



North Lanarkshire
**Community Learning
& Development**
Partnership



North Lanarkshire CLD Partnership Interim Strategic Alignment Plan

2018 - 21

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Foreword on Strategic Alignment Phase

Previous Planning Arrangements

The North Lanarkshire Community Learning & Development Partnership has been working together over the past four years to deliver its most recent 2014-18 Strategy, including its accompanying six Locality CLD Action Plans which were published in 2015.

The CLD Partnership strategy, and resulting action plans, covered 39 Areas of Key Focus and several cross cutting themes agreed by partners and based on local needs. Recent work to review the impact of the strategy has shown a range of successfully delivered outcomes, as highlighted by the recent Education Scotland inspection of the NL CLD Partnership in 2017.

Significant progress has been made across the 39 Areas of Key Focus, however partners have recognised that many of the needs highlighted in 2014 will still require to be supported on an ongoing basis. One example of this is the significant long-term investment made towards our digital inclusion project, Digital NL, which is now two years into a three year programme of funding.

Changes within the Current Community Planning Partnership

The previous CLD plan was linked closely to the wider North Lanarkshire Partnership (NLP) Community Plan. Partners have agreed that the local CLD plan for 2018 onwards should, similarly, be directly linked to Community Planning structures.

The North Lanarkshire Partnership (NLP) Local Outcome Improvement Plan (LOIP) was published in October 2017. Whilst progress has been made in delivering key elements of the LOIP in the initial period since its adoption, the changing policy landscape and strategic moves to streamline delivery to support key priorities for North Lanarkshire has presented an opportunity to strengthen commitment to the delivery of the LOIP.

Since the launch of the LOIP in October 2017, there have also been significant changes to the leadership teams of key member organisations within the North Lanarkshire Partnership, such as North Lanarkshire Council and Voluntary Action North Lanarkshire. Structural and service planning changes within some organisations have therefore followed as a result.

Strategic Alignment

At the NLP Board meeting in November 2018 community planning partners agreed to support the work that North Lanarkshire Council has been leading in developing the Ambition for North Lanarkshire by adopting 'One Plan' to replace the previous LOIP. Work on 'The Plan for North Lanarkshire' is still ongoing, however the North Lanarkshire CLD Partnership has agreed to use a draft of this plan as the basis of a strategic alignment process over the coming months.

The publishing of an interim Strategic Alignment Plan, will allow the CLD Partnership to outline its vision for Community Learning and Development in North Lanarkshire, whilst recognising the changing strategic landscape. The Strategic Alignment Plan will also allow the CLD Partnership to continue to meet its obligations under The Requirements for Community Learning and Development (Scotland) Regulations 2013.

1. Vision Statement

“Our vision for North Lanarkshire is of a strong vibrant community where everyone is committed to improving the quality of life, work, and attainment for themselves and others”

Across the North Lanarkshire CLD Partnership, we will achieve our vision and contribute to local and national priorities through **5 key priorities**, closely linked to the priorities of other community planning partners via the North Lanarkshire Partnership (NLP). The five priorities for the North Lanarkshire CLD Partnership are:

- 1 Improve economic opportunities and outcomes
- 2 Support individuals and communities to realise their full potential
- 3 Improve the health and wellbeing of our communities
- 4 Improve the ability, participation, and empowerment of our communities
- 5 Improve North Lanarkshire’s resource base

Work towards the five priorities of the CLD Partnership will be guided through **12 statements of ambition**. The CLD Partnership will:

- 1 Support inclusive growth, employment and social enterprise through the development of literacy, numeracy and digital inclusion.
- 2 Reduce the poverty and inequality-related attainment gap through the targeted support of relevant young people, adults, families and communities, particularly at key transition stages.
- 3 Co-produce a range of well-planned and tailored learning offers with individuals, groups and communities.
- 4 Recognise and celebrate achievement, attainment and progression.
- 5 Improve the health, wellbeing and safety of individuals and communities, targeting those most at risk.
- 6 Enable individuals and communities to make well-informed choices when managing their own wellbeing.
- 7 Engage meaningfully with individuals and communities to identify local needs and opportunities.
- 8 Build the capacity of individuals, communities and the voluntary sector to meet their own needs.
- 9 Empower individuals and communities to express their voices and influence local decision making.
- 10 Work in partnership with communities and stakeholders to target resources based on local needs and assets.
- 11 Jointly monitor, evaluate and share the impact of learning with participants and partners across North Lanarkshire.
- 12 Develop a skilled, professional and cohesive CLD workforce across partnership organisations.

Throughout all of its priorities and ambitions, the CLD Partnership will also continue its development of many cross-cutting themes which reflect the values and principles of Community Learning and Development such as:

- Inclusion & Equality
- Workforce Development
- Digital Inclusion
- Support to the Community & Voluntary Sector

2. What is Community Learning and Development?

Community Learning and Development (CLD) is:

- A distinct sector of education alongside early years, primary, secondary, further and higher education
- A discipline using a distinct set of competences that can be utilised by staff in a range of settings across the public sector and third sector
- A process of supporting disadvantaged or vulnerable groups and individuals of all ages to engage in learning, with a focus on bringing about change in their lives and communities
- An area of activity, undertaken in a wide range of settings, that promotes the national outcomes for community learning and development.

The Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012) continues to underpin national CLD policy in Scotland. The Guidance notes that CLD is *'a distinctive process of engagement and support, with a learning content that is negotiated with learners.'*

CLD *'plays a central part in ensuring individuals, families and communities across Scotland reach their potential through lifelong learning, mutual self-help and community organisation - and that the available support and opportunities are community-led, built around people's aspirations.'*

Purpose of CLD

The Purpose of CLD, as defined by the Scottish Government, is to **empower people, individually and collectively, to make positive changes in their lives, and in their communities, through learning.**

Principles of CLD

The Community Learning and Development approach is based on a commitment to the principles of:

- **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 of people to make their own choices
- **Partnership** - Ensuring resources, varied skills and capabilities are used effectively.

Priorities of CLD

In January 2004 the Scottish Executive published *'Working and Learning Together to Build Stronger Communities'* (WALT) which confirmed three national Priorities for Community Learning and Development:

- **Achievement through learning for adults** - Raising standards of achievement in learning for adults through community-based lifelong learning opportunities incorporating the core skills of literacy, numeracy, communications, working with others, problem solving and information and communications technology (ICT).
- **Achievement through learning for young people** - Engaging with young people to facilitate their personal, social and educational needs and enable them to gain a voice, influence and a place in society.
- **Achievement through building community capacity** - Building community capacity and influence by enabling people to develop the confidence, understanding and skills required to influence decision making and service.

CLD Outcomes

Within the three national CLD priorities above, relevant organisations, staff, volunteers and participants have been involved in developing a suite of National CLD Outcomes. These outcomes articulate the difference that Community Learning & Development makes with, and for, learners and communities across Scotland. The outcomes are not intended to be prescriptive but seek to support local processes around engagement, planning, delivery, communication and self-evaluation by providing a common language for CLD practitioners.

National outcomes for youth work were published by the sector in 2016, with similar outcomes subsequently being developed for Adult Learning and Community Development in 2018. Although individually tailored to each of the three CLD Priorities, the outcomes follow similar themes and are now known collectively as the National CLD Outcomes.

General Themes	Youth Work	Adult Learning	Community Development
Confidence, Resilience and Optimism	Young people are confident, resilient and optimistic for the future.	Adult learners are confident, resilient and optimistic for the future.	Communities are confident, resilient and optimistic for the future.
Relationships, Networks and Connections	Young people manage personal, social and formal relationships.	Adult learners develop positive networks and social connections.	Communities manage links within communities and other communities and networks.
Applied Learning and Skills	Young people create, describe and apply their learning and skills.	Adult learners apply their skills, knowledge and understanding across the four areas of life.	Community members identify their capacities, learning and skills, enhance them and apply them to their own issues.
Participation, Inclusion and Equity	Young people participate safely and effectively in groups.	Adult learners participate equally, inclusively and effectively.	Community members form and participate equally, inclusively and effectively in accountable groups.
Decision Making	Young people consider risk, make reasoned decisions and take control.	Adult learners are equipped to meet key challenges and transitions in their lives.	Communities consider risk, make reasoned decisions and take control of agendas.
Empowerment and Social Responsibility	Young people express their voice and demonstrate social commitment.	Adult learners express their voices, co-design their learning and influence local and national policy.	Communities express their voice and demonstrate commitment to social justice and action to achieve it.
Positive Experiences and Reflection	Young people's perspectives are broadened through new experiences and thinking.	Adult learners critically reflect on their experiences and make positive changes for themselves and their communities.	Community members' perspectives are broadened through new and diverse experiences and connections.

Working with its member organisations and stakeholders, the North Lanarkshire CLD Partnership will continue to use and develop the National CLD Outcomes throughout the delivery of its plan for 2018-21.

3. North Lanarkshire Community Learning & Development Partnership

The North Lanarkshire Community Learning and Development Partnership was formally established in its current form in 1999. The CLD Partnership brings together a wide range of local and national organisations involved in the development of learning, skills and community capacity building across North Lanarkshire. It is recognised that the three national CLD priorities around youth work, adult learning and community capacity building are delivered by many different local organisations, ranging from small voluntary sector projects to large public sector agencies.

Whilst each member organisation continues to have its own specific purpose, the North Lanarkshire CLD Partnership aims to bring stakeholders together, as equal partners, to jointly assess needs, plan services, review outcomes and develop practice for the benefit of local learners and participants.

The North Lanarkshire CLD Partnership reports to the North Lanarkshire Partnership Board and delivers against the community planning partnership's ongoing commitment to the **Strategic Guidance for Community Planning Partnerships: Community Learning and Development (2012)**.

