Falkirk Community Learning & Development Plan

2024 - 2027

Falkirk

Community Learning and Development Plan

2024 – 2027

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Introduction

The Community Learning and Development Plan for Falkirk was published in 2021. The plan identified how Community Learning and Development Partners would continue to play a significant role in supporting people across the Falkirk area to mitigate the impacts of the Covid-19 pandemic and improve outcomes in areas such as wellbeing, personal development and learning and employment prospects for our disadvantaged communities.

Community Learning and Development partners continue to contribute to a range of wider Community Planning priorities such as; Child Poverty, Employability, Integrated Children's Services Plan, Falkirk Council's Closer to Communities Plan, Community Wealth Building and resilience.

Continued pressures and new challenges mean services are having to adapt by developing a more collegiate approach due to the demands arising from budget cuts.

These pressures continue to impact CLD delivery across third sector services struggling with rising costs, reduced funding and resource allocation. Volunteering (individuals and hours) are also down due to changing pressures and demands on local people who may otherwise get involved.

CLD Plan 2021 – 2024

Reflection & Evaluation of Progress

The CLD plan 2021 – 2024 was aligned and integrated with the Falkirk Community Planning Partnership Plan (The Falkirk Plan), outlining how the Partnership will tackle the most pressing issues of deprivation and inequality.

The six priority areas were therefore incorporated as drivers for the CLD Plan 2021 - 2024. These included;

Progress has been made across 10 of Falkirk's CLD Plan Priority Actions within 4 of the 6 Falkirk Plan's priority areas:

Working in Partnership with Our Communities

- ✓ Community-led organisations are stronger and more independent.
- ✓ Work with local communities to support them to develop youth work projects and programme.

Poverty

- ✓ Children and young people report that they are supported to participate with the co-design and co-production of services.
- ✓ Learners and CLD partners report that accreditation and progression pathways have improved.
- ✓ Community groups report that they feel confident in their capacity to provide food to families who live in the most deprived areas and to priority groups.
- ✓ Participants within digital skill learning and development opportunities report their digital skills have improved and that they feel more digitally included.

Mental Health and Well-being

- ✓ Children and young people report that they have been supported to co-design services.

- ✓ Participants report that their feeling of mental health and well-being has improved as a direct result of being involved in a project.
- ✓ CLD partners, staff, volunteers and community members report that they feel confident and competent in supporting people experiencing mental health issues.

Economic Recovery

- ✓ Young people report that they have a voice when it comes to climate campaigning.

Unmet Need

The numbers of refugees and asylum seekers requiring CLD support is forecast to increase further in 2023-24. Existing provision for ESOL, including conversational English opportunities, are already stretched. Falkirk's CLD partners are concerned that demand for ESOL, will exceed existing provision. As a result, the Falkirk's refugees and asylum seekers CLD needs will not be able to be met.

CVS Falkirk have reported that Falkirk's third sector organisations are facing an increasingly difficult operating environment. Rising costs/inflation, staffing and volunteers' issues and shortages and financial pressures are all making it difficult to run a sustainable organisation and provide adequate support to the people and communities they serve. Many organisations are doing their level best to continue to operate and support their staff through a time of reduced income and increased demand.

CLD Partners have raised their concerns regarding the impact of Falkirk Councils Strategic Property Review (SPR) in relation to the reduction of community venues and spaces that can be utilised to deliver CLD provision within communities.

Falkirk's third sector CLD partners have shared that they have reached capacity in terms of providing CLD mentoring support to children, young people and families. This has meant that they have had to suspend waiting lists. There is a risk that demand for ESOL (English for Speakers of Other Languages), will go beyond current capacity. CLD Staff are sharing resources across Local Authority boundaries and continue to consult with Scottish Government and wider Local Authorities on a National approach to support ESOL provision going forward.

Falkirk CLD partners are committed to finding collaborative solutions. The CLD Plan for 2024 – 2027 considers the priorities within the initial plan and looks at emerging priorities, many of which are underpinned by the work that the CLD partners deliver across Falkirk.

