The total number of households in Angus is projected to change from 52,109 in 2012 to 55,098 in 2037.

In Scotland the number of lone adult households is projected to increase by 35% between 2012 and 2037 while in Angus the number of lone adult households is projected to increase by 20% in the same period. However the number of larger households in Angus is projected to fall with the number of households of 2 or more adults with children decreasing by 17% over the next 25 years. The average household size is also projected to decrease from 2.2 in 2012 to 2.05 in 2037.

People aged 60 years and over make up 28.4% of the Angus population, which is a higher proportion than Scotland. By 2037 the population of Angus is projected to be 115,327. The population of Scotland is projected to increase by 8.8% between 2012 and 2037. Over this 25 year period the age group that is projected to increase the most in size in Angus is the 75+ age group. In Angus households headed by 60- 74 year olds are projected to increase by 2% and those headed by 75+ age group are projected to increase by 81% between 2012 and 2037.

Life expectancy at birth in Angus for women is 81.6 and for men is 78.5 which is just above the national average. Whilst in age groups 5-9, 10-14, 15-19, 20-24 and 25-29 **males** outnumber **females**, the trend reverses in 0-4 and then each of the 5 year age groups beyond age 30, where **females** outnumber **males**.

Projected population, by age group, in Angus, 2012-2037						
AGE	BASE YEAR 2012	PROJECTED YEARS				
		2017	2022	2027	2032	2037
<b>0-15</b>	19,978	19,052	18,847	18,606	18,464	18,109
<b>16-29</b>	17,581	17,671	17,109	15,996	15,384	15,180
<b>30-49</b>	29,661	27,036	25,279	25,653	25,512	25,009
<b>50-64</b>	24,756	25,428	25,769	23,837	21,476	19,830
<b>65-74</b>	13,142	14,883	14,949	15,463	16,586	16,283
<b>75+</b>	11,092	12,371	14,794	17,253	18,952	20,916
<b>All ages</b>	116,210	116,441	116,747	116,808	116,374	115,327

### 2.3 Income

The level of income deprivation in Angus is below that in Scotland as a whole. In the Scottish Index of Multiple Deprivation (SIMD\*) 2012 income domain, 11.1 % of the population of Angus was income deprived. This compares to 13.4% across Scotland as a whole. However rural poverty is often hidden and therefore harder to identify and tackle.

The most income deprived data zone in Angus is the Arbroath Warddykes area. It is amongst the 5 % most income deprived areas in Scotland.

## 2.4 Employment

In the employment domain (SIMD report 2012), 5 (3.5%) of Angus' 142 data zones were found to be in the 15% most deprived data zones in Scotland, compared to 7 (4.9%) in 2009. The most employment deprived data zone in Angus is again the Arbroath Warddykes area. It has a rank of 550, meaning that it is amongst the top 10% most employment deprived areas in Scotland. The table below shows how Angus compares to its neighbouring authorities

Local Authority area	Total no. of SIMD data zones per area LA	Percentage of data zones, (SIMD 2012)			
		In 5% most deprived areas in Scotland	In 10% most deprived areas in Scotland	In 15% most deprived areas in Scotland	In 20% most deprived areas in Scotland
Aberdeenshire	301	0.0%	0.3%	0.7%	1.0%
<b>Angus</b>	<b>142</b>	<b>0.7%</b>	<b>2.1%</b>	<b>4.2%</b>	<b>9.2%</b>
Dundee City	179	12.8%	21.8%	28.8%	39.1%
Perth & Kinross	175	0.6%	1.1%	3.4%	3.4%

\*The SIMD measures deprivation at small area level called data zones. These are areas which have a population of between roughly 500 and 1000 people. There are 6505 data zones in Scotland, with 142 in Angus.

Between 2008 and 2012 the number of underemployed workers in Scotland increased by 76,000. An underemployed worker is defined as someone currently in employment working no more than 48 hours a week but who wants to work more hours. There is a wide variation in underemployment rates across Scottish local authority areas.

Nearly half of all underemployed people in Scotland work part-time in the private sector. Women are more likely to be underemployed than men as women are more likely to work part-time.