Development of the CLD Partnership

- **1999 – 2004** The North Lanarkshire CLD Partnership was set up in 1999 in response to both local needs and national guidance such as 'Communities: Change through Learning' (Referred to as the Osler Report). The CLD Partnership published its first strategy in 2000.
- **2004 – 2008** 'Working and Learning Together to Build Stronger Communities' was published by the Scottish Executive, outlining the national priorities for CLD. These priorities were reflected in the North Lanarkshire CLD Partnership's 2004-2008 Strategy.
- **2008 – 2010** In 2008, COSLA and the Scottish Government published 'Building on "Working and Learning Together to Build Stronger Communities": the role of CLD in delivering change'. The Partnership agreed to extend its previous strategy, taking into account significant change within the sector
- **2010 – 2013** In 2010, the CLD Partnership launched a new two-year strategy, linked to the North Lanarkshire Community Plan. Due to the imminent launch of the government's Strategic Guidance for Community Planning Partnerships: CLD (2012) and The Requirements for CLD (Scotland) Regulations (2013), this strategy was extended to 2013.
- **2014 – 2018** A 2014-18 strategy was produced based on the new CLD 'Guidance' and 'Regulations'. The strategy set out 39 Key Areas of Focus and was aligned to both the Community Plan and the Scottish Government's National Outcomes. Six distinct Locality Action Plans were also produced

Current CLD Partnership Planning

Work began in 2017 to engage with staff and learners across the North Lanarkshire CLD Partnership regarding an updated strategy. Feedback from the previous strategy showed that many priorities were still relevant and that work was still ongoing to deliver on several of the 39 identified Key Areas of Priority. Through consultation and development sessions, it was agreed that these priority areas should be more focused moving forward, with 12 new statements of ambition being created.

As with the previous strategy, the new ambitions were closely aligned to community planning priorities. Due to ongoing changes within community planning structures, these ambitions formed part of an interim strategic alignment process, allowing a CLD Partnership plan to be produced whilst North Lanarkshire Partnership's Local Outcomes Improvement Plan continued to be reviewed and updated.

Strategic CLD Partnership

A strategic group of partner agencies lead the CLD Partnership. This group involves agencies committed to the advancement of community-based learning across North Lanarkshire, such as:

Culture NL

Job Centre Plus

NHS Lanarkshire
New College Lanarkshire
North Lanarkshire Council
Routes to Work
Skills Development Scotland
VanI – Voluntary Action North Lanarkshire

The Strategic CLD Partnership meets regularly to ensure that local CLD providers are working together, through the CLD Partnership Plan, to meet the needs of communities, and the ambitions of the North Lanarkshire Partnership, through the sharing of relevant information, resources, evaluation and training.

Local CLD Partnerships

Partner organisations from the public and voluntary sector also work together through a network of Local CLD Partnerships. These Partnerships have a clear focus on local community needs and assets, which vary across North Lanarkshire. The membership of Local CLD Partnerships includes a wide range of community-based projects and national organisations, reflecting the diversity of CLD provision in each geographic area. Representatives from each Local CLD Partnership sit on the Strategic CLD Partnership to ensure strong communication and joint working.

Examples of local member organisations include neighbourhood centres, youth projects, adult learning providers, family and carer support services, emergency services and local representatives of the strategic partners noted above.

At the time of writing, six locality-based CLD Partnerships are in operation. As part of the process of strategic alignment, the CLD Partnership will review its network of Local CLD Partnerships to ensure that these reflect changing arrangements within North Lanarkshire Partnership's community planning structures moving forward.

Previous North Lanarkshire CLD Partnership plans have included accompanying local CLD Action Plans, detailing practical arrangements in each geographic area. It is proposed that this planning should now be much more heavily integrated within the NLP's Local Area Partnership arrangements for the joint planning and delivery of a range of local services.

As part of the North Lanarkshire CLD Partnership's strategic alignment moving forward, arrangements will also be made to ensure that the CLD Partnership is directly involved in locality planning within several priority communities, as set out within the NLP's Community Matters agenda. The current priority neighbourhoods, selected based on deprivation data and local knowledge within each NLP Local Area Partnership, are:

- Airdrie: Petersburn & Craigneuk / Whinhall
- Bellshill: Orbiston / Viewpark
- Coatbridge: Coatbridge South / Dunbeth
- Cumbernauld & Kilsyth: Abronhill / Carbrain
- Motherwell: Craigneuk / Forgewood / North Motherwell
- Northern Corridor: Moodiesburn / Mount Ellen
- Wishaw & Shotts: Coltness / Gowkthrapple / Newmains / Pather / Shotts

CLD Partnership Sub-Groups

Sub-groups of the Strategic CLD Partnership and Local CLD Partnerships are also convened as necessary to take forward areas of work on behalf of the wider group.

At a local level, sub groups have been created to develop key ambitions around topics such as employability, celebrating achievement and the promotion of health and wellbeing. At a strategic level, sub groups have been set up to manage particular events, such as the annual CLD Partnership Celebration of Learning, or to lead on specific areas of work. One example of this is the Digital NL sub-group of the CLD Partnership, which was set up in 2016 in

response to the Partnership's previous plan. The Digital NL sub-group has since gone on to establish its own structures and board, which directly reports to the CLD Partnership.

4. Identifying Needs & Engaging with Communities

The CLD Partnership will continue to work with local individuals, organisations and communities to identify the changing needs of North Lanarkshire and respond to these through a clear, strategic approach.

By working alongside existing North Lanarkshire Partnership (NLP) networks, such as Community Matters, Local Area Partnerships, Local Area Teams, North Lanarkshire Youth Council, Learner Voice forums and local CLD Partnerships, the Partnership will gather and share relevant information as widely as possible to identify the needs of North Lanarkshire residents.

Identifying Needs

By identifying the needs of our communities, along with the use of good quality, robust, background information, the CLD Partnership will aim to target resources at those requiring most support. Where continued needs or trends have been identified, the CLD Partnership will work over the duration of this plan to put in place early intervention provision to reduce longer term barriers for individuals, families and communities.

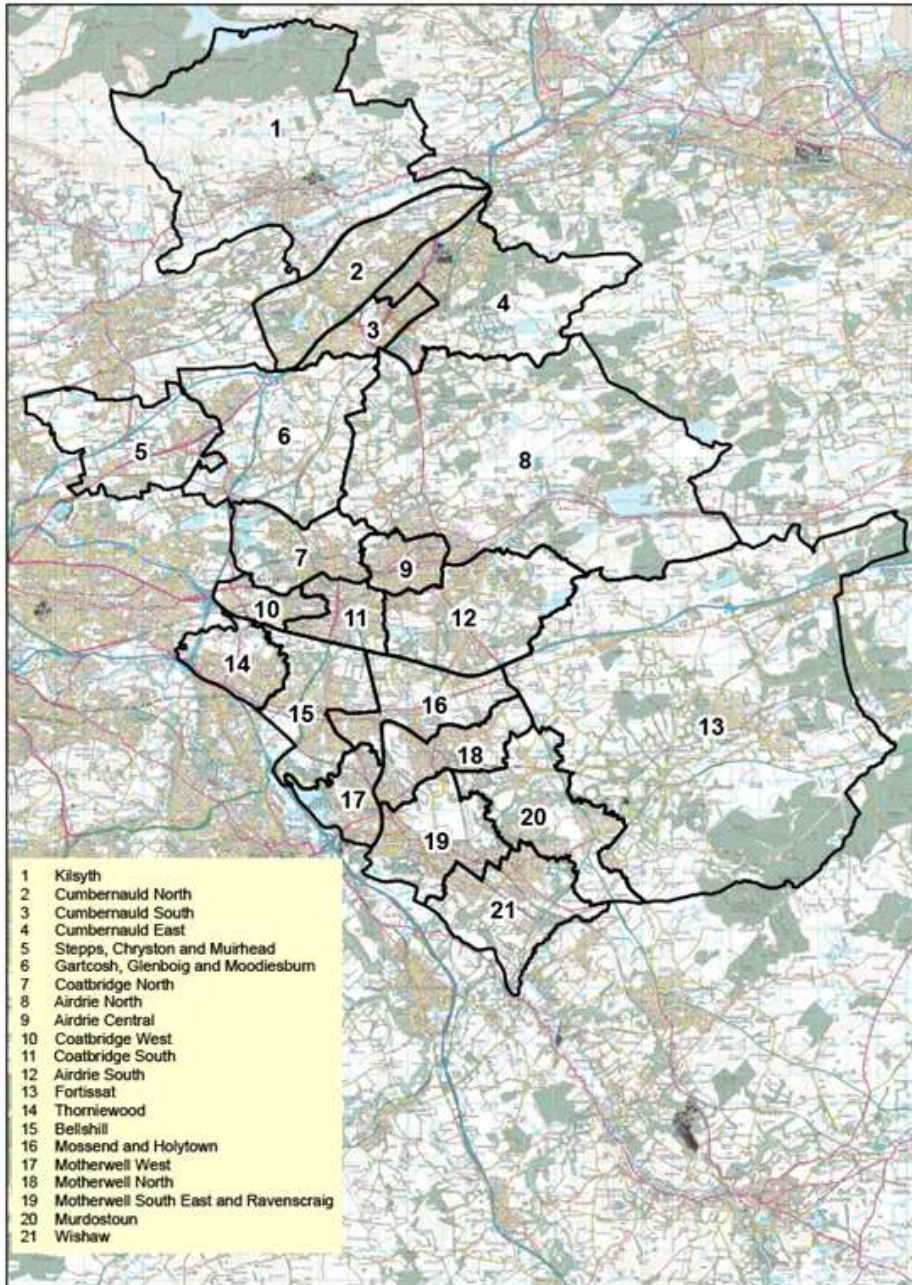
The information below provides a background to the needs of North Lanarkshire residents by establishing some baseline data for the 2018-2021 CLD Partnership's strategic plan.

Geography of North Lanarkshire:

North Lanarkshire is the fourth largest local authority area in Scotland, by population, and covers a geographical region of over 180 square miles within Scotland's central belt. The area includes a variety of communities ranging from rural settlements to larger towns such as Airdrie, Bellshill, Coatbridge, Cumbernauld, Kilsyth, Motherwell, Shotts and Wishaw.

The wards are:

- 1 Kilsyth
- 2 Cumbernauld North
- 3 Cumbernauld South
- 4 Cumbernauld East
- 5 Stepps, Chryston and Muirhead
- 6 Gartcosh, Glenboig, Moodiesburn
- 7 Coatbridge North
- 8 Airdrie North
- 9 Airdrie Central
- 10 Coatbridge West
- 11 Coatbridge South
- 12 Airdrie South
- 13 Fortissat
- 14 Thorniewood
- 15 Bellshill
- 16 Mossend and Holytown
- 17 Motherwell West
- 18 Motherwell North
- 19 Motherwell South East and Ravenscraig
- 20 Murdostoun
- 21 Wishaw



Map of North Lanarkshire with ward numbers, names and boundaries

Population

North Lanarkshire has an estimated resident population of 339,960 (2017):

Under 16 18.5% Adults of working age 64.7% (16-64) Pensioners (65+) 16.8%

Currently the population is predicted to increase by 1% (3,421 people) by the year 2026, compared to growth of 3.2% in Scotland.