HM Inspection: Progress Report

HM Inspectors visited Falkirk Council in December 2023 to *'evaluate effectiveness of the local authority CLD partnerships' approach to self-evaluation and planning for improvement, and considered progress made against identified priorities in the CLD plan'.*

Leadership in Improving Outcomes:

Areas identified as having achieved positive progress included;

- Falkirk's CLD Collaborative is increasing the focus on key priorities reducing the risk of duplication, removing barriers to participation and are targeting shared resources very well to areas of greatest need.

- High-quality annual reporting on the progress of the CLD plan to the CPP (Community Planning Partnership) is underpinned by regular self-evaluation processes at all levels within the council CLD provision.
- The most recent annual report demonstrates progress and alignment with priority areas contained within other plans e.g. Falkirk's Integrated Children's Services Plan and Falkirk Council's Closer to Communities Plan.
- Working agreements with schools and other key partners ensure there are clear objectives to support children, young people, adults and community groups.
- Council staff and volunteers are supported well, with access to a wide range of relevant professional learning and development opportunities.

CLD Partners Performance in Demonstrating Positive Impact

Areas identified as having achieved positive progress included;

- The Falkirk Needs Assessment, shared with the CLD collaborative supports a better understanding of existing and emerging community needs.
- The CLD delivery plan sets out priority actions, lead partners responsibility and timescales well.
- An increasing number of CLD partners are using the national CLD key performance indicators (KPIs) to report on progress locally and nationally, showing increasing trends across almost all national CLD KPIs.
- Work undertaken to support young people to have their voices heard. For example, in the design of the Youth Charter, adopted across Forth Valley and West Lothian area, increases young people's influence in the design of council services.
- The CLD partners combined effort to target collective resources, in addition to increasing engagement of communities in local decision-making processes has resulted in more CLD resources reaching those communities and groups that would benefit the most to deliver a wide range of high-quality services.
- Strong partnership working is resulting in new projects emerging and learner pathways and progression routes are improving.
- CLD partners work effectively to support volunteers, learners and community activists to gain new skills and knowledge to meet their needs, increasing the capacity of local organisations to grow and develop.

Additional Areas of Positive Reflection

- Embedded joint working agreements between the CLD service and schools are highly valued.
- Joint self-evaluation of these agreements, including effective use of the national youth work outcomes and skills framework supports this process.
- Adult Achievement Awards for ESOL learners recognised as highly effective and innovative practice

CLD Plan 2024 – 2027

National Context

National Performance Framework

Communities
We live in communities that are inclusive, empowered, resilient and safe

Education
We are well educated, skilled and able to contribute to society

Poverty
We tackle poverty by sharing opportunities, wealth and power more equally

While there is opportunity for Falkirk's CLD Partners to contribute across several of the c of the 11 National Performance Framework outcomes; there is greater prevalence for Falkirk priority actions to align to the National Indicators of 'Communities', 'Education' and 'Poverty'**.**

Community Learning Development Review 2023 – 2024

At the start of December 2023, the Minister for Higher Education and Further Education Graeme Dey confirmed that the Scottish Government will carry out an Independent Review of Community Learning & Development (CLD). The focus of the review has been to examine the extent to which CLD is delivering positive outcomes for some of Scotland's most vulnerable learners and marginalised groups. It will offer independent advice and recommendations on the delivery of CLD services in the context of a reformed education and skills system. It will align to the ambition set out by the Skills Delivery Landscape Independent Review.

The outcome of the plan was anticipated to be published in June 2024 to align recommendations to CLD Plans, however delays in the publication resulted in the report being published in July 2024. To

allow time for The Falkirk CLD collaborative to fully review and consider the recommendations contained within the report it has been agreed, as aligned to the 2024-2027 guidance that this plan will be built on at a midway stage to ensure the plan is fully cognisant of the recommendations in ongoing planning and delivery.

https://www.gov.scot/groups/community-learning-and-development-cld-independent-review/

Community Empowerment

The Community Empowerment Scotland Act 2015 places duties on public sector partners to promote community empowerment. Developing skills within communities to ensure voices are heard and rights realised is a significant role of CLD. Many of the areas achieved in the 2021-2024 plan have been as a direct result of the support provided by CLD partners within communities to build capacity and knowledge in this area.

