

Learning for Life Logic Model

Need and Context

- Adult learners have told us that it is not always easy to find out what adult learning opportunities are available.
- The need for community-based youth work activities and facilities has been a long term ask from our communities (identified as an Unmet Need in last Plan)

Policy Context

- An Improvement Action from our HMI Progress Visit in 2023 was to better understand and capture the wider CLD offer across Moray.
- Longer-term digital goal that lifelong learning opportunities can link into emerging apps such as the tsi Community Map
- Ability to respond to recommendations of the Independent Review of CLD

Project objectives

- As a Partnership, we will work together to remove barriers to learning so that people are more likely to reach their potential, leading to improved health, well-being, employability and quality of life.

Impacts

- Increased number of adult learners in Moray.
- People will enhance their sense of well-being and personal resilience at different life transition stages because of becoming lifelong learners.
- Young people access informal learning which is built around their interests and needs, and which develops personal confidence and life- skills.

Inputs

- CLD service to facilitate Learner Link Up and Youth Network.
- CLD Strategic Partners and stakeholders to develop signposting for adult learning offer.
- Four Outreach Youth Workers in place in Elgin, Buckie, Forres and Keith.
- Youth Work Network to meet regularly to expand youth work provision.

Activities

- Four Learner Link-Up sessions held.
- Four Youth Work Network sessions hosted.
- New youth work projects developed through YW Network

Outputs

- User friendly web page developed with adult learners.
- Increased number of adult learners – 10% each year,
- Learner Linkup's provide platform for Learner Voice.
- Outreach YW model piloted in four ASG's in 24/25.
- YW Network meets regularly to respond collectively to issues and opportunities which allow young people to flourish.

Outcomes

- Increase in people able to access the most appropriate adult learning opportunities.
- Young people will feel more confident and connected through taking part in community-based informal learning.
- CLD partners create spaces which promote CHIME – Connectedness, Hope and optimism/ Identity / Meaning and Empowerment.

Evaluation Strategy

KPI data will record numbers of people participating. – in Adult Learning and Youth Work. CHIME AND Youth Work Outcomes will be used as proxies for improved mental health and wellbeing.

Outreach Youth Work Impact will be measured using national Youth Link evaluation criteria for Raising Attainment with young people - Consistent attendance in YW / Consistent participation in YW and / Improved ability to regulate behaviour and emotions in Youth Work / Improved attendance in school / improved participation in school / Improved ability to regulate behaviour and emotions in school.

Activity	Why	Who	Milestones	Monitoring
Facilitate the Learner Link-Up group as a space to engage with and empower adult learners.	<p>Learners will have a voice by engaging with activities of the Learner Link- Up Group.</p> <p>This will give learners the opportunity to have a voice, discuss issues, engage with decision-makers, and contribute to improving and developing adult learning opportunities.</p>	<p>CLD Adult and Family Learning Team facilitation.</p> <p>Input from CLDSP partners as requested.</p> <p>Learners.</p>	<p>8 Learner Link-Up sessions will be delivered annually.</p> <p>All CLDSP members will be invited to attend LLU meetings to share information and build links with learners, 2024-27.</p> <p>Learner Link-up will identify and organise 3 additional learning sessions per year</p>	Feedback report six monthly to CLD SP.
Extend approaches to promote easier access to adult learning in Moray	<p>Adult Learners tell us it is not always easy to access learning opportunities. Not all learners access online information, so need a variety of approaches.</p> <p>The interim findings of the independent review noted 'poor awareness of CLD opportunities was also highlighted as a particular issue for people who want to access learning... Reaching those who might benefit from CLD but who have not yet engaged with services remains a challenge.</p> <p>Organisations also report that finding up to date information is difficult. A maintained and up to date online app/space would make this easier for partners</p>	<p>All CLD SP adult learning providers –</p> <p>CLD/ Moray Pathways Local Employability Partnership/ Communities and Volunteering Team/ Health Improvement Team/ UHI/ LEAD Scotland / Moray Wellbeing Hub/ tsi MORAY/ Army Welfare Support Team (CLD)</p> <p>CLD</p>	<p>All partners have access and training on ALISS</p> <p>All CLD Strategic partners where appropriate upload and update their Adult Learning offer into the ALISS system (to link in with other digital apps being developed in Moray).</p> <p>Adult Learner Signposting landing page developed and maintained.</p> <p>A number of partner organisations will input information into the Moray Pathways Website and social media. An increase in participation in learning opportunities will be recorded via the shared Hanlon Database.</p> <p>Generic promotional materials to be displayed in all local communities highlighting adult learning providers information.</p>	<p>By December 2024</p> <p>By March 2025.</p> <p>Improved awareness of adult learning offer and signposting to providers.</p> <p>Informal feedback sought via Learner Link Up.</p>