The change in population by age group is shown below:

- age 0-11 -3,363
- age 12-15 +530
- age 16-64 -5,026
- age 65+ +11,280

The population is then predicted to decrease by 0.9% (3,188 people) from the years 2026 to 2041:

- age 0-11 -1,783
- age 12-15 -1,329
- age 16-64 -17,461
- age 65+ +17,385

Total net migration rate is +2.16 per thousand (2017) compared to +4.4 per thousand in Scotland; meaning more people are coming into North Lanarkshire than leaving, but this is at a lower rate than Scotland.

2.1% of our population belong to an ethnic minority, this equates to 7,048 people as at the 2011 census.

There are 151,000 households in North Lanarkshire (2017)

- 57% are owner occupied compared to national average of 58%
- 24% are local authority compared to national average of 12%
- 6% are housing association compared to national average of 11%
- 12% are private rented compared to national average of 15%
- 1% are vacant compared to national average of 4%

Housing

The council is the largest local authority landlord in Scotland with a stock of 36,315 homes (2018).

21,500 of residents live in the 5% most deprived areas of North Lanarkshire, according to the Scottish Index of Multiple Deprivation (SIMD);

- 75,000 of residents live in the worst 15% datazones (2016).
- 3.6% of working age people claim one or more benefits (2018) compared to a Scotland average of 2.8%.
- 21% of children live in households that experience both a low income and material deprivation:
- 32% live in a low income household (but not in material deprivation, although may still be at risk of poverty)
- 41% live in a household in material deprivation (but not on a low income and may have only recently moved out of poverty)
- 24.8% of children live in poverty (after housing costs), compared to a national average of 23% (2017)

Education

32% of pupils gained 5+ awards at level 6 compared to a Scotland average of 34% (2017/18). This is an improvement from 23% in 2011/12.

18% of pupils living in the 20% most deprived areas (according to the SIMD) gained 5+ awards at level 6 (2017) compared to a Scotland average of 16%. This is an improvement from 12% in 2011/12.

The literacy attainment gap in Scottish Attainment Challenge schools has reduced by 1.7% from 2016/17 to 2017/18. This means that pupils in the target schools who were scoring below average in 2015/16 improved their reading and phonics scores following the increased support they received.

97.4% of all pupils achieved 1 or more qualification at SCQF level 3 or above in 2017 compared to a Scotland average of 98.7%. This rate drops to 78% for pupils who are looked after children, compared to a Scotland average of 86%.

35 pupils per 1,000 were excluded from school in 2016/17 compared to a Scotland average of 26.8 per 1,000. In 2017 there were 47,898 pupils in North Lanarkshire's schools (27,522 in primary schools and 20,376 in secondary schools).

North Lanarkshire has the highest rate of exclusion from school for looked after children with latest figures (2016/17) showing a rate of 137.1 exclusions per 1,000 pupils, compared to a Scotland average of 79.9 per 1,000.

79% of people were very or fairly satisfied with local schools (2015-18) compared to a Scotland average of 72.3%. This has reduced from 91% (2010-14) which is in line with the drop in the national average over this period from 82.4%.

91.8% of North Lanarkshire's pupils enter a positive destination upon leaving school (2016/17) compared to a Scotland average of 93.7%. This is an improvement from 87.6% in 2011/12. 8.2% of pupils not entering a positive destination include those children who are hardest to reach and engage with. 13.6% of North Lanarkshire's working age population (aged 16 to 64) have no formal qualifications (2017); this equates to 29,400 people. Despite showing improvement and dropping from 20.1% in 2011, this remains higher than the Scotland average of 8.7%.

Economy

Latest GVA per head is £19,605 (2016) rising from £15,980 in 2010; this is the fastest growing GVA in Scotland. This means that North Lanarkshire's economy is expanding as can be seen from the latest growth figures which show growth of 3.7% per annum compared to 3.2% in Scotland overall.

GVA per head is £16,052 in sustainable tourism employment compared to a Scotland average of £19,314. The sustainable tourism employment sector in North Lanarkshire saw 25.2% growth (from 2016 to 2017), compared to 28.7% in Scotland overall. This means that growth in this sector is slower than the national average and employment gain is less.

There are 9,930 enterprises located within the area. Almost 95% of these enterprises employ less than 50 employees. 12.5% of enterprises are in the wholesale and retail sector, 16.7% in construction (2018). 57.6% of VAT/PAYE registered businesses in North Lanarkshire survive for at least three years (2017) compared to a Scotland average of 60.4%.

77.8% of all people economically active are in employment (October 2017/September 2018) compared to a Scotland average of 77.6%

- 3.6% are unemployed (2019) compared to a national average of 2.8%
- 7.7% are self employed (the highest figure ever since 2004) compared to a national average of 8.2%

The average earnings per week of people who both live and work in North Lanarkshire is £548.90 (2018) compared to a Scotland average of £562.70. Earnings in North Lanarkshire have seen a year on year increase, but at a lesser rate than the national average.

75.8% of North Lanarkshire's population is estimated to live within 500 metres of a derelict site (2017) - this is land available for development. This is much higher than the Scotland average of 29.8% demonstrating the potential for investment opportunities in North Lanarkshire.

Communities

Total recorded crime shows no increase in North Lanarkshire from 2016/17 to 2017/18, compared to a 1% increase in Scotland.

- Crime rates (493 per 10,000 population) are the seventh highest in Scotland and higher than the national average (451 per 10,000 population, 2017/18)
- The highest crime rates tend to relate to fire raising and vandalism and other crimes (e.g. drug related), and miscellaneous offences (such as common assault, breach of the peace, drunkenness and other disorderly conduct)

Residents recycle 41.1% of household waste each year compared to a national average of 45% (2016).

95% of residents living in accessible small towns rate their neighbourhood as a very good or good place to live, compared to an average rating of 97% in Scotland overall (2016).

77% of residents living in the 20% most deprived areas think their neighbourhood has improved, or stayed the same, in the past three years, compared to an average rating of 72% in Scotland overall (2016).

43.8% of North Lanarkshire's residents turned out to vote in the local elections in 2017; this compares to 46.9% nationally. This has reduced from 50.4% in 2010.

27% of adults provided unpaid help to a local organisation in the last twelve months (2017), an increase from 16% in 2014. This compares to 28% nationally. This type of unpaid help generally refers to formal volunteering, for example running a scouts group or coaching a sports team.

North Lanarkshire is home to a wide range of opportunities for the promotion of leisure activities that can benefit the health and wellbeing of individuals - this includes 6 country parks and gardens, 6 town parks, 9 local nature reserves, over 350 sites of importance for nature conservation, and 171 play areas.

Health wellbeing and care

Life expectancy at birth (as at 2015/17):

- male 75.3 (Scotland average 77.0)
- female 79.4 (Scotland average 81.1)

Mortality rates (for those aged under 75) are well above the Scottish average for cancer and coronary heart disease. Hospitalisation rates for emergencies and chronic obstructive pulmonary disease are also well above the national rates.

The percentage of the population prescribed drugs for anxiety/depression/ psychosis in 2016/17 was 20.2% against a Scottish figure of 18.5%. This has risen steadily from 2009/10 at 15.2% (14.4%) and the gap has widened.

When asking a sample of patients (adults) registered with general practitioners in North Lanarkshire they reported that:

- 75% of those supported at home agree they are supported to live as independently as possible compared to the Scotland average of 81% (2017/18)
- 76% of those supported at home agree that their services and support has an impact on improving or maintaining their quality of life compared to the Scotland average of 80% (2017/18)
- 33% of carers feel supported to continue in their caring role compared to a Scotland average of 37%

23.1% of babies are breastfed at 6-8 weeks compared to a Scotland average of 41.7% (2017/18), suggesting fewer babies get the best start in life in North Lanarkshire.

81.1% of children reviewed at 27-30 months had no concerns recorded compared to a Scotland average of 82.4% (2017/18). Early identification of developmental issues is crucial to ensuring that children reach their full potential.

95% of looked after children are looked after in a community setting - this is one of the highest rates in Scotland. Of these, on average:

- 70% are looked after in a home setting
- 25% within another community setting, such as foster care
- less than 5% in residential setting, such as children's houses

In line with the national position, child protection registrations in North Lanarkshire have fluctuated but with a general upward trend. In 2006 there were 61 (approximately 0.9 per 1,000 of the 0-15 population) children's names on the child protection register compared to a total of 115 (approximately 1.8 per 1,000 of the 0-15 population) in 2017. While North Lanarkshire continues to have one of the lowest rates of Child Protection Registration in Scotland, we have not experienced a fall in the rate which has been seen across Scotland as a whole.

Successes

- One of the strongest and fastest growing economies in Scotland according to the Office for National Statistics, with Gross Value Added (the measure of the value of goods and services produced) increasing by 2.2% between 2015 and 2016, and rising from £6.38 billion to £6.52 billion.
- 465 jobs safeguarded through support to businesses, potentially another 148 jobs created with an expected turnover for the companies of £15,060,589. In addition, over 650,000 square feet of property leased or sold. Other major inward investment successes included Albert Bartlett, Bio-Images Drug Delivery Ltd BDD, Virgin Media and BioAscent.
- Higher levels of employment with unemployment figures reducing from a high in 2012 of 11.2% to 3.6% in 2019 and indeed during 2016, for the first time, the North Lanarkshire rate was equal to the Scottish rate.
- Population growth estimates for North Lanarkshire are the most favourable for 10 years, even before significant growth targets in the shared ambition have been factored in.
- More of our young people are achieving a positive follow up destination one year after leaving school - this steadily increased from 85.5% in 2011/12 to 91.8% in 2016/17 and the gap is narrowing against Scottish figures (89.6% and 92.9%).
- Attainment rates have steadily improved over the last 7 years to a point where just under 60% of school leavers are attaining SCQF level 6 and level 7 as their highest level of qualification.
- There have been increases in attainment in reading and numeracy at P3, P5, and P7 across all schools together with evidence that the poverty-related attainment gap is narrowing.

Challenges

We still have significantly higher levels of child poverty; with all but two North Lanarkshire wards above the Scottish average (21.7%). In the worst ward, one third of children are living in poverty.

