

PERTH AND KINROSS COMMUNITY LEARNING PLAN 2019-2022

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Part 1 [Introduction](#)

Creating a confident, ambitious and fairer Perth and Kinross for all who live and work here.

What this Plan is for

This Plan sets out the commitments of Perth & Kinross Council and its partners to deliver Community Learning and Development (CLD) which improves people's lives and increases equality. CLD supports people and communities to engage in learning, personal development and active citizenship.

CLD is an essential component for Community Planning Partnerships (CPP) to meet their statutory duty to increase equality. Alongside, Perth and Kinross Council has a statutory duty to coordinate and produce a CLD Plan which contributes to achieving the wider objectives of the CPP. The CLD approach is founded on working with, not just for, people and communities to improve their lives. It uses early intervention and prevention to address the root causes, not just the symptoms, of inequality. It is about building strong, resilient, influential and inclusive communities, and improving life chances for everyone through learning, employability, personal development and active citizenship. The 2017 independent Perth and Kinross Fairer Futures Commission <http://www.pkc.gov.uk/fair> has been a major step for identifying key inequalities in our area, with 7 workstreams in place, each led by a different Community Planning Partner, to address them. The Fairer Futures findings are part of the evidence base we use to inform our CLD planning, delivery and continuous improvement.

Perth and Kinross has strong, vibrant community infrastructure. Volunteering is above the national average with 31% (around 39,000 people) of our 150,000-strong population actively volunteering in their communities. There are around 170 social enterprises across the area and hundreds of formal and informal community groups and networks. On average, adults living here have more qualifications than the rest of the Scottish population. But we want to grow this asset by unlocking the potential of people and communities who are currently less engaged.

Who this Plan is for

The focus of this Plan is providing the best CLD to key priority groups – communities of geography and communities of interest – across Perth and Kinross. We use Stories of Place at area-wide and locality level to identify priorities including unmet need. Stories of Place provide the evidence from public service data and community intelligence to shape our priorities. Our area-wide Story of Place is part of the Community Plan 2017-27 [Community Plan 2017-27](#).

Priority Groups

Based on our Stories of Place and engagement with local communities, key priority groups for this Plan include:

- Volunteers and community groups, building their capacity to be positive influencers in their local area.
- Pregnant women and parents who may need support to build their parenting skills and give their child the best start in life
- Parents, young people and children with poor mental health or emotional wellbeing
- Children in poverty
- Young people including care experienced young people and young carers
- People living in food and/or fuel poverty
- Adult learners who need extra skills to find and sustain employment
- People who have migrated to Perth and Kinross who may need extra literacy and language skills to settle and flourish here.

Unmet Needs

We recognise our CLD services don't currently reach everyone who may need them, but early CLD intervention and prevention work may stop bigger challenges emerging in their lives. We also engage regularly with communities to make sure their voices are heard in planning and delivering CLD. Working within the National Standards for Community Engagement, we do this through:

- Learner's Forums for young people and adults
- Regular self-evaluation of Stronger Communities Teams
- Evaluation of specific CLD projects and activities.

Our Delivery Capacity

Local Community Planning: the Local Action Partnerships

Since 2016 local Community Planning in Perth and Kinross has been delivered by 7 Local Action Partnerships. **Appendix 2** is a map of the current LAPs. They bring together community representatives, Councilors and officers from Community Planning partners to make decisions about local priorities and needs. Each Local Action Partnership has a Local Action Plan with particular focus on improving equalities. The Action Plan is reviewed and updated annually.

Local Action Partnerships use 'Stories of Place' to guide the priorities in their Action Plans. These are locality profiles containing statistical and wider information about the area. They help the Partnerships and CLD providers to plan, manage and deliver services in the locality and make sure resources are targeted at what matters most for the community.

In 2017 and 2018 all LAPs delivered successful Participatory Budgeting (PB) programmes which mobilised over 7,000 people to vote and make decisions about local projects and initiatives across Perth and Kinross. Participation in PB increased by 78% from 2017 to 2018 and over £250,000 has been distributed to local projects in this way.