Fairer Scotland

CLD supports the Community Planning Partners by providing local engagement insight regarding approaches to reducing socio-economic barriers and inequalities that impacts on local outcomes.

Tackling Child Poverty: Bright Start, Best Futures

The Child Poverty Scotland Act 2017 sets National targets to reduce the number of children in Poverty. CLD works with wider partners to engage with and support the upskilling of parents to increase career options and household income. CLD have representation on the Fairer Falkirk and Child Poverty Action Planning group locally to work more collaboratively to reduce local poverty measures.

United Nations Convention of Rights of the Child

Supporting children and young people to have their views heard, and opportunities to influence and shape decisions including those aligned to future services. CLD work with a number of partners to uphold and influence change in this area for young people. Collaboration with the Promise Team, Champs Board and wider Children's Services are beginning to result in greater opportunities for our young people locally.

Wider National Strategies Influencing CLD Service Planning and Delivery

Lifelong Learning Framework
Adult Learning Strategy
Youth Work Strategy
The Promise
Family Learning Framework
New Scots Strategy
Scottish Government Mental Health Strategy
National Improvement Framework and Improvement Plan
Planning (Scotland) Act 2019

Local Context

The Falkirk Plan

Falkirk Local Outcomes Improvement Plan sets the strategic direction for community planning in Falkirk to 2030, outlining the six priority improvement themes by detailing how the Partnership plans to improve monitor and measure our progress.

The outcomes within each theme express the ambitions of the Partnership as to where we will be in 10 years

CLD Collaborative

Falkirk's CLD provision includes youth work, community-based adult learning (literacy, numeracy & digital), English for Speakers of Other Languages (ESOL), Holistic Family Support inclusive of Family Learning, community development and community engagement. CLD partners are collaboratively supporting people experiencing poverty, health inequalities and disadvantage through the delivery of local provision, while also strengthening communities' resilience in an attempt to reduce the equality gap which is widening Nationally.

Falkirk's Shared CLD Priorities and Planning

Falkirk's CLD partners continue to be committed to the provision of targeted CLD services. Through community and stakeholder engagement, data gathered from the updated Strategic Needs Assessment, priority of provision must be targeted towards those facing the most significant inequalities through socio-economic challenges. This includes children and young people, vulnerable adults, low-income families and communities. This approach aligns with the outcomes detailed within The Falkirk Plan and the CLD Plan 2024 – 2027.

Other Local Plan Alignment

- Local Employability Partnership Plan
- Children and Young Peoples Integrated Services Plan
- Building A Fairer Falkirk – Anti Poverty Strategy
- Communities Service Plan
- Falkirk Council Engagement Strategy
- Falkirk Health and Social Care Partnership Strategic Plan
- CVS Falkirk Strategy

Evidencing the Plan:

CLD provision must be evidence based and outcome focussed. Inequalities continue to grow between the least and most disadvantaged communities locally. Qualitative and quantitative evidence is drawn from a variety of sources of the CLD partnership as detailed below;

Consultation Activity

In developing the Falkirk CLD Plan 2024 – 2027, consultation has taken place with staff, stakeholders, participants and communities. This has assisted in ensuring the priority groups, priority areas and CLD provision is targeted in the areas of most need. In a landscape where all partners are faced with diminishing resources, it is crucial services harness their collective resources to achieve better results for the people and places we serve.

Communities

- Consultation and engagement has been more prevalent in SIMD areas.
- Community action plan development support has been stronger across priority areas identified in this way.
- Organisational Health Checks have been undertaken to identify governance issues and capacity/development planning within community groups.
- Support, advice and discussions have taken place with communities regarding the impact of community venue closures in line with Falkirk Council's 'Strategic Property Review' and opportunities for 'Community Asset Transfer'.
- CLD resources (e.g. designated HSCP/Community Development staff) including wider partners have had a key focus on health inequalities.
- Consultation continues to take place in 4 Community Action Plan (SIMD) areas. This has resulted in increased partnership working and capacity developed within existing and newly formed groups.
- Focus Groups have taken place in each of the three localities (write up to follow).
- A process of developing locality plans/structures has begun within the Health and Social Care Partnership. These will be aligned within the work of the Community Planning Partnership/CLD Plan.