- While qualification levels have been rising in 2017, 13.6% of 16-64 year olds have no qualifications restricting their ability to access developing employment opportunities.
- Education outcomes for looked after children have improved however there are still large gaps compared with all children in North Lanarkshire. In 2017, 96.2% of all pupils in North Lanarkshire achieved 1 or more qualification at SCQF level 3 or above, but this rate dropped to 78% for pupils who are looked after.
- Earnings lag behind both Scottish and UK levels with weekly gross pay levels at £548.90, £562.70, and £571.10 respectively.
- North Lanarkshire's population is expected to increase in the period 2016 to 2026 by 3,421, but thereafter to reduce by 3,188 (from the years 2026 to 2041) resulting in an overall increase of 0.1%. This is against a Scottish increase of 5.3%.
- The number of births is expected to fall marginally each year, culminating in almost 60 fewer births each year by 2041. This trend means deaths may exceed births in North Lanarkshire around 2019. This will result in a population profile which shows a reduction in children (-9%) and working age (-10%) and an increase in adults 65+ (+51%).
- While the rate of registration remains below the national average, the number of children subject to child protection registration has shown an overall increase in recent years. This is consistent with national trends.

CLD Partnership response

The North Lanarkshire CLD Partnership will aim to respond to needs and challenges by removing barriers and working in partnership to reduce the impact of multiple deprivation. Whilst the links between illness, under-attainment, unemployment and deprivation are clear, learning can provide a means to achieving better health, employment and prosperity for individuals and communities.

Through sector-leading Community Learning and Development response and initiatives, the North Lanarkshire CLD Partnership will help to build stronger, healthier, more equal and sustainable communities.

Unmet Needs

The North Lanarkshire CLD Partnership acknowledges the scale of the challenges facing North Lanarkshire residents and notes that not all expressed or perceived needs will be met by the CLD Partnership, or the wider community planning partnership, over the life of this current plan.

The CLD Partnership recognises that, due to the reductions in some areas of public and voluntary sector funding, many organisations have had to reduce the scale of their provision accordingly. Where opportunities exist, but are limited in scale due to funding restrictions, it is acknowledged that this could lead to needs being identified but being unmet by CLD Partnership providers. Through targeted approaches, working within priority communities, the CLD Partnership will aim to use its resources effectively, however, by doing this, the CLD Partnership acknowledges that some similar needs within non-priority areas may not be met.

The CLD Partnership will ensure that, through self-evaluation and reporting, specific unmet needs are captured and recorded to provide guidance to the strategic CLD Partnership and to inform future changes to the plan, if necessary.

Community Engagement

“Community engagement is a way to build and sustain relationships between public services and community groups - helping them both to understand and take action on the needs or issues that communities experiences.” **(National Standards for Community Engagement)**

Community Learning & Development has an essential role to play in giving communities the confidence and skills they need to engage effectively with community planning.

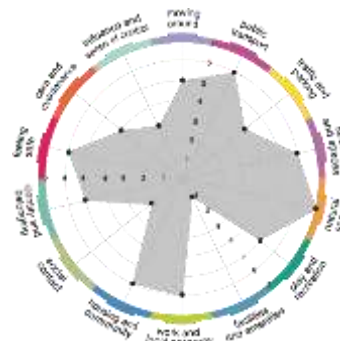
North Lanarkshire Community Learning and Development Partnership supports strategies and activities aimed at closing the gaps in attainment and opportunity, achieving social justice and encouraging community regeneration. Through its member organisations and stakeholders, the CLD Partnership will continue to engage meaningfully with individuals and communities in a variety of ways, most suited to the needs of those being engaged.

Examples of how the CLD Partnership will take this forward are:

Community Matters: Supporting the North Lanarkshire Partnership’s wider local engagement opportunities and events through its seven Local Area Partnerships under the banner of ‘Community Matters’.



Place Standard Tool: Continuing to promote and support the local use of the national Place Standard Tool, based on 14 key questions about life within communities.



Community Empowerment (Scotland) Act: Enabling North Lanarkshire residents to become involved in the community empowerment and renewal opportunities created by the Act, such as Community Asset Transfer, Participation Requests and Participatory Budgeting.

Public Forums: Building the capacity of local forums and networks to express the needs of geographic communities or communities of interest (e.g. Community Forums, Parent Councils, Pupil Councils, North Lanarkshire Youth Council (NLYC), local Youth Forums, etc.).



Learner Voice and Focus Groups: Developing further opportunities for CLD learners and participants to express their views on their learning journey, either within member organisations or across relevant partnership groups (e.g. Adult Learner Forums, Participant Focus Groups, etc.)



Participant Surveys and Evaluations: Continuing the use of regular surveys, questionnaires and evaluations with CLD participants and learners, both as groups and individuals, to provide feedback on the quality of services and to assess progress within the CLD Partnership’s Plan.

Online Tools: Many CLD Partnership members have adopted online tools to engage with communities through social media messages and opinion polls, online survey websites and the use of audio and video technology to capture participant views. The CLD Partnership has also collectively promoted online engagement tools via its Your NL Community website and related online surveys and will continue to look at partnership working online.

National Standards for Community Engagement:

Further engagement work will take place, formally and informally, in addition to the examples above, based on the needs of learners, participants and communities. It may be carried out using traditional methods, online tools or specific resources, however our local engagement will always follow the national Community Engagement Standards, as adopted by the North Lanarkshire CLD Partnership.



The National Standards for Community Engagement are not designed to replace existing community engagement or participation frameworks. They are intended to act as a central benchmark and reference point for best practice. They are designed to reflect the developing policy relating to participation, engagement and community empowerment in Scotland

The previous set of ten Community Engagement Standards were updated in 2016 and now comprise seven national standards of.

These are:

Standard	What we will do
Inclusion	We will identify and involve the people and organisations that are affected by the focus of the engagement.
Support	We will identify and overcome any barriers to participation.
Planning	There is a clear purpose for the engagement, which is based on a shared understanding of community needs and ambitions.
Working Together	We will work effectively together to achieve the aims of the engagement.
Methods	We will use methods of engagement that are fit for purpose.
Communication	We will communicate clearly and regularly with the people, organisations and communities affected by the engagement.
Impact	We will assess the impact of the engagement and use what we have learned to improve our future community engagement.

5. National and Local Strategic Context

The North Lanarkshire Community Learning and Development Partnership supports the objectives of a variety of other local and national strategies which help to guide and inform CLD practice within our communities.

National Performance Framework

The Scottish Government has created a National Performance Framework (NPF) to provide a clear vision for public services and to enable progress to be monitored across the country. The Scottish Government's **purpose** is:

'To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth'

Five overarching **strategic objectives** were also created to guide the development of all public services in an integrated way. These objectives are:

- **Wealthier & Fairer**

Enable businesses and people to increase their wealth and more people to share fairly in that wealth.

- **Smarter**

Expand opportunities for Scots to succeed from nurture through to lifelong learning, ensuring higher and more widely shared achievements.

- **Healthier**

Help people to sustain and improve their health, especially in disadvantaged communities, ensuring better, local and faster access to health care.

- **Safer & Stronger**

Help local communities to flourish, becoming stronger, safer places to live, offering improved opportunities and a better quality of life.

- **Greener**

Improve Scotland's natural and built environment and the sustainable use and enjoyment of it.

The strategic objectives are underpinned by 11 **national outcomes** and are monitored through a set of more **national indicators**, which are regularly updated. The most recent 11 national outcomes are:

- 1 We grow up loved, safe and respected so that we realise our full potential
- 2 We live in communities that are inclusive, empowered, resilient and safe
- 3 We are creative and our vibrant and diverse cultures are expressed and enjoyed widely
- 4 We have a globally competitive, entrepreneurial, inclusive and sustainable economy
- 5 We are well educated, skilled and able to contribute to society
- 6 We value, enjoy, protect and enhance our environment
- 7 We have thriving and innovative businesses, with quality jobs and fair work for everyone
- 8 We are healthy and active
- 9 We respect, protect and fulfil human rights and live free from discrimination
- 10 We are open, connected and make a positive contribution internationally
- 11 We tackle poverty by sharing opportunities, wealth and power more equally

Community Planning

The national priorities detailed above link directly to the local priorities and outcomes within every local authority area across Scotland. Through **Local Outcomes Improvement Plans (LOIPs)**, Community Planning Partnerships are required to set out the local outcomes that their CPP will prioritise for improvement. Through LOIPs, Community Planning Partnerships should also identify smaller areas, which currently experience the poorest outcomes, and publish plans to improve outcomes on agreed priorities for these communities.



In North Lanarkshire, local outcomes are published within North Lanarkshire Partnership's Local Outcomes Improvement Plan 2018. The North Lanarkshire Partnership (NLP) brings together the major public and voluntary sector agencies with a responsibility for taking forward the development and implementation of the LOIP. The North Lanarkshire LOIP identifies four key partnership priorities. These are:

- Community Resilience
- Homelessness
- Looked After Children and Young People
- Poverty

Specific sub-groups of the North Lanarkshire Partnership have been set up to progress work in each of the four priority areas above, with partnership mechanisms in place via other groups such as the North Lanarkshire CLD Partnership, Voluntary Sector Partnership Group and the North Lanarkshire Health and Social Care Partnership.

Whilst progress has been made in delivering key elements of the LOIP in the initial period since its adoption, the changing policy landscape and strategic moves to streamline delivery to support key priorities for North Lanarkshire has presented an opportunity to strengthen commitment to the delivery of the LOIP.

The NLP Board recently agreed to support the work that North Lanarkshire Council has been leading in developing the Ambition for North Lanarkshire by adopting 'One Plan' to replace elements of the previous LOIP. Work on 'The Plan for North Lanarkshire' is still ongoing, however the North Lanarkshire CLD Partnership has agreed to use a draft of this plan as the basis of a strategic alignment process over the coming months.

The new draft 'Plan for North Lanarkshire' sets out five high level priorities. These are to:

- Improve economic opportunities and outcomes
- Support all children and young people to realise their full potential
- Improve the health and wellbeing of our communities
- Improve the ability, participation, and empowerment of our communities
- Improve North Lanarkshire's resource base

The priorities above are supported by 25 ambition statements, which are detailed in the appendix of this plan.

The North Lanarkshire CLD Partnership will report on its performance towards the Plan for North Lanarkshire (and therefore National Performance Framework outcomes and indicators) via the North Lanarkshire Partnership.