The Council's Community Investment Fund (CIF) provides £1.2m to community-led projects over 2018/19 and 2019/20 and this Fund is being managed via the LAPs. Priority projects are those which improve equalities in localities and align with Local Action Plans.

LAPs are still at an early stage but they are adding value to existing community groups and networks across localities by providing a shared focus on overall priorities and needs, and by engaging more community members to take part in local decision making alongside elected members and Community Planning partners. In 2018 the Council carried out an improvement review of the first 2 years of LAPs and in December 2018 the Community Planning Partnership approved the resulting Improvement Plan to continue building the LAPs' capacity.

Our Delivery Partners

The Plan is a strategic framework for all Council services and wider partners involved in delivering CLD. These include the Council's core CLD teams, and teams embedded across the Council. These include Communities Team, Parent and Family Learning, Community Link Workers, Services for Young People, Tenant Participation and Community Greenspace. Collectively these services work together in partnership as the **Stronger Communities Team** across the Council and with wider delivery partners.

All delivery partners have contributed to this Plan and we consulted on it from June-September 2018. They are listed at **Appendix 1** but include:

- PKAVS and the PKAVS Minority Communities Hub which works with many voluntary organisations across Perth and Kinross and delivers community engagement and ESOL training
- Perth College/University of the Highlands and Islands which delivers a range of adult learning across the area
- Live Active Leisure, which delivers Active Schools and a range of volunteer opportunities for children, young people and adults to get involved in community sport
- Culture Perth and Kinross, which runs the People's Network and public libraries across the area as venues for adult learning activities.

Workforce Development

The Council and its CLD delivery partners offer a strong, relevant range of training opportunities to staff across all delivery organisations. CLD working approaches are increasingly mainstreamed across Council services as a key benefit of the Stronger Communities Team model. Staff and community representatives are offered a range of accredited training up to postgraduate level, with opportunities shared across partners.

This, plus the range of non-accredited training, is resulting in very strong positive impacts in localities. CLD staff are part of the Tayside and Fife Professional Learning Alliance and are well networked within other regional and national practitioner forums.

Procurement and Social Benefit

In line with the Fairness Commission recommendations the Council is working with the business sector to achieve greater social value from public service contracts. We do this by including clauses in tenders requiring bidders to identify social benefits which can be delivered as part of the wider objectives of the contract. Projects are categorised as Improving Skills, Improving Education and Improving Employability. All these can support our Community Plan and CLD objectives to support young people and all working age people to find and sustain work. Contractor commitment and delivery is recorded by the Council's Procurement team and reported on in the Annual Procurement Report, which is published at the end of each financial year.

Part 2 [Five Strategic Building Blocks for 2019-24](#)

This plan sets out 5 building blocks based on the five strategic objectives of the Community Plan 2017-27. Aligned to these we have set out improvement actions ("We Will") for the next three years. Many of the detailed actions are set out in Council Service or Partner plans already in place or under development. Where this is the case we have included the relevant link.

Giving every child the best start in life

Community Plan Priorities

- Children will be cared for and supported in nurturing environments.
- Families, children and young people will develop the skills they need and/or access opportunities to help improve future outcomes.
- Children and young people who experience particular inequalities and disadvantage will achieve health, wellbeing and educational outcomes comparable with all other children and young people.

We will	How	Who	When
1. Support parents to find and understand good quality, accessible information and guidance that supports them to plan for and meet the needs of their families.	Develop and implement range of improvement actions - Tayside Parenting Strategy	Parent and Family Learning Team P&K Childcare and Family Information Service Tayside Collaborative Communications Group Community Link Worker Team	Review progress annually and further develop
2. Embed community based activities which support pregnant women to embrace parenthood.	Dedicated time and staff have been identified within the Parenting Strategy Team to build the capacity of the community in South Western Perth to meet the needs of expectant parents and families with infants. Existing services will be mapped and gaps identified in provision.	CELCIS Implementation Team comprising partners from NHS Tayside and Perth and Kinross Council.	This piece of work is in its very early stages and will be developed across 2019.
3. Increase opportunities within local communities for families to access, co-design and deliver family learning and play events.	Develop range of improvement actions for the Tayside Parenting Strategy Further develop support and training opportunities on offer to parents and community groups Implement the PKC Action Plan for the national Play Strategy Identify clear routes to access funding to support family learning activities	All partners delivering family learning Community Greenspace Community Link Worker Team	Review progress annually and further develop