Key features will be that they:

- Are co-produced with communities and partners.
- Will design integrated and localised services, including health improvement and prevention support.
- Will build community capacity to improve health and wellbeing outcomes, and address health inequalities.
- Will provide an opportunity to design integrated services and realign resources to deliver the Strategic Plan of the HSCP (Health and Social Care Partnership).

Adult Learning

- Analysis of data from the updated 'Joint Strategic Needs Assessment' has been consulted on with key partnership groups such as CLD Collaborative, Children and Young Persons Strategic Leadership Group and Local Employability Partnership.
- Consultation from wider CLD partners regarding unmet need, staff and participant feedback.
- National networking and collaborative groups feed into areas of need and local and National challenges such as that of resources to scale up numeracy (UKSPF (UK Shared Prosperity Fund)) and the current ESOL crisis (Learning: For All. For Life, recommendation 3.2).
- National statistics regarding inequalities related to literacy and numeracy skills (Learning: For All. For Life, recommendation 6.1).
- Collaborative referral pathways between trusted partners provide valuable insight regarding local need and volume of need.
- Evaluation undertaken with learners has provided vital insight into the need for the alignment of qualifications and accreditation across current learning and opportunities to develop this further in the immediate future.
- Individual assessment has identified the wider barriers and inequalities facing individuals and communities that require a joined-up approach across support services locally.

Learners participating in the Multiply programme were consulted on the way the programme was delivered and their future learning needs. A selection of 34 learners completed individual evaluation forms and took part in group discussions. Multiply involves commissioning services from third sector.

Learners reported that the group work approach was beneficial, focusing on practical learning relevant to their needs and interests maintained their engagement, and that they were most likely to participate if they were encouraged or introduced by a known and trusted contact e.g. through a support group, community group or member of staff.

"The tutor– fun, friendly. You're doing activities and learning things you actually use in life, not sums you'll never use again"

"You realise you're not on your own, you work as a team and communicate"

"I've been bad with budgeting. I feel I understand it better now and I'm more in control"

"I wanted to take part as I was decorating my house and wanted to learn how to measure household items"

"I learned the various prices of basic food and household items and the way to compare with other supermarkets to find the cheapest"

As a result of this we are reaching out further to partners supporting learners from priority groups (e.g. Braveheart, Young Parents, CHAMPs, Carrondale, ESOL, homeless and homeless prevention services).
We are extending our partnership provision to ensure the numeracy programmes developed are relevant to learners needs

From their feedback it was clear how much learners valued gaining a numeracy qualification and how their experience had stimulated an interest in further learning at a higher level or in another direction.

"I want to go on and learn a lot more within maths, it is something we need"

"I felt proud"

"That 'do not bend' envelope is amazing. Having a qualification is big. I want to do more"

"Gardening, life skills, more maths, English"

This feedback will be used to enhance the literacy provision by adding accreditation opportunities.

A summer family learning numeracy programme was used as both an engagement and consultation opportunity. Participants were asked what they would like to be able to use numbers for in everyday life. Their feedback included: saving money and budgeting; weighing and measuring; helping kids with their homework and a specific request from ESOL learners to learn how to follow bus timetables. This will be used to direct future provision and joint work with ESOL providers to develop the use of numbers in everyday situations and support integration.

"I feel ok taking the kids to swimming now. It has affected my whole life.

"I'm ahead with my rent for the first time ever"

"Say you can't be bothered getting up, this gets you up in the morning, you're excited on Monday, it's a reason to do your hair and get dressed"

"I wanted to learn more so I can learn numbers better so I could help my son"
"It also helps with my mental health as it gets me out and mixing with people and it helps my confidence."

Youth Work (Schools & Universal)

- Collaboration and consultation regarding needs of individual schools and pupils, detailed within individual joint service agreements.
- Individual assessment of needs with pupils referred to youth work service.
- Progress monitoring and tracking tolls in addition to ongoing participant evaluation are analysed and utilised to agree priority areas of need and plan associated provision and resource.
- Youth services network consultation and collaboration to identify local and national priorities.
- Learner voice utilising champs board in co-design and co-production.
- Staff, participant, communities and wider partners (i.e. Police, CPP) to determine demand and priority areas regarding delivery of youth work services.
- In terms of youth work, a number of local organisations are involved in the local CLD delivery including Go Youth Trust LGBT Youth Scotland and the Employment and Training Unit.