Activity	Why	Who	Milestones	Monitoring
Complete partnership delivery of Multiply programme in Moray	<p>The CLD Strategic Partnership responded to this fund and agreed a pathway and partnership approach to delivery.</p> <p>The funding ends in March 2025 and partners wish to ensure learners can complete or progress to other learning – and to have a cohort of Numeracy Champions in place.</p>	UHI Moray/ LEAD Scotland Adult & Family Learning (CLD)/ENABLE Works Salvation Army / National Numeracy/ Library Learning Centre/ Lossiemouth 2-3 Group	<p>All partners to achieve targets by March 2025.</p> <p>Over 250 learners complete.</p> <p>20 Numeracy Champions trained</p>	<p>Project report completed by 31/3/25</p> <p>Impact/evaluation CLDSP discussion May 2025.</p>
Facilitate and increase membership of the Youth Work Network in Moray.	Ensure a cohesive and robust youth work sector in Moray working in partnership to deliver the best youth work outcomes for young people.	<p>All Youth Work providers and collaborators in Moray</p> <p>CLD Youth Work/ The Loft Youth Project, Keith/ EYDG, Elgin/ Speyside Youth/ The Gaff, Forres/ The Fishermen’s Hall, Buckie/ Outfit Moray/ Army Welfare/ Aberlour Youthpoint/ Moray Youth Justice/ Throughcare aftercare/ Uniformed organisations/ church youth groups</p>	<p>At least four sessions to be delivered annually hosted by different partners</p> <p>Network to agree and deliver on work plan for first year of CLD Plan.</p> <p>Progressing potential projects to widen delivery options in partnership with other Youth Work providers.</p>	<p>Increased youth work opportunities for young people</p> <p>Increase in projects developed and delivered in partnership.</p> <p>Increased resource sharing for youth work delivery in Moray.</p>
Pilot Outreach Youth Work approach in Elgin Academy, Buckie, Forres and Keith.	Young people who are currently disengaged from learning will benefit from outreach youth work through developing positive relationships with trusted youth workers... As a result, they will improve their attendance, attainment and sense of well-being and feel more involved as active citizens in their community	CLD Youth Work/ secondary schools /community wardens/ Police Scotland/ Youth Work providers and other community groups	<p>Have staff in post prior to first term of 24/25 Academic Year.</p> <p>Produce a 6-month update report to elected members on the Education, Children’s and Leisure Services (ECLS) Committee.</p> <p>Year 2 - Seek funding to roll out the approach in Lossiemouth, Speyside, Milnes and Elgin High.</p>	<p>Evidence of increased attendance at school / learning</p> <p>Distance travelled against Youth Work Outcomes</p>

Active Citizens and Community Voice Logic Model

Need and Context

- An Improvement Action from our HMI Progress Visit in 2023 noted the strength of the community and third sector and that 'community organisations will require ongoing capacity building to support those facing challenges in their lives and to meet community needs.'

Policy Context

- The Community Planning Partnership has recommitted to addressing poverty and inequality.
- The refreshed Moray Council Corporate Plan is committed to 'tackling inequality in all we do, targeting our services towards that goal and working with partners and communities to achieve it.'
- The Community Empowerment (Scotland) Act is currently being reviewed.

Project objectives

- We will work in partnership with our community groups and organisations to build stronger resilient communities. We will work in partnership with communities to address inequality by progressing the things that are important to them and by strengthening their voice in the decision-making processes that affect them.