We will	How	Who	When
4. Improve the support available within communities to address food poverty.	PKC Child Poverty Delivery Plan	All Partners	Review progress annually and further develop
5. Support staff to develop the skills to identify needs and motivate parents to engage in parenting and family learning programmes and to deliver evidence-based programmes for parents and families.	Provide regular training opportunities for staff – Introduction to Parenting Programmes (IY/SFP) Connecting with Parent's Motivation PEEP Bookbug Infant Massage Community Cook-It Friends for Life Seasons for Growth	Parenting and Family Learning Team/NHS Tayside/PKC Schools Community Link Worker Team	Review progress annually and further develop actions based on need

Developing educated, responsible and informed citizens

Community Plan Priorities

- People and groups are confident, skilled, active and influential in their communities.
- Our children, young people and their families will fulfil their potential through learning.
- People and groups are empowered to make decisions which make their communities vibrant, inclusive places to live.

We will	How	Who	When
1. Develop the capacity of Local Action Partnerships and their members to strengthen local democracy	Local Decision Making: Improvement Plan 2019-2020	Stronger Communities Team	By Jan 2020 with mid-review Dec 2019
2. Build the capacity and number of volunteers across all areas	Introduce an annual Youth Gathering Saltire Awards for young volunteers PACES programme for community sports clubs Heritage volunteer programmes	Young People's Services Stronger Communities Team PKAVS Third Sector Interface Live Active Leisure Culture Perth and Kinross	Ongoing
3. Strengthen our focus on wider achievement of children, young people and adults including through accredited qualifications	Build an integrated learning offer with clear progression and accreditation routes for adult learners Consolidate and expand achievement opportunities for young people Consolidate Duke of Edinburgh as an existing successful achievement route Peer support programmes Self-regulation development	Adult Literacy Partnership Young People's Services Duke of Edinburgh Association Services for Young People and Youth Work Providers Community Link Worker Team	December 2019

We will	How	Who	When
4. Strengthen our targeted work to provide adult learning, personal development and employability opportunities	<p>Deliver Adult Learning through Learning Curve Work with vulnerable women and care experienced young people to gain employability skills. Develop Modern Apprenticeships opportunities for care experienced young people. Work closely with the learning curve to deliver ESOL for unaccompanied asylum seekers.</p> <p>Provide supported employment work experience to individuals who face significant barriers to employment such as learning disability, mental ill health, acquired brain injury or autism to achieve personal outcomes of paid employment.</p>	<p>Communities Team</p> <p>Westbank</p> <p>Services for Young People Throughcare and Aftercare Team</p> <p>Wellbank Housing Support Service</p> <p>Youth Worker, Corporate Parenting</p> <p>PKC Employment Support Team</p>	<p>Ongoing/annual review</p> <p>Dec 2019</p>
5. Improve parental engagement to support their children's learning	<p>Increase Family Learning opportunities that enable parents to support their children to achieve.</p> <p>Develop and deliver family learning programmes</p> <p>Support to parents during period of transition</p> <p>Support parents to attend meetings</p>	<p>PKC Schools Parenting and family Learning Team</p> <p>Community Link Worker Team</p>	<p>Review progress annually and further develop actions based on need</p>

Promoting a prosperous, inclusive and sustainable economy

Community Plan Priorities

- Young people are supported in their transition from education into further education, training or work.
- Working age people are supported to find and sustain work as the best route out of poverty.