In 2013 19.4% of 16 – 24 year olds in Scotland would have liked to work longer hours given the opportunity (ONS Annual Population survey (Jan- Dec 2013.)) In the same year 9.5% of people over 16 in Angus were looking for additional hours, an additional job or a different job with more hours (down from 11.6% in 2012) which is similar to the Scottish average of 9.6%.

## **2.5 Positive destinations for school leavers**

Each year Skills Development Scotland provides information on the destination of school leavers from publicly funded schools. A school leaver is classed as a young person of school leaving age who left school during or at the end of the school year. The report for 2013/14 published in December 2014 showed that of 1026 leavers from publicly funded secondary schools in the Angus Council area 91% entered a positive destination. This is a fall of 3.7% in comparison to 2012/13 and is 1.4% below the national average. Angus Council is ranked as 28<sup>th</sup> out of 32 local authorities for the percentage of leavers entering a positive destination.

## **2.6 Improving outcomes for children in Angus**

During 2014 a wellbeing research project was undertaken in Angus focusing on Improving Children's Outcomes. The Scottish Government supported this research, undertaken by Angus Council and Dartington Social Research Unit. The data is now available at community level and will continue to inform more detailed operational planning within Angus localities

### 3. How does this plan link with the vision for Angus?

The Angus Community Planning Partnership's vision for Angus is that:

**'Angus is a place where a first class quality of life can be enjoyed by all'.**

The Angus Community Plan and Single Outcome Agreement 2013-16 (SOA) sets out Angus Community Planning Partnership's ambitions. The Plan and SOA contain three cross-cutting policy priorities, five priority areas for action that the partnership will focus on to support the achievement of the vision and 12 local outcomes which the partnership wishes to achieve in terms of quality of life and life opportunities for individuals, families and communities.

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Priority area	Local outcomes
Communities that are prosperous and fair	<p>We have a sustainable economy with good employment opportunities</p> <p>Angus is a good place to live in, work in and visit.</p>
Communities that are learning and Supportive	<p>Our children and young people are confident individuals, effective contributors, successful learners and responsible citizens</p> <p>Adults maximise their potential through learning opportunities</p>
Communities that are Safe and Strong	<p>Our communities are safe, secure and vibrant</p>
Communities that are Caring and Healthy	<p>We have improved the health and wellbeing of our people and inequalities are reduced</p> <p>Individuals are supported in their own communities with good quality services</p>
Communities that are Sustainable	<p>Our communities are developed in a sustainable manner</p> <p>Our natural and built environment is protected and enjoyed</p> <p>Our carbon footprint is reduced</p>

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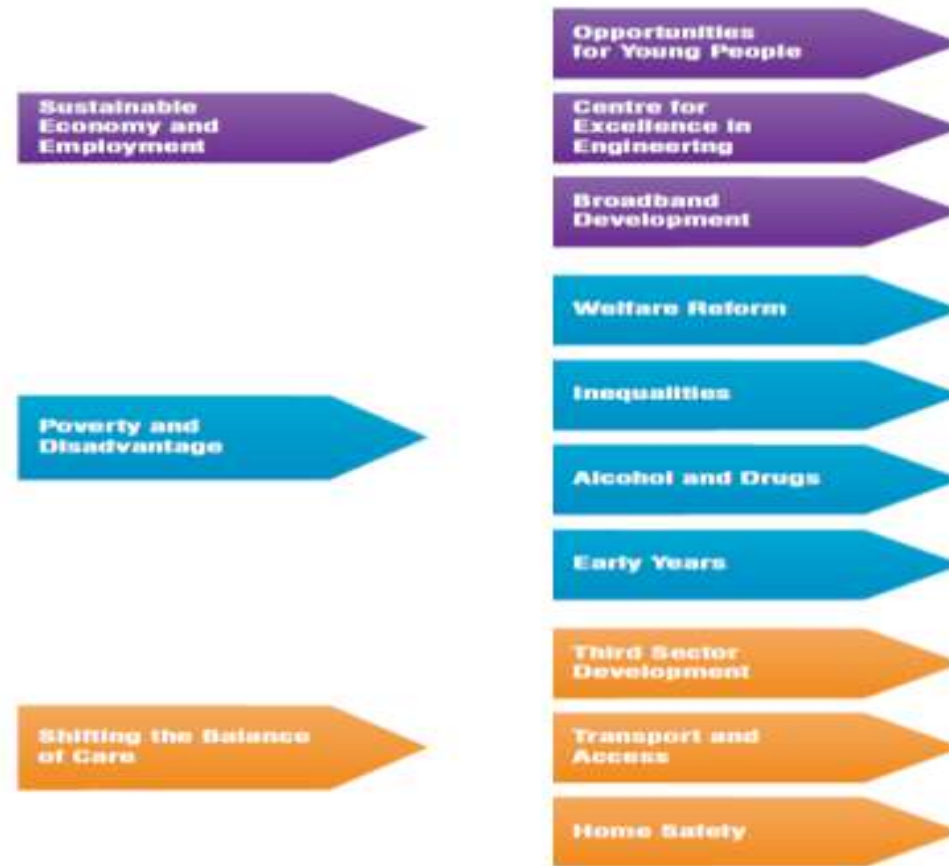
### **3.1 Target Groups and Delivery Priorities**