By evaluating the progress of the CLD Partnership Plan for 2018-21 and through representation within North Lanarkshire Partnership structures, the North Lanarkshire CLD Partnership will continue to deliver outcomes which meet the needs of local people and contribute towards wider national targets and objectives.

Through local Community Learning & Development opportunities, the North Lanarkshire CLD Partnership will continue to play a key role achieving all five national strategic objectives. By empowering individuals and communities to make a lasting difference to their lives and the lives of others, the CLD Partnership aims to make North Lanarkshire a wealthier, fairer, smarter, healthier, safer, stronger and greener place to live.

National CLD Guidance

The North Lanarkshire CLD Partnership has worked closely with national partners, including Education Scotland and the Scottish Government, to support the wider strategic and legislative basis for CLD. Through consultation with CLD Partnerships and Community Planning Partnerships across Scotland, three significant documents were produced during 2012 and 2013 which set out the key strategic priorities for the CLD sector.

The **'Strategic Guidance for Community Planning Partnerships: Community Learning & Development'** was published by the Scottish Government in June 2012. This CLD Strategic Guidance built on previous national CLD strategies such as **Working and Learning Together** (2004) and its subsequent 2008 update. The guidance document placed a large emphasis on the role of CLD within Community Planning Partnerships (CPPs) and detailed the government's expectations of how CPPs should develop a CLD approach to delivering the Scottish Government's strategic objectives.

In May 2013, **'The Requirements for Community Learning and Development (Scotland) Regulations 2013'** were approved by the Scottish Parliament. The 'CLD Regulations', as they have now commonly become known, provided a legal basis for CLD in Scotland by creating subordinate legislation under section 2 of the Education (Scotland) Act 1980. The legislation, which officially came into force on the 1st of September 2013, places an obligation on local education authorities and their partners to ensure that:

- Communities across Scotland - but particularly those who are disadvantaged - have access to the CLD support they need;
- Communities across Scotland are enabled to express their needs for CLD provision; and
- Community Planning Partnerships (CPPs), local authorities and providers of public services more generally respond appropriately to the expectations set by the CLD Strategic Guidance.

The North Lanarkshire CLD Partnership will continue to meet and exceed the requirements set out in the 2013 CLD Regulations by working alongside learners, community groups, practitioners, delivery organisations, community planning partners and national agencies to provide a range of high quality Community Learning & Development programmes. Through consultation and evaluation with stakeholders, the CLD Partnership Plan will provide a framework for local CLD providers to jointly assess the needs of our local communities and identify any barriers that may exist.

National Policy Context for CLD

In addition to the North Lanarkshire CLD Partnership's specific commitments to the CLD Regulations, local community planning structures and national targets, the CLD Partnership, and its member organisations, play a key role in delivering a wide range of Scottish Government policies. These policies impact on the CLD Partnership's work with children, young people, adults, families and communities, along with our own employees and volunteers, by ensuring that local CLD provision contributes to common national approaches.

Within local Community Learning and Development opportunities, many national strategies and policies can apply. Several national agendas also complement each other, with some also providing additional practical guidance on the delivery of services. Although a wide range of strategies can therefore apply to Community Learning and Development, some of the key national policies which influence the work of the North Lanarkshire CLD Partnership include, among others:

- Achieving a Sustainable Future: Regeneration Strategy (2011)
- Achieving Our Potential: A Framework to Tackle Poverty and Income Inequality in Scotland (2008)
- Adult ESOL Strategy for Scotland (2007)
- Adult Learning in Scotland Statement of Ambition (2014)
- Adult Literacies in Scotland 2020 (2010)
- Adult Literacy and Numeracy in Scotland (2001)
- Career Information, Advice & Guidance in Scotland (2011)
- Children and Young People (Scotland) Act 2014
- Community Empowerment (Scotland) Act
- Curriculum for Excellence (2004 onwards)
- Delivering a Healthy Future (2007)
- Digital Britain (2009)
- Early Years Framework (2008)
- Education Working For All! Commission for Developing Scotland's Young Workforce (2014)
- Equality Act (2010)
- Equally Well: Report of the Ministerial Task Force on Health Inequalities (2008)
- Fairer Scotland Action Plan (2016)
- Getting it Right for Every Child (2010 onwards)
- Human Rights Act (1998)
- Let's Make Scotland More Active: A Strategy for Physical Activity (2003)
- National Improvement Framework and Improvement Plan (2018)
- National Parenting Strategy (2012)
- National Youth Work Strategy 2014– 2019
- Offender Learning: Options for Improvement (2010)
- Opportunities For All – Post-16 transitions (2014)
- Reaching Higher: Building on the Success of Sport 21 (2007)
- Renewing Scotland's Public Services
- Scottish Attainment Challenge (2015 onwards)
- Skills for Scotland: A Lifelong Skills Strategy (2007)
- Strategic Guidance for Community Planning partnerships: Community learning and development (2012)
- The Requirements for Community Learning and Development (Scotland) Regulations (2013)
- Welcoming Our Learners: Scotland's ESOL (English for Speakers of Other Languages) Strategy 2015–2020
- Working and Learning Together to Build Stronger Communities (2004)
- Young People in Scotland (2014)

While most of the policies and strategies above are far reaching beyond the Community Learning and Development sector, many of the key drivers behind them are relevant to CLD learners, participants and groups. An example of this is the Scottish Government's **National Improvement Framework (NIF)**, aimed at improving national education standards through key NIF drivers:

- Our priorities
- School leadership
- Teacher professionalism
- Parental engagement
- Assessment of children's progress
- School improvement
- Performance information



Although the drivers are largely focused on early years and school provision, the North Lanarkshire CLD Partnership has a clear role in working with colleagues to improve attainment through Parental Engagement, School Improvement and Performance Information, while also acting on behalf of key community-based professionals engaging with children, young people, parents and communities.

Education Scotland has identified some of these key strategic drivers and illustrated them within a CLD 'Policy Context':



Underpinning the policy context are the concepts of:

- Linked interventions
- Policy into practice
- Empowerment through learning
- From cradle to grave

Policies are developed with the context of:

- Putting communities at the heart of community planning
- Supporting self-organisation
- Delivering rights and entitlements
- Tackling inequality
- Empowering individuals, learners and communities
- Supporting community cohesion
- Supporting transitions
- Improving services
- Improving life chances

Policies relating to various themes are:

Young people and families

- Moving forward – youth work strategy
- Opportunities for all
- Children and Young People bill
- More choices, more chances
- National parenting strategy
- 16+ Learning Choices

Social Policy

- Achieving Our Potential
- Equally Well
- The early Years Framework
- Renewing Scotland's Public Services
- Equalities and Human Rights Policy
- Assets for Health

Empowered communities

- Community Planning Review – Statement of Ambition
- Community empowerment and renewal Bill
- Scottish Parliament Public Engagement Strategy
- Scottish Community Empowerment Action Plan
- Achieving a sustainable future: Regeneration strategy

Learning Communities

- Post 16 education reform
- Curriculum for Excellence
- Careers, information, advice and guidance strategy
- Literacies Action Plan (ALIS 2020, ESOL strategy)
- Options for Improvement

Local Policy Context for CLD

As with the national strategies shown above, the North Lanarkshire CLD Partnership is also guided by local priorities as set out by the North Lanarkshire Partnership, including its working groups and stakeholder organisations.

Some of the strategies and action plans which have been developed at a North Lanarkshire or regional level include:

- Child Protection Plan
- Children's Services Plan
- Glasgow City Region Economic Strategy
- Glasgow City Region Education Improvement Collaborative (RIC)
- Health and Social Care Strategic Plan
- North Lanarkshire Gaelic Language Plan
- North Lanarkshire Equality Strategy
- North Lanarkshire Fairness Commission
- North Lanarkshire Local Outcomes Improvement Plan
- North Lanarkshire Local Policing Plan
- North Lanarkshire Partnership Voluntary Sector Strategy
- Reshaping Care for Older People: North Lanarkshire Joint Strategic Commissioning Plan
- Sport and Physical Activity Strategy
- Strategic Development Plan - Clydeplan
- Strategy for Carers in North Lanarkshire
- Strategy for Working with Young People (Going the Extra Mile)
- Tourism Lanarkshire

The North Lanarkshire CLD Partnership recognises the local and national guidance outlined above and aims to contribute to these outcomes through the development of wide ranging and appropriate Community Learning & Development programmes. Through community-based learning, the CLD Partnership will support young people, adults and communities to achieve their full potential in relation to the personal, social and economic objectives set out in the relevant local and national strategies above.

North Lanarkshire CLD Partnership Plan in Context

In summary, the North Lanarkshire CLD Partnership is driven by the following key priorities and objectives:

Community engagement, CLD outcomes, CLD Partnership, North Lanarkshire partnership, National outcomes



Community Engagement	CLD Outcomes	CLD Partnership	North Lanarkshire Partnership	National Outcomes
7 Standards	7 Themes	5 Priorities	5 Priorities	5 Strategic Objectives
Inclusion	Confidence, Resilience and Optimism	Improve economic opportunities and outcomes	Improve economic opportunities and outcomes	Wealthier & Fairer
Support	Relationships, Networks and Connections	Support individuals and communities to realise their full potential	Support all children and young people to realise their full potential	Smarter
Planning	Applied Learning and Skills	Improve the health and wellbeing of our communities	Improve the health and wellbeing of our communities	Healthier
Working Together	Participation, Inclusion and Equity	Improve the ability, participation, and empowerment of our communities	Improve the ability, participation, and empowerment of our communities	Safer & Stronger
Methods	Decision Making	Improve North Lanarkshire's resource base	Improve North Lanarkshire's resource base	Greener
Communication	Empowerment and Social Responsibility			
Impact	Positive Experiences and Reflection			

The delivery of these key priorities is supported through a more focused set of local and national ambitions and outcomes:



CLD Partnership

12 Ambitions

- Support inclusive growth, employment and social enterprise through the development of literacy, numeracy and digital inclusion.
- Reduce the poverty and inequality-related attainment gap through the targeted support of relevant young people, adults, families and communities, particularly at key transition stages.
- Co-produce a range of well-planned and tailored learning offers with individuals, groups and communities.
- Recognise and celebrate achievement, attainment and progression.
- Improve the health, wellbeing and safety of individuals and communities, targeting those most at risk.
- Enable individuals and communities to make well-informed choices when managing their own wellbeing.
- Engage meaningfully with individuals and communities to identify local needs and opportunities.
- Build the capacity of individuals, communities and the voluntary sector to meet their own needs.
- Empower individuals and communities to express their voices and influence local decision making.
- Work in partnership with communities and stakeholders to target resources based on local needs and assets.