"Education needs youth work because it is the partnership that counts. It is the partnership that makes the difference with the variety of skills, attributes, and qualities that our young people can benefit from." (Head Teacher – Secondary school)

"Having youth work in our school has been extremely important to the way in which we have worked for some time. We are fortunate and we have a positive and industrious CLD worker who has very much been embedded within our pastoral care and pupil support team. CLD have worked very closely with colleagues right across the school to build good working knowledge of our young people to develop really effective working relationships with those young people, but most importantly, what that's allowed us to do, is develop very bespoke programmes that meet the needs specifically of those young people and lead to a whole range of outcomes that have really bettered their opportunity for when they move on eventually from school. In terms of outcomes certainly academically our young people are achieving more than they perhaps would have done should we not have had that partnership in place but more than that in terms of their wider achievement and also their learning experience within the school and their contribution to the local community, we have nothing but praise for the way in which this partnership has worked over a good number of years."

(Head Teacher – Secondary School)

"I need youth work because it's helped me come to school. I have got loads of opportunities like work experience – I have got a job now and a lot less stress. My negative referrals are down to like two this year." (S4 Pupil)

- Young people directly involved in youth work provision have reported an improvement in their engagement within education and an increase in their core skills and wider achievement.
- Young people have identified their mental health, and wellbeing has improved through engagement within local youth work programmes and activities.

It is anticipated that the recommendations emerging from the CLD Review will raise awareness and understanding regarding the value and impact of CLD provision as detail in 'Learning: For All. For Life.'

Plan Priorities

Joint Strategic Needs Assessment January 2024

The Joint Strategic Needs Assessment is a collaboration of key local socio-economic statistics, compared and contrasted with National and regional levels to recognise patterns, areas of challenge and improvement, to measure impact and recognise gaps to support planning across the wider Community Planning Partnership sub-groups. Action Plans, including resource and provision planning are assisted by this local data, combined with qualitative input, participant and stakeholder co-production and co-design.

HM inspection Improvement Areas

Leadership in Improving Outcomes Areas of Development Include;

- The CLD Collaborative membership is not fully representative of all CLD stakeholders.
- CLD senior leaders do not have appropriate and relevant data measures and data sharing protocols in place. This area requires improvement to ensure CLD leaders can confidently demonstrate continued progress and inform improvement areas.

CLD Partners Performance in Demonstrating Positive Impact Areas of Development Included;

- CLD partners are not making consistent use of Adult Achievement Awards and other awards to recognise learner and volunteer involvement.
- CLD senior leaders have not considered how they will continue to resource and sustain support to community organisations and networks.

Thematic Priorities

Young People | Adults | Families

Communities | Joint Co-ordination and Planning | Performance Improvement

Workforce Development

The Plan

Falkirk Plan Theme	Falkirk Plan 10 Year Outcome	Falkirk's CLD Plan Outcome	Falkirk's CLD Plan Priority Actions	Timescale	CLD Partner
Young People	Children and young people have equal access to participate.	Children and young people report that they feel that their rights are respected within the Falkirk Council area.	Work with children and young people to develop a "rights respecting Falkirk Council area"	2024 - 2027	Youth Services Network
	Children and young people have equal access to participate.	Children and young people report that they are supported to participate within the co-design and co-production of services.	Work in collaboration with wider partners and participants to maximise accreditation and progression opportunities for those engaging in youth work, ESOL, digital skills, numeracy, and literacies provision.	2024 - 2027	Youth Services Network
	Children and young people have equal access to participate.	Learners and CLD partners report that accreditation and progression pathways have improved.	Work with priority community groups to offer inclusive holidays programmes during Easter, Summer, and October holidays, to run a programme of school holiday activities that promote positive health and wellbeing with young people and families who live in the most deprived areas and/or are in a priority group.	2024 - 2027	Youth Services Network
	Children and young people have equal access to participate.	Participants report that their wellbeing has improved as a direct result of being involved in the programme of activities.	Collaborate with local community groups and Police to target priority groups of young people that focus on risk-taking behaviours that are most relevant to either young people or adults.	2024 - 2027	Youth Services Network
	Children and young people have equal access to participate.	Young people report that they feel they have a voice when it comes to climate campaigning.	Support young people to get involved with climate campaigning and activities	2024 - 2027	Youth Services Network