This CLD Plan is informed by Angus Community Planning Partnership's three cross-cutting policy priorities. It also takes full account of the 12 local outcomes.

In this plan we identify seven target groups. These are the groups that we believe will benefit most from involvement in CLD opportunities and activities taking account of research and relevant data.

We have also identified 11 strands of CLD activity which are relevant to these target groups and through which we aim to improve outcomes for individuals and communities.

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Angus Community Planning Partnership Cross Cutting Policy Priorities

Cross-Cutting Priorities	Target Groups	Delivery and Improvement Priorities
<p>Sustainable Economy and Employment</p> <p>Poverty and Disadvantage</p> <p>Shifting the balance of care</p>	<ul style="list-style-type: none"> <li>• People affected by poverty and disadvantage</li> <li>• Those who are out of work or looking to improve their employment circumstances</li> <li>• Older people</li> <li>• People affected by substance misuse</li> <li>• Young people at risk of not achieving/progressing or of dis-engagement</li> <li>• Communities at risk</li> <li>• People with additional support needs</li> </ul>	<ul style="list-style-type: none"> <li>• Employability</li> <li>• Literacies</li> <li>• English for Speakers of Other Languages</li> <li>• Parent and family learning</li> <li>• Digital participation</li> <li>• Health and wellbeing</li> <li>• Information (and guidance)</li> <li>• Volunteering</li> <li>• Community engagement</li> <li>• Asset based community capacity building and development</li> <li>• Curriculum for Excellence/Youth Work/engagement with learning</li> </ul>

### 3.2 Angus CLD Plan and how it links with the Vision for Angus

The Community Planning Partnership is strengthening its focus on its three cross cutting priorities and is adopting a locality approach to service delivery, which will include the CLD priority areas. There is a growing focus on prevention, which is articulated in the SOA and embedded in the work planned to address the thematic priorities. In essence this is about intervening early, in a focused way and maximising the potential for delivering positive, long term outcomes for the people of Angus.



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## 4. What do we know about CLD in Angus and who have we spoken to?

As part of our preparation of this Plan, we have conducted an analysis of the strengths, weaknesses, opportunities and threats (SWOT) facing CLD in Angus drawing on a number of sources:

- The analysis of socio economic data;
- Analysis of external scrutiny reports;
- Feedback from learners and community groups;
- 1:1 meetings with key stakeholders;
- Discussions with staff;
- A workshop attended by 50 participants drawn from a range of partner agencies;
- A citizens panel survey of 263 people;
- Local self evaluation activity;
- A survey of staff, service users and the wider public on our proposed priorities for CLD in Angus

#### **4.1 What did this tell us?**

This engagement and consultation with a wide range of partners and stakeholders has given us an overview of the strengths and weakness of our CLD provision and arrangements in Angus. This has also given us an indication of the opportunities we can build on as we move forward with our Plan for improvement as well as threats we may have to take account of. The detail of our SWOT analysis can be found at appendix 2

### **5. How will we develop, deliver and improve CLD in Angus?**

The commitment and contribution of all partners to delivering robust CLD in Angus can be seen in the continuing delivery of good quality frontline services. We know that we need to continue to develop and improve the planning and delivery of CLD if we are to maximise the impact that CLD resources have in our communities.