- Jointly monitor, evaluate and share the impact of learning with participants and partners across North Lanarkshire.
- Develop a skilled, professional and cohesive CLD workforce across partnership organisations.

North Lanarkshire Partnership

25 Ambitions

- Ensure a housing mix that supports social inclusion and economic growth
- Refocus our town centres and communities to be multi- functional connected places which maximise social, economic, and environmental opportunities
- Maximise the use of our marketable land and assets through improved development in business and industrial infrastructure
- Market and promote North Lanarkshire as the place to live, learn, work, invest, and visit
- Grow and improve the sustainability and diversity of North Lanarkshire's economy
- Raise attainment and skills for learning, life, and work to enhance opportunities and choices
- Enhance collaborative working to maximise support and ensure all our children and young people are included, supported, and safe
- Engage children and families in early learning and childcare programmes and making positive transitions to school
- Invest in early interventions, positive transitions, and preventative approaches to improve outcomes for children and young people
- Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential
- Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion
- Ensure our residents are able to achieve, maintain, and recover their independence through appropriate supports at home and in their communities
- Improve preventative approaches including self- management and giving people information and choice over supports and services
- Ensure the highest standards of public protection
- Encourage the health and wellbeing of people through a range of social, cultural, and leisure activities
- Transform our natural environment to support wellbeing and inward investment and enhance it for current and future generations
- Ensure we keep our environment clean, safe, and attractive
- Ensure our digital transformation is responsive to all people's needs and enables access to the services they need
- Improve engagement with communities and develop their capacity to help themselves
- Improve the involvement of communities in the decisions, and development of services and supports, that affect them
- Continue to identify and access opportunities to leverage additional resources to support our ambitions
- Facilitate a North Lanarkshire wide approach to asset rationalisation, including with communities and partners
- Build a workforce for the future capable of delivering on our priorities and shared ambition
- Review and design services around people, communities, and shared resources
- Ensure intelligent use of data and information to support fully evidence based decision making and future planning

National Outcomes

11 Outcomes

- We grow up loved, safe and respected so that we realise our full potential
- We live in communities that are inclusive, empowered, resilient and safe
- We are creative and our vibrant and diverse cultures are expressed and enjoyed widely
- We have a globally competitive, entrepreneurial, inclusive and sustainable economy
- We are well educated, skilled and able to contribute to society
- We value, enjoy, protect and enhance our environment

- We have thriving and innovative businesses, with quality jobs and fair work for everyone
- We are healthy and active
- We respect, protect and fulfil human rights and live free from discrimination
- We are open, connected and make a positive contribution internationally
- We tackle poverty by sharing opportunities, wealth and power more equally

6. Cross Cutting Themes

Inclusion and Equality

Inclusion is about taking action to remove barriers to participation and learning. Inclusion also involves eliminating discrimination and promoting equality.

Promoting inclusion and equality is crucial for all providers of Community Learning and Development, along with all other service providers, to ensure that everyone is treated fairly, with dignity and respect, and that the learning and support opportunities provided are open to all.

Equality is a basic human right and North Lanarkshire CLD Partnership working with communities will:

- Actively oppose all forms of unlawful or unfair discrimination
- Actively promote good relations and equality of opportunity for all sectors of the community
- Celebrate and value diversity
- Support the development of strong, secure, self-reliant, self-confident communities free from unlawful discrimination.

Equality and inclusion are also central to achieving the four capacities of Curriculum for Excellence and are key to developments within the Scottish Attainment Challenge, the National Improvement Framework and other local and national strategies.

Workforce Development

The Community Learning and Development Partnership recognises the important role it and its constituent organisations have in promoting and organising workforce development. This may take the form of continuing professional development (CPD) opportunities that can either be specific to a partnership organisation, or can be offered to other partners, or bespoke joint CPD identified to meet the needs of the CLD Partnership.

Future workforce development will continue to build on existing strengths to further develop awareness, capacity and competencies within the CLD Partnership. It will focus on continued improvement in the quality and performance of services to those with most need. Workforce development needs will be identified and continuous improvement in practice will be supported.

The CLD Partnership will facilitate the sharing of workforce development information between members and plan for improvement through workforce development that will result in providers across the partnership developing skills that lead to better outcomes for service users.

The North Lanarkshire Community Learning and Development Partnership will place great emphasis on the development of a learning culture, where workforce development will be progressed through the acquisition of competence-based skills and capabilities, underpinned by principles, values and ethics.

The workforce will be encouraged to take advantage of membership and registration with the CLD Standards Council for Scotland, and to use the i-Develop platform to access and share resources. Stakeholders will also be involved in professional development opportunities offered across other neighbouring Community Learning and Development Partnerships with similar priorities via the West CLD Alliance.

As a result, the workforce involved in the field of CLD will have increased professional confidence, a stronger shared identity, and will work in an open, supportive and inclusive way with all stakeholders.

Digital Inclusion

Ensuring digital inclusion for all people in North Lanarkshire is recognised as a key challenge facing all partners. Across a wide range of policy agendas the further application of digital technology will provide increasing opportunities to improve service delivery and the quality of life for local citizens. Set alongside this is recognition that people who do not connect to and access these opportunities will become more 'excluded' and disadvantaged. Without appropriate interventions, this is much more likely to be the outcome for the individuals, families and communities that are already the most vulnerable and deprived in North Lanarkshire.

Since 2011, following announcements around welfare reform, the 'Digital by Default' agenda and Reshaping Care for Older People, the North Lanarkshire CLD Partnership has highlighted Digital Inclusion as one of its key areas of focus. It was recognised that, although many CLD Partnership member organisations provided support with digital skills and provided local access to IT resources, these services were often disjointed and provided varying levels of learning outcomes.

A vision of a 'Digitally Included North Lanarkshire' was published as part of the CLD Partnership's Strategy for 2014-18 and work began shortly after to create a Digital North Lanarkshire project to take this forward. In 2015, proposals were drawn up detailing a three year project with the vision of ensuring that '...every individual, family and community in North Lanarkshire has access to - and confidence in using - digital technology to improve the quality of their lives'. In addition to its own resources, the sub group successfully secured funding from North Lanarkshire Council and the Lanarkshire Further Education Fund (via New College Lanarkshire) to establish Digital North Lanarkshire in 2016.

Digital North Lanarkshire will continue to develop digital inclusion, through member organisations of the CLD Partnership and centralised resources linked to the [Digital North Lanarkshire website](http://www.digitalNL.co.uk) www.digitalNL.co.uk. The success of Digital NL, and wider digital inclusion in North Lanarkshire will be measured against the following ambitions statements:



- **We have improved the lives of many people in North Lanarkshire by increasing their use of digital technology.**
- **Support is available and accessible to everyone in North Lanarkshire to increase their skills and their knowledge of digital technology.**
- **Individuals and communities in North Lanarkshire are more confident and connected to digital opportunities, and how these can improve their lives.**
- **No-one in North Lanarkshire is further 'excluded' by the increasing use of digital technology.**
- **We work together in partnership to provide the best service to local people and communities, and make the best use of all resources available.**
- **We have a guaranteed and consistent standard of support across all recognised digital inclusion access points.**

7. Measuring Impact and Reporting Performance

Measuring Impact

The National Performance Framework, the Local Outcomes Improvement Plan and forthcoming 'Plan for North Lanarkshire' have provided community planning partners with a shared set of outcomes and clear guidance on what should be measured.

To further develop this, indicators developed by Her Majesty's Inspectorate of Education (HMIE), within Education Scotland, in '**How Good is the Learning and Development in Our Community**' have provided a framework to self-evaluate the impact our actions are having on the communities of North Lanarkshire. The CLD Partnership will use the quality improvement framework to improve its capacity for self-evaluation, for evidencing the outcomes and impact, and for planning for improvement.

External inspection also plays a key role in the self-evaluation framework. The North Lanarkshire CLD Partnership will continue to build on the strengths and weaknesses identified in the most recent inspection of the CLD Partnership in 2017 to ensure that local standards are maintained. In the CLD Partnership's previous inspection in August 2017, Education Scotland evaluated the four core quality indicators as:

- Improvements in performance: Very Good
- Impact on the local community: Very Good
- Delivering the learner offer with learners: Excellent
- Leadership and direction: Very Good

The Learning, Evaluation and Planning (LEAP) framework, developed by the Scottish Community Development Centre, supports us to plan more effectively; identify and evidence the changes that we hope to make; learn from our experiences and work in partnership with one another. LEAP is an approach to planning and evaluation that is outcome-focused, participatory and learning-based. It is designed to be a useful tool in all aspects of project, programme and policy development, planning and management. It can be used in different contexts and by partners working in different sectors. It helps to ensure that all those involved are working to a shared agenda.

The Plan, Do, Study, Act (PSDA) improvement framework is a method of developing, testing and implementing changes leading to improvement. The framework encourages the testing of changes on a small scale based on the study of available data. This approach helps to avoid organisations or individuals taking immediate, untested action. The model of improvement can be summarised as below:

Plan

- Objective
- Questions and predictions
- Plan to carry out – Who, When, How, Where

Do

- Carry out plan
- Document problems
- Spot new ideas

Study

- Analyse data
- Compare to predictions
- Summarize

Act

- Ready to implement?
- Next cycle



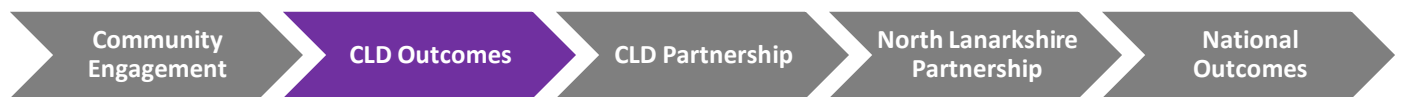
Reporting Performance

The North Lanarkshire Community Learning and Development Partnership will gather information from the strategic and local Community Learning and Development Partnerships in relation to the plan, along with data from sub-groups as appropriate, to monitor progress

In addition, performance data in relation to quantitative and qualitative measures and indicators linked to the North Lanarkshire Partnership's community planning arrangements will be collected and reported by the CLD Partnership.