	Children and young people have equal access to participate.	Care experienced young people feel they have a voice; their rights are respected and are supported to participate within the co-design and co-production of services.	Continue to support young care experienced people to engage with the Champs Board, through the Promise interventions and are supported under corporate parenting.		
	People have equal access to education, training and employment that supports the local labour market.	CLD partners report that the numbers of people, who are from priority groups and who have engaged in employment and training support, has improved.	Improve partnership working, communications and referral pathways with the Local Employability Partnership to maximise support, training, and employment opportunities for young people.	2024 - 2027	Youth Services Network & Local Employability Partnership
		CLD partners report that the numbers of people, who are from priority groups and who have engaged in employment and training support, has improved.	Work more closely with LEP (Local Employability Partnership) partners to align and integrate the broad offer for young people including tailored Modern Apprenticeships.	2024 - 2027	Youth Services Network & Local Employability Partnership
Adults	People of all ages have equal opportunity to access digital services and have the skills and confidence to safely participate online.	Participants within digital skills learning and development opportunities report their digital skills have improved and that they now feel digitally included.	Develop Digital Inclusion Projects that targets priority groups such as; older people, people with disabilities, people experiencing social isolation, ethnic minority groups and children, young people and families who live in the most deprived areas, experiencing poverty and inequalities.	2024 - 2027	Falkirk's Adult Learning Services Network &/or CLD Collaborative
	People of all ages have equal opportunity to access services and participate.	Learners and CLD partners report that accreditation and progression pathways have improved.	Work in collaboration with wider partners to maximise accreditation and progression opportunities for those engaging in ESOL, digital skills, numeracy, and literacies provision.	2024 - 2027	Falkirk's Adult Learning Services Network &/or CLD Collaborative
	Fewer people struggle with feeling socially isolated or lonely.	Participants report that their feelings of social isolation and loneliness have reduced as a direct result of being involved in the projects.	Continue to develop projects targeted at priority groups and areas that seek to reduce feelings of social isolation and loneliness while building confidence and skills.	2024 - 2027	Falkirk's Adult Learning Services Network &/or CLD Collaborative

	People have equal access to education, training and employment that supports the local labour market.	CLD partners report that the numbers of people, who are from priority groups and who have engaged in employment and training support, has improved.	Improve partnership working, communications and referral pathways with the Local Employability Partnership to maximise support, training, and employment opportunities for priority groups.	2024 - 2027	Falkirk's Adult Learning Services Network &/or CLD Collaborative Local Employability Partnership
		CLD partners report that the numbers of people, who are from priority groups and who have engaged in employment and training support, has improved.	Work in partnership with the LEP to develop specialist employability support provision aligned to the needs of priority groups, particularly those with long term health conditions and disabilities.	2024 - 2027	Falkirk's Adult Learning Services Network &/or CLD Collaborative Local Employability Partnership
Families	Individuals and families affected by poverty have access to joined-up, multi-agency support services, and know how and where to access them.	Individuals and families report that Falkirk's CLD services met their needs.	Continue to expand programmes for young parents, young carers, and young people from low-income households into wider community areas, to improve access to support services, leisure, sporting, cultural and heritage activities.	2024 - 2027	Falkirk's Communities Network and/or CLD Collaborative
		Learners and CLD partners report that accreditation and progression pathways have improved.	Work in collaboration with wider partners to maximise accreditation and progression opportunities for those engaging in young parent's programmes, ESOL, digital skills, numeracy, and literacies provision.	2024 - 2027	Falkirk's Communities Network and/or CLD Collaborative
		CLD partners report that the numbers of people, who are from priority groups engagement through support, has improved.	Develop family learning programmes with all school cluster areas that targets families who would most benefit from this opportunity.	2024 - 2027	Falkirk's Communities Network and/or CLD Collaborative
	Fewer people struggle with feeling socially isolated or lonely.	Participants report that their feelings of social isolation and loneliness have reduced as a direct result of being involved in the projects.	Ensure CLD provision is offered in a way that is inclusive and accessible, including sessions that are gender specific to meet cultural need and the needs of women experiencing gender-based violence.	2024 - 2027	Falkirk's Communities Network and/or CLD Collaborative