Impacts

- More people in our communities are supported and motivated to join in through well supported engagement activity.
- More of the people who experience the poorest outcomes take part or join the conversation.
- Our communities' ability to address their own needs and aspirations is improved and enabled by support from partners.
- More people volunteer in their communities.

Inputs

- Community engagement and capacity building support in general - including Local Led Economic Development (tsiMORAY), Locality Plans and Community Councils (CSU)
- HIE Moray - investment in anchor orgs.
- Moray Pathways LEP investment in "The Link"
- Communities & Vol Team - volunteering / supporting groups.

Activities

- Continued support to the two LOIP priority areas as part of a wider place-based localities approach (years 1-3)
- Complete work with CEG and CPP Board to enhance community voice in community planning. (Year 1)

Outputs

- Pilot 'The Link' - community hub located in New Elgin
- Support to anchor organisations in Buckie to sustain existing volunteer run hub - and in seeking larger premises.
- New Elgin and Buckie annual reports
- Increased co-ordination and use of existing and emerging online engagement platforms.

Outcomes

- People will feel they have a voice and that their involvement makes a difference.
- Increase in residents engaged in the two LOIP priority areas as reported to CPP.
- CLD Partners increasingly work together to target resources towards agreed priorities/ areas of need.

Evaluation Strategy

KPI data will record numbers of people participating in capacity-building activity as reported by CLD (CSU), tsi Moray, Communities and Volunteering Team, Moray Pathways, Health Improvement Team, HIE Moray.

Activity	Why	Who	Milestones	Monitoring
New Elgin - Continued support to the LOIP priority area.	The Moray CPP identified New Elgin and Buckie as the two Local Outcome Improvement Priority areas and made a 10-year commitment to neighbourhood place-based work from 2019-29.	CLD (CSU/ AL/ YW) Moray Pathways Mum Days group CLD / New Elgin PS	Partnership delivery to pilot community hub facility (The Link) located in New Elgin. (from Sept 24) Continued delivery of Strategic Equity Fund project with P7 cohort at New Elgin PS.	Quarterly reporting – oversight by Steering Group
Buckie - Continued support to the LOIP priority area.		CSU Buckie Area Forum FAB Development Trust Moray Pathways LEP HIE Moray & Community Assets Team	Partnership working to deliver on the priorities in the Buckie Community Plan. Focus on sustaining current Community Hub and working on feasibility of expanding into larger premise.	Quarterly reporting
Working with CPP Board to simplify process for communities to feed into the CPP process.	The CPP Board have held several dialogue-based Development Days. They are planning to work with the Improvement Service to carry out a self-evaluation and are looking to strengthen community voice.	CPP Board (inc HIE) Dialogue Days Facilitation Team Improvement Service Community Engagement Group	Contribute to a CPP Board Development Day to explore refreshed mechanisms to enhance community voice in community planning. Action Plan developed for 25/26	By Feb 2025 April 2025
Place based approaches to community development and capacity building.	The CPP are increasingly taking a place-based approach – beyond the two LOIP communities. Moray Council have worked with the Improvement Service and other authorities to develop rural poverty data	CLD SP Research Information Officer	Supporting community led action planning which contribute to reducing inequality. Scoping out work with SCVO and local stakeholders to co-ordinate digital community hubs across Moray	Quarterly Reporting Discover phase – by Feb 2024 Define Phase – 2025 Develop Phase 2025-27

Activity	Why	Who	Milestones	Monitoring
Better capture the impact of community and third sector delivery of CLD in Moray.	Response to recommendations of HMI Progress Visit.	All partners to report on KPI's – 6 monthly.	KPI performance information provided by partners.	Six monthly – for discussion at CLDSP
Maximising new funding opportunities	New and continued external grant funding streams have appeared at short notice with tight deadlines for community take-up	Lead organisations will involve partnership members as appropriate to maximise opportunities	External milestones responded to and targeted groups encouraged and supported to apply.	Quarterly updates to CLDSP.
Using a place based approach to improve health and wellbeing	Connecting individuals to non-clinical supports and services within the community to improve health and wellbeing and to strengthen community connections	Health Improvement Team / HSCM	Development and implementation of agreed Social Prescribing / Community Connector Model	March 2025

Developing and Connecting the CLD Workforce

Need and Context

- Short-term funded contracts mean a constant need for connecting staff and volunteers to training opportunities – at the same time as local authority budget for capacity building and training was reduced by 50%.
- The partnership currently has no active CLD Associate Assessors.
- Progress Visit feedback – improved links with community led delivery and activity.