We will	How	Who	When
1. Maintain and strengthen referral routes ('No wrong door') to support vulnerable young people and adults into FE, training or work.	Open access to young people through Scott Street Youth Services	Throughcare aftercare Services for Young People Wellbank	July 2019
2. Continue to support care experienced young people's transition towards positive outcomes.	Throughcare provision Supported Lodgings UASC Wellbank Continuing care Scott street services	Throughcare aftercare Services for Young People Wellbank	March 2019
3. Promote Activity Agreements as a plan of learning and activity to re-engage young people with education and training.	Through Young Person's Plan development Wellbank review planners Referrals to Services for Young People and appropriate contracted providers.	Throughcare Aftercare Services for Young People Wellbank	June 2019
4. Strengthen our targeted work with people who need extra skills to find and keep work.	Develop through the Learner's forum and Communities Team Plan Increase availability of accredited programmes that support parents to progress into training or employment	Communities Team PKAVS Parenting and Family Learning Team	Ongoing/annual review

We will	How	Who	When
5. Work with secondary schools to support young people furthest from the job market into employability opportunities.	Make links and work with Secondary Schools' Depute Head Teachers (support) and Skills Development Scotland Careers advisors to identify and develop effective interventions such as work experience placements targeted at young people who are at risk of negative, post-school destinations.	Westbank	Ongoing/annual review

Supporting people to lead independent, healthy and active lives

Community Plan Priorities

- People are supported to lead healthy, active lives by participating in CLD activities which maintain their health and wellbeing and reduce social isolation.
- Carers are supported to look after their own health and wellbeing and have access to networks which reduce social isolation.
- Our children and young people are physically, mentally and emotionally healthy.

We will	How	Who	When
1. Support targeted well-being initiatives including social prescribing and self-directed support.	Implement new model of self-management to enable this agenda across all 3 localities	HSCP/Locality Teams	Dec 2018
2. Close the participation gap for children and young people in sport and physical activities.	Active Schools and other schools-based initiatives	Live Active Leisure/PKC Schools	Ongoing with quarterly reviews
3. Consolidate our successful Community Sports Hubs and target future development towards areas of need.	Community Sports Hub programme	Live Active Leisure	Ongoing with quarterly reviews
4. Support mental and emotional well-being by utilising Commitment 15 monies to address stress and distress amongst our communities.	Enhance existing services and recruit relevant staff into posts to support the Health and Wellbeing hubs	HSCP/Locality Teams	March 2019
5. Formation of integrated Health and Social Care teams across Perth and Kinross which will deliver on the strategic themes outlined in the HSCP strategic Plan.	Align staff groups to form Integrated Care Teams (ICTs) across 3 localities.	Locality Managers	Dec 2019
6. Support adults and children to have healthy weights.	Engage in development and implementation of a Tayside Healthy Weight Strategy.	NHS Tayside	Ongoing with annual review

Creating a safe and sustainable place for future generations

Community Plan Priorities

- People are active contributors to keeping their communities vibrant, inclusive places to live.
- Communities are environmentally aware, sustainable places to live.