Our delivery and improvement activity will focus around 13 work streams 11 of these relate directly to areas of delivery, with the remaining two focusing on infrastructure.

#### **5.1 Leadership**

A lead, for each work stream, drawn from across the partnership, will play a key role in:

- being an ambassador for the this Plan at every opportunity, with a particular focus on their areas of responsibility
- providing leadership and direction within the context of this Plan and the wider policy and practice environment in Angus

They will also play a critical role in governance and managing performance which is described in more detail below.

## 5.2 Delivery

The majority of CLD activity will be planned and delivered within the four Angus localities:

- ✚ Arbroath
- ✚ Brechin and Montrose
- ✚ Forfar and Kirriemuir
- ✚ Carnoustie, Monifieth and Sidlaw

The Angus Community Planning Partnership is already committed to developing its approach to locality planning and locality working. This includes the identification of partnership priorities for each locality supported by plans for each priority.

We will develop CLD action plans for each locality, which reflect both these partnership priorities and locally identified CLD needs. CLD action plans will take account of the target groups and work streams set out in this Plan.

### **5.3 Improvement**

We have developed long term ambitions for each of our work streams and will progress them in three ways.

1. A small number of improvement actions linked to each of these ambitions will be progressed at an Angus wide level.
2. We will support and encourage local partners to ensure that CLD improvement priorities are appropriately embedded in locality plans
3. We will encourage and support all partners to consider these ambitions and incorporate relevant actions in their own organisation's action plans

Previous scrutiny has generally identified provision in Angus from a CLD perspective as good or very good, Our recent analysis of need and communication and engagement confirms this to be the case. We are aware that the environment in which we are working is changing and this may be having an impact on the delivery and quality of our services. Locality plans will help to identify areas where provision may be falling below the required standards.

### **5.4 Action**



Our ambitions for CLD in Angus are detailed below with specific Angus wide actions and timescales. Driver diagrams have been developed to provide more detail on our commitment to achieving our ambitions. These will be used by work stream leads to help drive forward relevant action.

### 5.5 Unmet Need

This Plan reflects where we think we are in Angus. Specific gaps in provision will be identified through the locality planning process and will inform an Investment Plan which will be developed over the next two years.

### 5.6 Ambitions

Ambitions	How we will achieve our ambitions?	Who will lead on our ambitions?	When will we do this?
Our communities are stronger and have robust effective community organisations	<ul style="list-style-type: none"> <li>• Develop a single source of for community information and support for wellbeing (ALISS)</li> <li>• Develop and implement approaches to participatory budgeting</li> <li>• Develop and implement responses to the requirements contained in the Community Empowerment and Regeneration Act 2015 Develop civic health approaches in Angus communities</li> </ul>	<p>Voluntary Action Angus</p> <p>Angus Council</p>	<p>Years 1 and 2</p> <p>Years 1-3</p> <p>Years 1-3</p>

	<ul style="list-style-type: none"> <li>• Implement a capacity building support programme in rural Angus (LEADER)</li> <li>• Conduct a participatory evaluation of the strength of community organisations in each locality</li> <li>• Develop civic health approaches in Angus communities</li> </ul>		<p>Years 1-3</p> <p>Year 1</p> <p>Years 1- 3</p>
<p>Community engagement is broad and inclusive and that communities views and opinions influence decisions that impact on their lives and communities.</p>	<ul style="list-style-type: none"> <li>• Develop the use of VOICE as the common tool for planning community engagement and sharing outcomes</li> <li>• Implement a shared framework for evaluating the impact of community engagement activity</li> <li>• Implement arrangements which ensure that participants are involved in the design and delivery of all CLD activities and programmes</li> </ul>	<p>Angus Council (Community Planning)</p> <p>Voluntary Action Angus</p>	<p>Year 1</p> <p>Year 1</p> <p>Year 1</p>