Policy Context

- The pandemic legacy and cost of living crisis reaffirms the need to respond to individual and community needs linked to poverty.
- Online training opportunities are cost-effective in reaching people where there are rural barriers to participation.
- A CLD staff survey was undertaken across the North to find out staff needs.

Project objectives

- Stronger links made with the wider CLD sector in Moray – community anchor organisations and community led groups and projects.
- Increase access to local, regional and national learning opportunities for staff and volunteers.

Impacts

- The profile and understanding of CLD within Moray will be raised.
- Staff and volunteers will be active members of CLD Standards Council and access members meetings and networks.
- Staff and volunteers will be able to access and input into regional and national training opportunities.
- Moray will learn from provision elsewhere through participation in networks, training and inspection activity.

Inputs

- CLD & tsiMORAY input to Learn North meetings.
- CLDSC grant accessed.
- Learn North represented at national CLD professional learning meetings.
- Delivery of Peer Review annual sessions for the wider Partnership
- Delivery of CLD quality indicator related sessions.

Activities

- Development of Learn North offers informed by the 2024 survey and the learning from Progress Visits.
- Responding to the Review of CLD recommendations through the CLD Strategic Partnership.

Outputs

- Learn North's Learning Festival offer - 20% increase in Moray provision and participation.
- 3 Moray case-studies submitted annually to CLDMS.
- Responding provision related to the Review of CLD findings and AA recruitment.
- 10% increase in Moray CLD SC membership

Outcomes

- Evaluation evidence shows increased understanding of CLD.
- Continued improvements in quality of CLD provision.
- Increased sharing of good practice gleaned from taking part in HMI inspections of other CLD provision in Scotland.
- Movement to alignment with recommendations of the CLD Review

Evaluation Strategy

The CLD Strategic Partnership will continue to meet at least quarterly and will carry out an annual self-evaluation which will include a Peer Review element to share practice and learning.

Activity	Why	Who	Milestones	Monitoring
Learn North – Delivery of capacity building with all seven other partner areas.	A learner survey was conducted in April 2024 and the findings of that will form the basis of the action plan.	CLD and tsi leads from Moray, Highland, Aberdeenshire, Aberdeen, Western Isles, Orkney, Shetland and Argyll and Bute.	<ul style="list-style-type: none"> • Improve access to professional learning resources that will enhance digital practice and engagement. • Develop peer review opportunities on community learning and development themes. • Invite graduate students that have completed CLD research to share their learning. • Share learning from 2023 / 24 Progress Visits • Encourage sharing of initiatives to illuminate good practice in themes of CLD as part of the Winter Festival Programme. 	<p>Learn North to lead on delivering milestones.</p> <p>CLD and tsi MORAY leads to ensure Moray practitioners can fully participate.</p>
Moray Capacity Building Activity	Moray Council have a small budget of 4k annually to build staff and wider community capacity.	CLD lead	<p>Initial learning offer to be designed with partners and delivered by March 2025.</p> <p>2025-26 funding not yet confirmed.</p>	Quarterly report as part of CLD Activity Updates on website.
Promote opportunities from qualified Moray staff to act as HMI Associate Assessors for CLD.	<p>Moray does not currently have any active HMI Associate Assessors.</p> <p>HMI have indicated that they will be seeking to recruit in the future and the CLD SP could benefit from this.</p>	<p>CLD SP to promote.</p> <p>Individual Practitioners.</p>	Promote the opportunity and actively encourage staff who meet the AA criteria specified by HMI to apply to become associates.	<p>Number of applications from Moray.</p> <p>Number accepted onto AA programme.</p>