Appendix

National CLD Outcomes



General Themes	Youth Work	Adult Learning	Community Development
Confidence, Resilience and Optimism	Young people are confident, resilient and optimistic for the future.	Adult learners are confident, resilient and optimistic for the future	Communities are confident, resilient and optimistic for the future.
Relationships, Networks and Connections	Young people manage personal, social and formal relationships.	Adult learners develop positive networks and social connections.	Communities manage links within communities and other communities and networks.
Applied Learning and Skills	Young people create, describe and apply their learning and skills.	Adult learners apply their skills, knowledge and understanding across the four areas of life.	Community members identify their capacities, learning and skills, enhance them and apply them to their own issues.
Participation, Inclusion and Equity	Young people participate safely and effectively in groups.	Adult learners participate equally, inclusively and effectively.	Community members form and participate equally, inclusively and effectively in accountable groups.
Decision Making	Young people consider risk, make reasoned decisions and take control.	Adult learners are equipped to meet key challenges and transitions in their lives.	Communities consider risk, make reasoned decisions and take control of agendas.
Empowerment and Social Responsibility	Young people express their voice and demonstrate social commitment.	Adult learners express their voices, co-design their learning and influence local and national policy.	Communities express their voice and demonstrate commitment to social justice and action to achieve it.
Positive Experiences and Reflection	Young people's perspectives are broadened through new experiences and thinking.	Adult learners critically reflect on their experiences and make positive changes for themselves and their communities.	Community members' perspectives are broadened through new and diverse experiences and connections.

North Lanarkshire CLD Partnership Draft Priorities 2018-21



NL CLD Partnership Priority:	Improve economic opportunities and outcomes
Ambition statement 1	Support inclusive growth, employment and social enterprise through the development of literacy, numeracy and digital inclusion.

NL CLD Partnership Priority:	Support individuals and communities to realise their full potential
Ambition statement 2	Reduce the poverty and inequality-related attainment gap through the targeted support of relevant young people, adults, families and communities, particularly at key transition stages.
Ambition statement 3	Co-produce a range of well-planned and tailored learning offers with individuals, groups and communities.
Ambition statement 4	Recognise and celebrate achievement, attainment and progression.

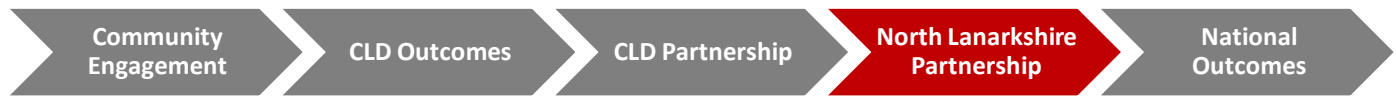
NL CLD Partnership Priority:	Improve the health and wellbeing of our communities
Ambition statement 5	Improve the health, wellbeing and safety of individuals and communities, targeting those most at risk.
Ambition statement 6	Enable individuals and communities to make well-informed choices when managing their own wellbeing.

NL CLD Partnership Priority:	Improve the ability, participation, and empowerment of our communities
Ambition statement 7	Engage meaningfully with individuals and communities to identify local needs and opportunities.
Ambition statement 8	Build the capacity of individuals, communities and the voluntary sector to meet their own needs.
Ambition statement 9	Empower individuals and communities to express their voices and influence local decision making.

NL CLD Partnership Priority:	Improve North Lanarkshire's resource base
Ambition statement 10	Work in partnership with communities and stakeholders to target resources based on local needs and assets.
Ambition statement 11	Jointly monitor, evaluate and share the impact of learning with participants and partners across North Lanarkshire.
Ambition statement 12	Develop a skilled, professional and cohesive CLD workforce across partnership organisations.



The Plan for North Lanarkshire (Draft – Jan 2019)



NL Partnership Priority:	Improve economic opportunities and outcomes
Ambition statement 1	Ensure a housing mix that supports social inclusion and economic growth
Ambition statement 2	Refocus our town centres and communities to be multi- functional connected places which maximise social, economic, and environmental opportunities
Ambition statement 3	Maximise the use of our marketable land and assets through improved development in business and industrial infrastructure
Ambition statement 4	Market and promote North Lanarkshire as the place to live, learn, work, invest, and visit
Ambition statement 5	Grow and improve the sustainability and diversity of North Lanarkshire’s economy

NL Partnership Priority:	Support all children and young people to realise their full potential
Ambition statement 6	Raise attainment and skills for learning, life, and work to enhance opportunities and choices
Ambition statement 7	Enhance collaborative working to maximise support and ensure all our children and young people are included, supported, and safe
Ambition statement 8	Engage children and families in early learning and childcare programmes and making positive transitions to school
Ambition statement 9	Invest in early interventions, positive transitions, and preventative approaches to improve outcomes for children and young people
Ambition statement 10	Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential

NL Partnership Priority:	Improve the health and wellbeing of our communities
Ambition statement 11	Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion
Ambition statement 12	Ensure our residents are able to achieve, maintain, and recover their independence through appropriate supports at home and in their communities
Ambition statement 13	Improve preventative approaches including self- management and giving people information and choice over supports and services
Ambition statement 14	Ensure the highest standards of public protection
Ambition statement 15	Encourage the health and wellbeing of people through a range of social, cultural, and leisure activities

NL Partnership Priority:	Improve the ability, participation, and empowerment of our communities
Ambition statement 16	Transform our natural environment to support wellbeing and inward investment and enhance it for current and future generations
Ambition statement 17	Ensure we keep our environment clean, safe, and attractive
Ambition statement 18	Ensure our digital transformation is responsive to all people’s needs and enables access to the services they need
Ambition statement 19	Improve engagement with communities and develop their capacity to help themselves
Ambition statement 20	Improve the involvement of communities in the decisions, and development of services and supports, that affect them

NL Partnership Priority:	Improve North Lanarkshire's resource base
Ambition statement 21	Continue to identify and access opportunities to leverage additional resources to support our ambitions
Ambition statement 22	Facilitate a North Lanarkshire wide approach to asset rationalisation, including with communities and partners
Ambition statement 23	Build a workforce for the future capable of delivering on our priorities and shared ambition
Ambition statement 24	Review and design services around people, communities, and shared resources
Ambition statement 25	Ensure intelligent use of data and information to support fully evidence based decision making and future planning

Scottish Government National Outcomes



Strategic Objectives

- Wealthier and Fairer
- Smarter
- Healthier
- Safer and Stronger
- Greener



- 1 We grow up loved, safe and respected so that we realise our full potential
- 2 We live in communities that are inclusive, empowered, resilient and safe
- 3 We are creative and our vibrant and diverse cultures are expressed and enjoyed widely
- 4 We have a globally competitive, entrepreneurial, inclusive and sustainable economy
- 5 We are well educated, skilled and able to contribute to society
- 6 We value, enjoy, protect and enhance our environment
- 7 We have thriving and innovative businesses, with quality jobs and fair work for everyone
- 8 We are healthy and active
- 9 We respect, protect and fulfil human rights and live free from discrimination
- 10 We are open, connected and make a positive contribution internationally
- 11 We tackle poverty by sharing opportunities, wealth and power more equally

The 11 National Outcomes are supported by 81 National Indicators which are still in the process of being finalised.

Links between local and national ambitions



CLD Partnership Priority: Improve economic opportunities and outcomes

CLD Partnership Ambitions: 1 Support inclusive growth, employment and social enterprise through the development of literacy, numeracy and digital inclusion.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 2 Refocus our town centres and communities to be multi- functional connected places which maximise social, economic, and environmental opportunities	Number 4 We have a globally competitive, entrepreneurial, inclusive and sustainable economy
Number 5 Grow and improve the sustainability and diversity of North Lanarkshire’s economy	Number 5 We are well educated, skilled and able to contribute to society
Number 18 Ensure our digital transformation is responsive to all people’s needs and enables access to the services they need	Number 7 We have thriving and innovative businesses, with quality jobs and fair work for everyone

CLD Partnership Priority: Support individuals and communities to realise their full potential

CLD Partnership Ambitions: 2 Reduce the poverty and inequality-related attainment gap through the targeted support of relevant young people, adults, families and communities, particularly at key transition stages

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 6 Raise attainment and skills for learning, life, and work to enhance opportunities and choices	Number 1 We grow up loved, safe and respected so that we realise our full potential
Number 8 Engage children and families in early learning and childcare programmes and making positive transitions to school	Number 5 We are well educated, skilled and able to contribute to society
Number 9 Invest in early interventions, positive transitions, and preventative approaches to improve outcomes for children and young people	Number 9 We respect, protect and fulfil human rights and live free from discrimination
Number 10 Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally
Number 11 Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally

CLD Partnership Priority: Support individuals and communities to realise their full potential

CLD Partnership Ambitions: 3 Co-produce a range of well-planned and tailored learning offers with individuals, groups and communities.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 6 Raise attainment and skills for learning, life, and work to enhance opportunities and choices	Number 2 We live in communities that are inclusive, empowered, resilient and safe
Number 7 Enhance collaborative working to maximise support and ensure all our children and young people are included, supported, and safe	Number 5 We are well educated, skilled and able to contribute to society
Number 19 Improve engagement with communities and develop their capacity to help themselves	Number 5 We are well educated, skilled and able to contribute to society
Number 20 Improve the involvement of communities in the decisions, and development of services and supports, that affect them	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally
Number 24 Review and design services around people, communities, and shared resources	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally

CLD Partnership Priority: Support individuals and communities to realise their full potential

CLD Partnership Ambitions: 4 Recognise and celebrate achievement, attainment and progression.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 4 Market and promote North Lanarkshire as the place to live, learn, work, invest, and visit	Number 1 We grow up loved, safe and respected so that we realise our full potential
Number 6 Raise attainment and skills for learning, life, and work to enhance opportunities and choices	Number 3 We are creative and our vibrant and diverse cultures are expressed and enjoyed widely
Number 10 Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential	Number 5 We are well educated, skilled and able to contribute to society

CLD Partnership Priority: Improve the health and wellbeing of our communities

CLD Partnership Ambitions: 5 Improve the health, wellbeing and safety of individuals and communities, targeting those most at risk.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 11 Increase economic opportunities for adults by understanding, identifying, and addressing the causes of poverty and deprivation and barriers to financial inclusion	Number 1 We grow up loved, safe and respected so that we realise our full potential
Number 12 Ensure our residents are able to achieve, maintain, and recover their independence through appropriate supports at home and in their communities	Number 2 We live in communities that are inclusive, empowered, resilient and safe
Number 14 Ensure the highest standards of public protection	Number 8 We are healthy and active