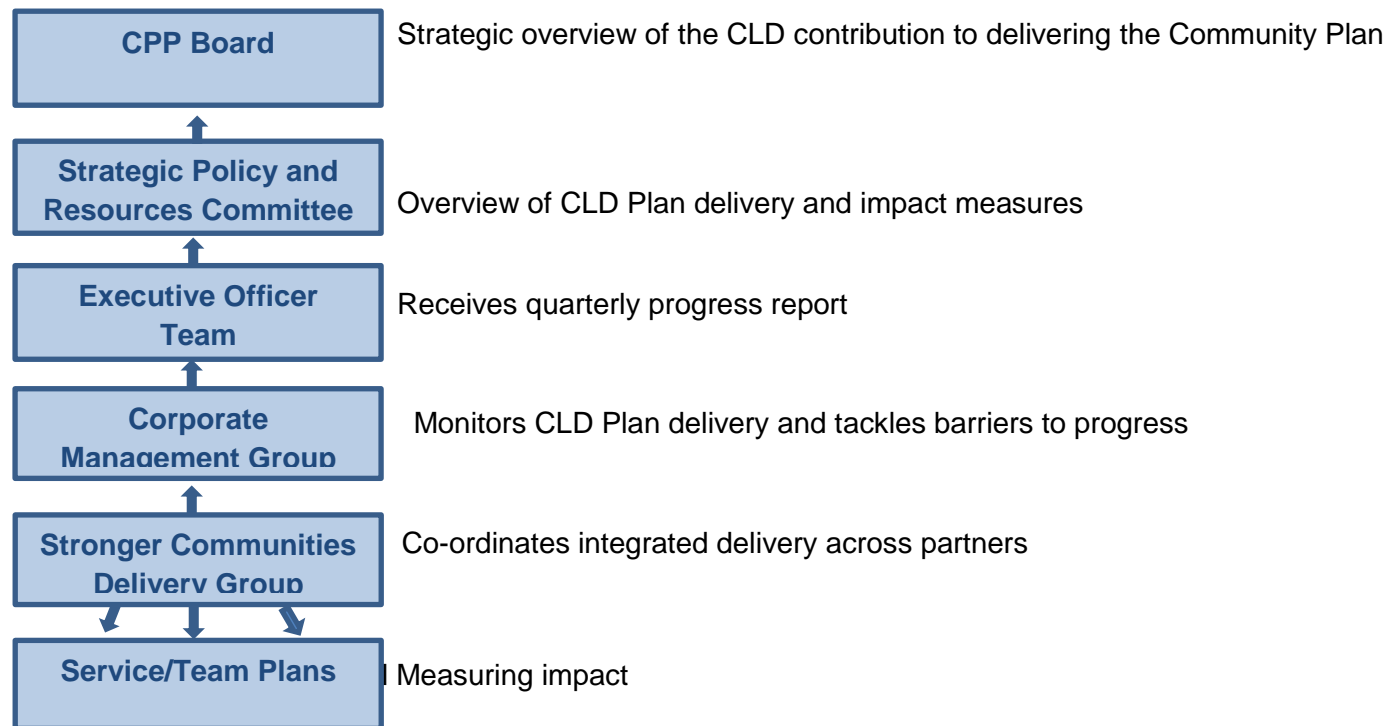
We will	How	Who	When
1. Deliver a programme of community activities to prevent food waste, increase recycling and reuse/repair, and promote the sustainable and circular economy	Zero Waste Action Plan	Zero Waste Perth PKC Waste Management	Ongoing with annual review
2. Support communities to own or manage local assets	Local Asset Transfer Programme	Stronger Communities Team	Sept 2019: launch new LAT programme
3. Develop online resources to support community capacity	Develop the Your Community PK portal and PlaceCheck initiative across localities	Stronger Communities Team	April 2020
4. Improve practice and develop resources to inform and support specific communities within the Council's tenant and resident community	Making Where We Live Better group for inclusive living Homeless Voice Association SURE team	Tenant and Resident Participation, Housing and Environment	Ongoing with annual review
5. Promote wide-ranging community engagement in fact-finding and evaluation, and develop community-led activities	Tenant and Resident Participation Strategy	Tenant and Resident Participation, Housing and Environment	Ongoing with annual review
6. Work with individuals, organisations and community groups to increase tenant and resident confidence and build their capacity to identify concerns and address local community issues	Estate Based Initiatives Programme Locality Engagement Days	Tenant and Resident Participation, Housing and Environment	Ongoing with annual review September 2019

Part 4 Governance and Measuring Impact

Governance Framework

Perth and Kinross Council has the statutory responsibility for planning and overseeing delivery of effective CLD services which clearly contribute to the Community Plan. Delivery progress is reported to the CPP Board as part of the Community Plan Annual Report.

Within the Council, oversight of CLD sits with Corporate and Democratic Services as a key corporate priority. Detailed progress is monitored by the Council's Corporate Management Group and formally reported to the Council's Strategic Policy and Resources Committee every six months. The Stronger Communities Delivery Group, chaired by the Council's Communities Service Manager, is a Partnership working group accountable to the Corporate Management Group for delivery progress.