	People have equal access to education, training and employment that supports the local labour market.	CLD partners report that the numbers of people, who are from priority groups and who have engaged in employment and training support, has improved.	Improve partnership working, communications and referral pathways with the Local Employability Partnership (LEP)to maximise support, training, and employment opportunities for low-income families.	2024 - 2027	Falkirk's Communities Network and/or CLD Collaborative & Local Employability Partnership
		CLD partners report that the numbers of people, who are from priority groups and who have engaged in employment and training support, has improved.	Work in partnership with the LEP to develop specific family friendly, fair work and flexible work experience and employment opportunities for parents.	2024 - 2027	Falkirk's Communities Network and/or CLD Collaborative & Local Employability Partnership
Communities	Communication with our communities is improved.	Individuals and communities report that CLD partners are effectively communicating with them.	Create a Falkirk's CLD Plan 2024-2027 section on Falkirk's Community Planning website where people can learn about Falkirk's CLD Plan, its progress, and get involved and participate within iterations of Falkirk's CLD Plan priorities.	2024 - 2027	Falkirk Communities Network
	Community-led organisations are stronger and more independent	Communities report that they feel more resilient, inclusive, confident, and competent in seeking and securing investment to support their work.	Support the Third Sector Interface (CVS Falkirk) to offer community capacity support programme to community groups and community networks to enable them to form anchor organisations across the Falkirk Council area.	2024 - 2027	Falkirk Communities Network
		Communities report that they feel confident and competent in seeking and securing investment to support their work.	Work with priority community groups and community networks, in areas of most need (SIMD/Poverty/inequality) to raise their awareness of funding opportunities and offer capacity building support that enables them to apply for funding.	2024 - 2027	Falkirk Communities Network
		Communities report that they feel confident and competent in delivering youth work project and programmes.	Work with local communities to support them to develop, resource and deliver youth work projects and programme.	2024 - 2027	Falkirk Communities Network

		Community members report that they have increased capacity, resources, assets, and knowledge that enables them to participate effectively within local decision making.	Offer an annual capacity building support programme for community members that enables them to participate effectively within local decision making, including Falkirk's Community Choices Initiative and wider Community Grant programmes.	2024 - 2027	Falkirk Communities Network
		Communities report that they feel valued and included, more resilient, inclusive, confident, and competent in their capacity.	Encourage and enable community groups and wider partners to organise local, annual events that celebrate the contribution community groups and individuals have made to community life within the Falkirk Area.	2024 - 2027	Falkirk Communities Network
	Fewer people struggle with the costs of food, fuel, and transport. Individuals and families affected by poverty have access to joined-up, multi-agency support services, and know how and where to access them.	Community members report that they have increased capacity, resources, assets, and knowledge that enables them to participate effectively within local decision making.	Support community members to continue to participate in Place-Based Community Planning in Grangemouth and Falkirk.	2024 - 2027	Falkirk Communities Network
		Community groups report that they feel confident and competent in their capacity to provide food to families who live in the most deprived areas and to priority groups.	Work with community groups to further develop their capacity and resource (including venues) to provide food to families who live in the most deprived areas and to priority groups.	2024 - 2027	Falkirk Communities Network
		Individuals and community groups report that they feel confident and competent in their capacity to provide support to people experiencing mental health issues.	Establish more effective cross communication that supports the development of local community mental health awareness raising and training programmes, including referral routes for community groups and community networks, to better support individuals with their mental health and wellbeing challenges.	2024 - 2027	Falkirk Communities Network