CLD Partnership Priority: Improve the health and wellbeing of our communities

CLD Partnership Ambitions: 6 Enable individuals and communities to make well-informed choices when managing their own wellbeing.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 13 Improve preventative approaches including self-management and giving people information and choice over supports and services	Number 2 We live in communities that are inclusive, empowered, resilient and safe
Number 15 Encourage the health and wellbeing of people through a range of social, cultural, and leisure activities	Number 5 We are well educated, skilled and able to contribute to society
Number 19 Improve engagement with communities and develop their capacity to help themselves	Number 8 We are healthy and active

CLD Partnership Priority: Improve the ability, participation, and empowerment of our communities

CLD Partnership Ambitions: 7 Engage meaningfully with individuals and communities to identify local needs and opportunities.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 10 Engage with children, young people, parents, carers, and families to help all children and young people reach their full potential	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally
Number 20 Improve the involvement of communities in the decisions, and development of services and supports, that affect them	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally

CLD Partnership Priority: Improve the ability, participation, and empowerment of our communities

CLD Partnership Ambitions:8 Build the capacity of individuals, communities and the voluntary sector to meet their own needs.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 19 Improve engagement with communities and develop their capacity to help themselves	Number 5 We are well educated, skilled and able to contribute to society
Number 20 Improve the involvement of communities in the decisions, and development of services and supports, that affect them	Number 5 We are well educated, skilled and able to contribute to society

CLD Partnership Priority: Improve the ability, participation, and empowerment of our communities

CLD Partnership Ambitions:9 Empower individuals and communities to express their voices and influence local decision makin

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 19 Improve engagement with communities and develop their capacity to help themselves	Number 5 We are well educated, skilled and able to contribute to society
Number 20 Improve the involvement of communities in the decisions, and development of services and supports, that affect them	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally

CLD Partnership Priority: Improve North Lanarkshire's resource base

CLD Partnership Ambitions 10 Work in partnership with communities and stakeholders to target resources based on local needs and assets.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 24 Review and design services around people, communities, and shared resources	Number 6 We value, enjoy, protect and enhance our environment
Number 25 Ensure intelligent use of data and information to support fully evidence based decision making and future planning	Number 11 We tackle poverty by sharing opportunities, wealth and power more equally

CLD Partnership Priority: Improve North Lanarkshire's resource base

CLD Partnership Ambitions 11 Jointly monitor, evaluate and share the impact of learning with participants and partners across North Lanarkshire.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 24 Review and design services around people, communities, and shared resources	Number 5 We are well educated, skilled and able to contribute to society
Number 25 Ensure intelligent use of data and information to support fully evidence based decision making and future planning	Number 5 We are well educated, skilled and able to contribute to society

CLD Partnership Priority: Improve North Lanarkshire's resource base

CLD Partnership Ambitions 12 Develop a skilled, professional and cohesive CLD workforce across partnership organisations.

North Lanarkshire Partnership Ambitions	Scottish Government National Outcomes
Number 24 Review and design services around people, communities, and shared resources	Number 5 We are well educated, skilled and able to contribute to society
Number 25 Ensure intelligent use of data and information to support fully evidence based decision making and future planning	Number 5 We are well educated, skilled and able to contribute to society

About North Lanarkshire

ABOUT NORTH LANARKSHIRE

Scotland's fourth-largest local authority, ideally situated in the heart of Scotland with first-rate connectivity to the rest of Scotland, the UK, and the world



Population

Resident population of **339,390**
 - **18.7%** under 16 years
 - **64.7%** adults of working age
 - **16.6%** pensioners(65+)
 Predicted to increase by 3,421 to **342,811** by the year 2026:
 -3,363 age 0-11
 +5,026 age 12-15
 -5,026 age 16-64
 +11,280 age 65+
 Then predicted to decrease by a further 3,188 to **339,623** from the years 2026 to 2041:
 -1,783 age 0-11
 -1,329 age 12-15
 -17,461 age 16-64
 + 17,385 age 65+
2.1% belong to an ethnic minority
21% of children live in households that experience both a **low income** and **material deprivation**.
32% live in a low income household (but not in material deprivation, although may still be at risk of poverty)
41% live in a household in material deprivation (but not on a low income -may have only recently moved out of poverty)



Education

13.6% with no qualifications within the workforce (dropping from 20.1% in 2011)
 Literacy attainment gap in Scottish Attainment Challenge schools **reduced by 1.01%** from 2015/16 to 2016/17
59% pupils gaining 5+ awards at level 5 (48% in 2011/12)
44% pupils from deprived areas gaining 5+ awards at level 5 (33% in 2011/12)
91.8% of pupils entering positive destinations (87.6% in 2011/12)
 Highest rates of **exclusion for looked after children** in Scotland (349 per 1,000 pupils)
 Disabled children now achieve a **91%** school attendance rate (compared to 98% in 2013/14)
96.2% of all pupils achieved 1 or more qualifications at SCQF level 3 or above in 2017, but this rate drops to **78%** for pupils who are **looked after children**
84% of people were very or fairly satisfied with local schools (against a Scottish figure 73%) - reduced from 94% in 2012 (83% Scotland)



Economy

GVA per head **£49,536** (fastest growing in Scotland)
 Share of the manufacturing sector fourth highest in Scotland
6.9% unemployment
65.4% economically active
5.9% self employed
 Residents earn average of **£525.20** (Scotland average £547.70)
16.7% out of work benefit claimants (Scotland average 13.7%)
75.8% of North Lanarkshire's population is estimated to live within 500 metres of a derelict site in 2017 (compared to a Scotland average of 29.8%) - this is land available for development
8,195 enterprises located within the area employing **95,210** people
 Almost **90%** of enterprises employ less than 50 employees
19% of enterprises are in the wholesale and retail sector, **14%** in construction



Housing

Largest local authority landlord in Scotland (38,719 homes)
150,906 households :
 - **62%** owner occupied
 - **24%** local authority
 - **6%** housing association#
 - **8%** private rented
500+ new homes completed to date
56% council tenants receiving housing benefit
 Estimated that **50,000** households are in fuel poverty



Communities

21,500 residents in 5% worst SIMD data zones;
75,000 in worst 15%
43.8% voting turnout in local elections (reduced from 50.4% in 2010)
38% of people think the council does its best with money against **44%** in 2015
22% of adults provided unpaid help to an organisation in the last twelve months (up from 16% in 2014)
6 country parks and gardens, **6** town parks, **9** local nature reserves, over **350** sites of importance for nature conservation and **171** play areas
95% of looked after children are looked after in a community setting - this is one of the highest rates in Scotland. Of those, on average:
70% are looked after in a home setting - **25%** within another community setting such as foster care
 - less than **5%** in residential setting, such as children's houses.
 On average throughout 2017/18, **150** children were on the child protection register.
 Referrals fluctuate, but latest figures show **303** referrals in the quarter
 Crime rates (**482 per 10,000** population) are the seventh highest in Scotland and higher than the national average (442 per 10,000 population)
 The **highest crime rates** tend to relate to fire raising and vandalism and other crimes (e.g. drug related), and miscellaneous offences, (such as common assault, breach of the peace, drunkenness and other disorderly conduct)



Health & Wellbeing

Life expectancy :
 - male **75.4** (Scotland average 77.1)
 - female **79.6** (Scotland average 81.1)
Mortality rates (for those aged under 75) are well above the Scottish average for cancer and coronary heart disease
Hospitalisation rates for emergencies and chronic obstructive pulmonary disease also well above the national rates
72% of adults with intensive care needs receive care at home
91% of adults are able to look after their health very or quite well

Successes

- One of the **strongest and fastest growing economies** in Scotland according to the Office for National Statistics with Gross Value Added (the measure of the value of goods and services produced) increasing by 2.2% between 2015 and 2016, rising from £8.38billion to £8.52billion.
- 465 jobs safeguarded **through support to businesses**, potentially another 148 jobs created with an expected turnover for the companies of £15,000,599. In addition, over 650,000 square feet of property leased or sold. Other major inward investments included Altaba Barlton, Pico Images Drug Delivery Ltd (PDD), Virgin Media and BioAscent.
- Higher levels of employment** with unemployment figures reducing from a high in 2012 of 11.2% to 4.6% in 2017 and indeed during 2016, for the first time, the North Lanarkshire rate was equal to the Scottish rate.
- Population growth** estimates for North Lanarkshire are the most favourable for 10 years, even before significant growth targets in the council's ambition reports have been factored in.
- More of our young people are achieving a **positive follow up destination** one year after leaving school - this steadily increased from 85.5% in 2011/12 to 91.8% in 2016/17 and the gap is narrowing against Scottish figures (89.6% and 82.9%).
- Attainment rates** have steadily improved over the last 7 years to a point where just under 80% of school leavers are attaining SCQF level 5 and level 7 as their highest level of qualification.
- There have been increases in **attainment in reading and numeracy** at P3, P5, and P7 across all schools together with evidence that the poverty-related attainment gap is narrowing



Challenges

- We still have significantly higher levels of child poverty; with all but two North Lanarkshire wards above the Scottish average (21.7%). In the worst ward one third of children are living in poverty.**
- Whilst qualification levels have been rising, in 2017 13.8% of 16-64 year olds have **no qualifications** restricting their ability to access developing employment opportunities.
- Education outcomes for looked after children** have improved however there are still large gaps compared with all children in North Lanarkshire. In 2017, 98.2% of all pupils in North Lanarkshire achieved 1 or more qualification at SCQF level 3 or above, but this rate dropped to 78% for pupils who are looked after children.
- Earnings lag** behind both Scottish and UK levels with weekly gross pay levels at £525.20, £547.70 and £552.70 respectively.
- North Lanarkshire's **population is expected to increase** in the period 2016 to 2026 by 3,421, but **thereafter to reduce** by 3,188 (from the years 2026 to 2041) resulting in an overall increase of 0.1%. This is against a Scottish increase of 4.3%.
- The **number of births is expected to fall** marginally each year, culminating in almost 80 fewer births each year by 2041. This trend means deaths may exceed births in North Lanarkshire around 2019. This will result in a population profile which shows a **reduction in children** (-9%) and **working age** (-10%) and an **increase in adults 65+** (+51%)
- While the rate of registration remains below the national average, the number of children subject to child protection registration has shown an overall increase in recent years. This is consistent with national trends.