As our Local Action Partnerships develop and local community planning gathers pace, we are committed to developing and strengthening our governance and approach to measuring CLD impact as well. Our current key performance measures for CLD are at **Appendix 3**. We are committed to the following improvement actions relating to governance and measuring impact, supported by:

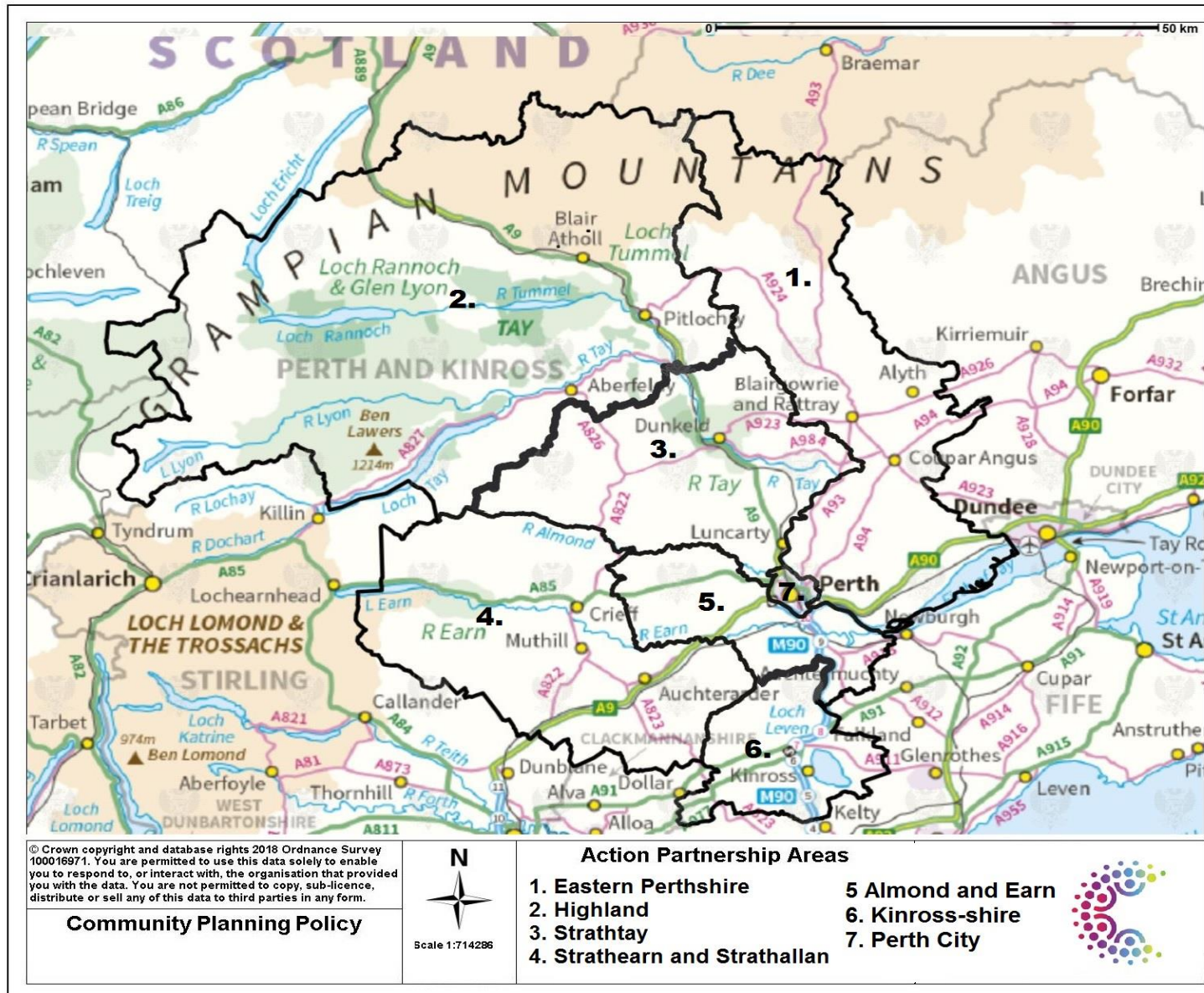
- Our Improvement Plan for Local Decision Making following an independent review of Local Action Partnerships carried out by What Works Scotland in 2017
- A planned review of CPP governance in 2019
- Updating our performance measures to focus on impact rather than outputs/inputs
- Strengthening our approach to joint self-evaluation and integrated service planning, including integrated self-evaluation of our Community Campuses