	<ul style="list-style-type: none"> <li>• Deliver on community engagement duties contained within the Community Empowerment and Regeneration Act 2015</li> </ul>		Years 1-3
<p>The opportunities that people have to volunteer and the contribution that they make to Angus Communities are maximised</p>	<ul style="list-style-type: none"> <li>• Co-produce an Angus (ACPP) Volunteering Strategy</li> <li>• Work with local employers in all sectors to encourage and support volunteering within the workforce</li> <li>• Encourage schools to become volunteering schools</li> <li>• Develop and Support volunteer initiatives that promote and contribute to a sense of pride in place</li> <li>• Develop more coordinated approaches to volunteering within localities</li> <li>• Support organisations in all sectors to develop new volunteering opportunities</li> </ul>	<p>Voluntary Action Angus</p>	<p>Year 1</p> <p>Years 1-3</p> <p>Years 1-3</p> <p>Year 1-3</p> <p>Years 1- 3</p> <p>Years 1-3</p>

<p>People are empowered to maintain their health and wellbeing through involvement in learning and action</p>	<ul style="list-style-type: none"> <li>• Ensure that CLD activities contribute to a cohesive approach to improving health and well-being in localities</li> <li>• Ensure that CLD approaches and contributions are an integral part of the Angus Health and Social Care Strategic Plan</li> <li>• Develop comprehensive asset maps with Angus communities as a contribution to developing communities and wellbeing</li> <li>• Promote and improve health literacy in communities</li> </ul>	<p>Angus Health and Social Care Partnership Angus Council (Communities)</p>	<p>Years 1 -3</p> <p>Years 1 – 3</p> <p>Years 1-3</p> <p>Years 1-3</p>
<p>There is a coherent approach to empowering parents and families</p>	<ul style="list-style-type: none"> <li>• Maximise/align available community and CLD</li> </ul>		<p>Years 1-3</p> <p>Years 1 -3</p>

<p>through learning and action</p>	<p>resources to support parental learning and action in localities</p> <ul style="list-style-type: none"> <li>• Contribute to the implementation of actions in response to the findings of the Wellbeing Research</li> <li>• Ensure that CLD activities contribute to the implementation of the Angus Parenting Strategy</li> </ul>	<p>Angus Council (Schools and Learning)</p> <p>Angus Council (Communities)</p>	<p>Years 1-3</p> <p>Years 1-3</p>
<p>People are empowered to make positive, informed choices and contributions to civic society</p>	<ul style="list-style-type: none"> <li>• Adopt and develop Young Scot as the core platform for youth information in Angus</li> <li>• Develop and implement a co-produced and sustainable information, advice and guidance strategy for adults</li> <li>• Embed the development of information literacies (skills) in all CLD programmes.</li> </ul>	<p>TBC</p>	<p>Years 1-3</p> <p>Years 1-3</p>

			Years 1-3
<p>CLD activities are making an effective contribution to employability</p>	<ul style="list-style-type: none"> <li>• Ensure that CLD approaches and contributions are fully embraced and embedded in wider plans and strategies for employability</li> <li>• Challenge CLD employers to contribute to work experience and employment pathways</li> <li>• Further develop approaches to releasing voluntary capacity to support people towards employment</li> <li>• Ensure that employability provision in localities is coordinated and connected to wider opportunities</li> </ul>	<p>Angus Council (Economic Development)</p> <p>Angus Council (People)</p>	<p>Years 1 -3</p> <p>Years 1 – 3</p> <p>Years 1 -3</p> <p>Years 1-3</p>
<p>Youth work is firmly embedded within and contributing to Curriculum for Excellence outcomes, planning and delivery</p>	<ul style="list-style-type: none"> <li>• Contribute to the Implementation of actions in response to the findings of the Wellbeing Research</li> </ul>		<p>Years 1-3</p> <p>Years 1 -3</p>

	<p>(engagement with schools and learning)</p> <ul style="list-style-type: none"> <li>• Contribute to the delivery of the Angus action plan to develop Scotland's Young Workforce</li> <li>• Develop a more coordinated approach to recognising achievement within the context of Curriculum for Excellence and profiling</li> <li>• Ensure that Curriculum for Excellence outcomes are embedded in Service Level Agreements and Tendering Processes for CLD activities</li> <li>• Improve collaborative evaluation and learning planning across localities</li> </ul>	<p>Angus Council (Communities)</p> <p>Angus Council (Economic Development)</p> <p>Angus Council (People)</p>	<p>Years 1-3</p> <p>Years 1 -3</p> <p>Years 1 -3</p> <p>Years 1 -3</p>
<p>People have developed the capabilities to participate digitally</p>	<ul style="list-style-type: none"> <li>• Embed the development of digital access and literacies in</li> </ul>		<p>Years 1 -3</p>