	More decisions are made together at a local level More wealth is retained within local communities and economic growth is inclusive. Following the declaration of a National Climate Emergency the Partnership is leading Falkirk's contribution to Scotland's target to be net-zero by 2045 through a focus on green recovery	Participants accessing supported volunteer programmes report that their mental health and wellbeing has improved as a result.	Support local groups to consider delivery of supported volunteer programmes for people with disabilities or other additional needs that pose a barrier to engaging with volunteering, skills development and employment.	2024 - 2027	Falkirk Communities Network
		Community groups report that they feel confident and competent in their capacity to respond to substances use issues, including the misuse of alcohol.	Establish more effective cross communication (Alcohol & Drug Partnership and Recovery Community) that supports the development of local community alcohol and substance use awareness raising and training programmes, including referral routes for community groups and community networks, to better support individuals with their mental health and wellbeing challenges.	2024 - 2027	Falkirk Communities Network
		Community members report that they have increased capacity, resources, assets, and knowledge that enables them to participate effectively within Community Wealth Building assessments.	Support community capacity building of communities considering utilising community benefits and community wealth building principles in procurement and employability etc.	2024 - 2027	Falkirk Communities Network
		Community groups report that they have increased capacity, resources, assets, and knowledge that enables them to develop a plan to achieve the target to be net-zero by 2045.	Support partnership collaboration in community capacity building to develop environmentally friendly and green practices and projects locally.	2024 - 2027	Falkirk Communities Network
Joint Co-ordination & Planning		Strengthen strategic direction, leadership, and accountability for the plan.	Further development of the CLD Collaborative, Falkirk Communities, Youth and Adult Services Network & Local Employability Partnership Network, maintaining links and collaboration with local and National partners/ organisations.	2024 - 2027	

			Ensure that the distinct offer of CLD is integral to the development and delivery of key relevant shared and individual agency strategies and plans	2024 - 2027	CLD Collaborative, Falkirk Communities, Youth and Adult Services Network & Local Employability Partnership
Performance Improvement		Strengthen strategic direction, leadership, accountability, and impact measurability for the plan.	Review data and data sources to identify appropriate indicators and targets to be incorporated into a Performance Framework for the Plan.	2024 - 2027	
			Establish a regular performance review and monitoring reporting cycle for the Collaborative within the Community Planning Partnership	2024 - 2027	
Workforce Development	Stigma is reduced & front-line staff have an increased awareness of issues facing local people.	CLD partners' staff, volunteers, and community members report that their leadership capacity has improved.	Develop training opportunities for CLD partners' staff, volunteers, and community members to enable them to develop their leadership and coaching capacity	2024 - 2027	Falkirk Communities Network and CLD Collaborative
			Continue to support upskilling and create opportunities for practitioners to Develop skills and sharing knowledge, share practice locally, regionally, and nationally, encourage professional development via increasing practitioner representation with the CLD Standards Council.	2024 - 2027	
	People of all ages have equal opportunity to access digital services and have the skills and confidence to safely participate online.	CLD partners staff and volunteers report that their digital skills and use of digital platforms have improved.	Develop training opportunities for CLD partners' staff and volunteers that enable them to improve their digital skills and use of digital platforms effectively.	2024 - 2027	Falkirk Communities Network and CLD Collaborative

	Stigma is reduced & front-line staff have an increased awareness of issues facing local people	CLD partners' staff, volunteers and community members report that they feel confident and competent in supporting people experiencing mental health issues.	In collaboration with specialist services, support the delivery of training opportunities to CLD partners' staff, volunteers, and community members to enable them to develop their approaches to promoting mental health and wellbeing.	2024 - 2027	Falkirk Communities Network and CLD Collaborative
		CLD partners' staff and volunteers report that they feel that they have domestic violence informed.	Deliver Safe & Together training that provides a skills-oriented foundation for domestic violence-informed practice for CLD partners' staff and volunteers.	2024 - 2027	Falkirk Communities Network and CLD Collaborative
		CLD partners' staff and volunteers report that they feel that they are more trauma informed in their everyday practice.	In collaboration with specialist services, support the delivery of training opportunities to CLD partners' staff, volunteers, and community members to enable them to adapt approaches to be more trauma informed.	2024 - 2027	Falkirk Communities Network and CLD Collaborative

Conclusion

The priorities and actions detailed in this Plan will be delivered across 2024-2027. During this year also, partners will engage with learners, communities, and service users to check that the priorities in the Plan continue to reflect need; and where necessary, to revise delivery actions for the remainder of the Plan period - until 2024.