We will	How	Who	When
1. Broaden community membership of the Local Action Partnerships	Local Decision Making Improvement Plan 2019-2020	Stronger Communities LAP Chairs and Lead Officers	April 2020
2. Ensure the 'golden thread' to tackle stubborn inequality by aligning LAP Local Action Plan with the 2017 Fairer Futures Commission Findings	Revise and refresh the CLD Partnership Delivery Group Annual Review process for Local Action Plans	LAP Chairs and Lead Officers	May 2019
3. Strengthen formal mechanisms for planning, shaping, delivering and monitoring CLD services	CPP Governance Review	Stronger Communities CPP Board	Sept 2019
4. Review and update the impact measures for CLD	Review of current measures and survey of best practice elsewhere	Stronger Communities CLD Delivery Group	Sept 2019
5. Strengthen joint self-evaluation with corresponding integrated service planning across CLD delivery partners	Introduce rolling self-evaluation programme across LAP areas Service and Team planning reviews/updated	Stronger Communities CLD Delivery Group CLD delivery partners	Sept 2019/ongoing

Appendix 1: [Our Delivery Partners](#)

Action on Hearing Loss	Adult Literacy Partnership	Safer Community Wardens PKC
Alyth Development Trust	Auchterarder Community Sports Hub	Education Services, PKC
Blairgowrie and Rattray Development Trust	Broke not Broken	Services for Children, Young People and Families PKC
Care and Wellbeing Cooperative	CATH	Strathearn Art for Experience
Citizens Advice Bureau	Communities	Skills Development Scotland
Community Councils	Community Link Team PKC	Strathearn Art Space
Comrie Development Trust	Credit Union	Strathearn Building Bridges
Culture and Communities Service PKC	Culture PK	Tenant & Resident Participation Team PKC
Duke of Edinburgh Association	Dunbarney Parish Church	Wellbank
Employability Training Providers	Employers	YMCA
	Foodbank	Youth Work Providers
Friends of Aytoun Hall	Health & Social Care Partnership	Save the Children
Highland Perthshire Crossing Borders	HMP Perth	Parent Network Scotland
Homestart Perth	Housing and Environment Service PKC	Families Outside
Housing Associations	Housing Associations	Police Scotland
Kids Week in Crieff	Kinross Parish Church	
Kinross-shire Community Sports Hub	LEAD Scotland	
LGBT Youth Scotland	Literacies Partnership	
Live Active Leisure	Local People	
LOGOS Youth Project	National Childbirth Trust Perth & District	
Navigate	NHS Maternity Services	
NHS Tayside	Older Peoples Housing Team PKC	
Opportunities for All Partnership	Outside the Box	
Parenting and Family Learning Team	Perth & Kinross Social Enterprise Network	
Perth Autism Support	Perth College UHI	
PKAVS Carers Hub	PKAVS Mental Health and Wellbeing Hub	
PKAVS Minority Communities Hub	PKAVS Third Sector and Volunteering Hubs	
Planning and Development PKC	PUSH	
RASAC	Remake	

Appendix 2: [Local Action Partnerships](#)



Appendix 3: [Current performance measures](#)

Indicator	Performance 2017/18	Target 2018/19	Target 2019/21	Target 2020/21	Community Plan Strategic Objective
Number of people involved in family learning and parenting programmes	523	450	450	450	1
Number of young people achieving awards ¹	650	650	650	650	2
% of school leavers moving into positive and sustained destinations	96%	93%	93%	93%	2
% of adults 16-64 with qualifications above SCQF level 4	92%	92%	92%	92%	3
% of young people and adults actively volunteering in their communities	31%	32%	32%	32%	5

¹ Duke of Edinburgh, Youth Achievement, Dynamic Youth, ASDAN