<p>through learning and action</p>	<p>broader CLD programmes and activities</p> <ul style="list-style-type: none"> <li>• Develop strategies for enabling those who require additional support to participate in a digital world</li> <li>• Develop approaches to releasing voluntary capacity to support digital access and learning</li> <li>• Maximise/align available community and CLD resources to support digital learning and access in localities</li> </ul>	<p>Angus Council (Communities) Angus Alive</p>	<p>Years 1 -2  Years 1 -3  Years 1 -3</p>
<p>English as a Second Language (ESOL) provision meets local need.</p>	<ul style="list-style-type: none"> <li>• Develop approaches to releasing voluntary capacity to support ESOL learning</li> </ul>	<p>Angus Council (communities) Dundee and Angus College Voluntary Action Angus</p>	<p>Years 1 -2 Years 1-2</p>
<p>People have access to literacies learning opportunities in which they can achieve their goals and</p>	<ul style="list-style-type: none"> <li>• Strengthen referral and sign-posting arrangements between partners</li> </ul>		<p>Years 1-3</p>



<p>progress</p>	<ul style="list-style-type: none"> <li>• Improve links with the Angus Early Years Collaborative</li> <li>• Strengthen the youth work contribution to the development of literacies</li> <li>• Implement consistent approaches to the early identification of literacies difficulties across the partnership</li> </ul>	<p>Angus Council (Communities)</p> <p>Angus Council (Schools and Learning)</p>	<p>Year 1</p> <p>Years 1 -3</p> <p>Years 1 -2</p>
<p>All learners in CLD programmes to understand their learning and its potential application in their lives</p>	<ul style="list-style-type: none"> <li>• Implement improvement strategies for each achievement award delivered in Angus</li> <li>• Develop a more coordinated and sustained approach recognising and accrediting achievement within localities</li> <li>• Implement the Adult Achievement Award in Angus</li> <li>• Improve coordination between SQA Centres in Angus, to maximise</li> </ul>	<p>Angus Council (Communities)</p> <p>Voluntary Action Angus</p>	<p>Years 1-3</p> <p>Years 1 -3</p>

	<p>opportunity for accreditation and progression</p> <ul style="list-style-type: none"> <li>• Ensure that all CLD partners are aware of the recognition and accreditation options available through the partnership in Angus</li> </ul>		<p>Years 2 -3</p> <p>Years 1-2</p> <p>Year 1</p>
<p>The planning and delivery of CLD in Angus is effective and maximises the impact of available resources</p>	<ul style="list-style-type: none"> <li>• Build and implement a joint performance framework for community learning and development</li> <li>• Produce and implement operational CLD plans for each locality, which reflect local assets, aspirations and needs</li> <li>• Develop a shared workforce development strategy for CLD in Angus</li> </ul>	<p>Angus Council ( Communities)</p>	<p>Year 1 (by 31 March 2016)</p> <p>Year 1 (by 31 March 2016)</p> <p>Year 1</p>

	<ul style="list-style-type: none"> <li>• Develop an approach to procurement and contracting for CLD activities that reflects the nature of the sector</li> <li>• Create an investment strategy/plan for CLD in Angus that reflects assets, aspirations and needs in localities</li> </ul>		<p>Year 1-2</p> <p>Years 1 -2</p>

Detailed plans will be developed for each of these actions, with clear deadlines, milestones and responsibilities. Guidance on the development of these plans will be available to partners from October 2015.

## 6. How will we know we are getting it right?

A Performance Framework for CLD in Angus will be prepared no later than 31 March 2016. This framework will set out the measures and indicators that will be used to help us track our progress and measure our collective effectiveness in delivering CLD in Angus. The Framework will link priorities set out in this plan with the wider process of measuring the performance of the Angus Community Planning Partnership in delivering the Angus Community Plan and SOA.

Work stream leads will have responsibility for monitoring progress towards ambitions and will contribute to the development of the Performance Framework which will be used to monitor and evaluate progress and impact.



Work stream leads will combine to form a CLD planning and governance group. This group will be responsible for monitoring progress and performance and preparing six monthly and annual progress and performance reports. Annual reports will be presented to both Angus Council and the Angus Community Planning Partnership Board.

Your thoughts and views on this Plan are always welcome and comments may be made to [hewitsongg@angus.gov.uk](mailto:hewitsongg@angus.gov.uk)

DRAFT

## LOCAL PROFILES

### DEMOGRAPHICS and INEQUALITIES

Area	Total Population	Child Population 0-15	Working age Population	Pension Age Population	Average Tariff Score S4	Positive Destinations (follow up)	16-24 JSA Claimants	% Population 16-24 claiming key benefits	DLA Claimants per 100,000
	Mid-year estimates 2013	Mid-year estimates 2013	Mid-year estimates 2013	Mid-year estimates 2013	2012/13	2012/13	2012 Q4	2012 Q4	2012 Q4
<b>Scotland</b>	<b>5,327,700</b>	<b>17.11%</b>	<b>63.08%</b>	<b>19.81%</b>	<b>193</b>	<b>90.0%</b>	<b>5.7%</b>	<b>16%</b>	<b>6701.5</b>
<b>Angus</b>	<b>116,240</b>	<b>17%</b>	<b>59.17%</b>	<b>23.83%</b>	<b>185</b>	<b>92.7%</b>	<b>5.7%</b>	<b>13.5%</b>	<b>5866.4</b>
Monifieth West	2880	15.45%	54.58%	29.97%	197	82.8%	1.9%	7.7%	5224.7
Monifieth East	4737	13.89%	50.58%	35.53%	198	96%	3.8%	5.1%	4655.7
Carnoustie West	5106	18.96%	59.07%	21.97%	162	82.2%	4.1%	11.2%	6169
Carnoustie East	5476	14.96%	54.99%	30.06%	189	97.9%	2%	6.8%	4014.9
Monikie	4823	22.29%	59.34%	18.37%	182	97.5%	2.5%	6.3%	4906.2
South Angus	6902	19.31%	60.79%	19.89%	191	92.5%	2.6%	5.2%	4179.1
Arbroath Keptie	3725	13.56%	56.48%	29.96%	228	100%	6.3%	12.7%	6363.9
Arbroath Harbour	4730	14.31%	63.28%	22.41%	171	94.6%	9.5%	23.3%	10842.5
Arbroath Kirkton	5325	18.23%	58.48%	23.29%	204	90.5%	5.3%	14%	6245.1

<b>Arbroath Cliffburn</b>	4922	20.62%	59.18%	20.2%	162	83.9%	12.2%	22.4%	7791.3
<b>Arbroath Warddykes</b>	4786	20.71%	60.97%	18.32%	140	92.7%	10.5%	23.6%	8582.7
<b>Letham and Glamis</b>	5522	15.39%	59.04%	25.57%	215	94.2%	3.4%	7.9%	5315.2
<b>Kirriemuir Landward</b>	2758	15.3%	60.88%	23.82%	207	93.3%	4.3%	15.2%	5498.4
<b>Forfar West</b>	4762	17.2%	58.15%	24.65%	197	92.3%	8.1%	16.2%	5925.9
<b>Forfar Central</b>	4961	18.08%	59.97%	21.95%	154	88%	10.2%	19.5%	7511.6
<b>Forfar East</b>	3968	14.97%	57.21%	27.82%	198	89.7%	5.9%	10.3%	5549.7
<b>Lunan</b>	2894	16.24%	61.09%	22.67%	181	88%	1.4%	5.4%	5878.4
<b>Friockheim</b>	7237	15.21%	64.07%	20.71%	190	93.2%	3.6%	8.8%	4550.9
<b>Kirriemuir</b>	6112	16.57%	57.4%	26.03%	213	93.2%	5.6%	12%	5387.4
<b>Montrose South</b>	5664	15.1%	62.01%	22.9%	186	94.3%	6.1%	12.3%	7220.2
<b>Montrose North</b>	4750	15.75%	60.93%	23.33%	198	94.7%	5.8%	12.8%	6288.6
<b>Brechin East</b>	3237	19.8%	60.95%	19.25%	147	97%	9.9%	21.2%	7796.6
<b>Brechin West</b>	3600	14.03%	58.36%	27.61%	135	93.8%	5.7%	12.8%	4263.8
<b>Hillside</b>	3746	21.68%	58.06%	20.26%	187	100%	3.5%	8.9%	4176.6
<b>Angus Glens</b>	3617	16.01%	59.8%	24.19%	196	100%	1.7%	6.8%	3982.9

Note: The greatest variance between the geographic areas has been highlighted by using **GREEN** for the most positive and **RED** for the least positive. Other variances between the geographic areas have been highlighted by using **YELLOW** for the highest percentages and **BLUE** for the lowest percentages.

\*Source: SNS Mid Year Estimates 2013

CLD SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• Practice is improving across the CLD partnership</li> <li>• Quality partnership working is making a difference to the lives of learners and communities in some areas</li> <li>• Some learning communities have a good understanding of their strengths and improvement needs</li> <li>• Evidence of young people achieving success in accredited awards</li> <li>• Literacies provision for adults is of a good standard and delivers positive outcomes for learners.</li> <li>• The infrastructure for digital access has improved significantly</li> <li>• Levels of volunteering among adults and young people are consistently above the national average</li> <li>• The Third Sector Interface has made significant progress in developing collaboration and coherence within the third sector</li> <li>• We have strong third sector youth work organisations in Angus</li> </ul>	<ul style="list-style-type: none"> <li>• Structures and processes in Angus are not yet designed to target community learning and development resources to geographies or people in greatest need</li> <li>• There is no comprehensive map of CLD activity in Angus</li> <li>• Support to volunteers is inconsistent</li> <li>• Transition for those post 16 and those with additional support needs has weakened</li> <li>• Links with employers and Trade Unions who specialise in work based learning are not well developed</li> <li>• There is a gap in Gaelic language provision</li> <li>• There is a lack of understanding about community learning and development and how involvement can lead to improvement in the lives of learners and communities.</li> <li>• Community involvement in community planning decision making is weak</li> <li>• Participants and learners do not have systemic opportunities to participate in CLD planning out with the activity they</li> </ul>

<ul style="list-style-type: none"> <li>• Angus has good part time and fulltime accredited ESOL opportunities</li> <li>• There is a good range of CLD employability provision in Angus</li> <li>• There is a developing focus on poverty and disadvantage in Angus</li> <li>• Funding is available and accessible to support community initiatives and priorities</li> <li>• There is capacity to coordinate activity at locality level</li> <li>• There is a commitment from Angus Community Planning Partnership to work differently with communities and to adopt an asset based approach</li> <li>• There is a demonstrable commitment to CPD.</li> </ul>	<p>are involved with</p> <ul style="list-style-type: none"> <li>• Coordination of community engagement and community capacity building activity is weak</li> <li>• Access to opportunity is variable across Angus, both for the community as a whole and for those who could benefit most from involvement in CLD</li> </ul>



Opportunities	Threats
<ul style="list-style-type: none"> <li>• There is a need to re engage in a more systemic way with partners who are committed to making CLD in Angus more effective</li> <li>• We need to try things differently and test change</li> <li>• We need to involve young people in local decision making across a number of key themes within the Planning for Place approach</li> <li>• We need to involve communities more effectively in the planning and delivery of services, including CLD</li> <li>• The policy agenda allows for new ways of working</li> <li>• We need to mobilise assets in communities to deliver change</li> <li>• Staff training and skills can be shared</li> <li>• Moves to more locality based planning will provide opportunities for more effective targeting of services</li> <li>• Further improvements in digital infrastructure will assist with learning and participation opportunities for all</li> </ul>	<ul style="list-style-type: none"> <li>• There is a lack of resources to support those returning to work or training</li> <li>• There is a possibility of exclusion from access to digital learning and participation due to rural geographies and broadband</li> <li>• There is a possibility of a lack of resources to meet the needs of changing demographic</li> <li>• There is a possibility of a lack of commitment from partners to take forward the priorities in the CLD Plan</li> <li>• Short term funding could lead to a lack of sustainability within communities</li> </ul>