

## ABERDEEN CITY COUNCIL

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<b>COMMITTEE</b>	Education and Children's Services Committee
<b>DATE</b>	16 September 2025
<b>EXEMPT</b>	No
<b>CONFIDENTIAL</b>	No
<b>REPORT TITLE</b>	Community Learning and Development (CLD) Plan 2025-30
<b>REPORT NUMBER</b>	F&C/25/212
<b>EXECUTIVE DIRECTOR</b>	Eleanor Sheppard
<b>CHIEF OFFICER</b>	Shona Milne
<b>REPORT AUTHOR</b>	Margaret Stewart
<b>TERMS OF REFERENCE</b>	1.1.1

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### 1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to present a Community Learning and Development (CLD) Plan 2025-2030 to Committee for approval.

### 2. RECOMMENDATIONS

That the Committee

- 2.1 Note the progress made towards delivery of the Interim Community Learning and Development Plan 2024/25;
- 2.2 Approve the partnership CLD Plan 2025-2030; and
- 2.3 Instruct the Chief Officer Education and Lifelong Learning to publish the plan, evaluate progress against the first year of the CLD Plan 2025/26 and present an evaluation of progress and updated CLD Delivery Plan for 2026/27 to Committee in September 2026.

### 3. CURRENT CONTEXT

- 3.1 The Scottish Government Strategic Guidance for Community Planning Partnerships places a number of obligations on Community Planning Partnerships and Local Authorities in respect of Community Learning and Development (CLD) including the establishment of 3 yearly Community Learning and Development Plans.
- 3.2 In 2024, in anticipation of **Learning: For All. For Life. A report from the Independent Review of Community Learning and Development** and its recommendations, national timescales were relaxed. Aberdeen City Council complied with national guidance and presented an Interim one-year Plan for approval to the Education and Children Services Committee in September 2024. An evaluation of progress against that Interim Plan is available in Appendix A.

- 3.3 The responsibility for meeting The Requirements for Community Learning and Development (Scotland) Regulations (2013) rests with the Local Authority as a whole. Within Aberdeen City Council the responsibility for Community Learning and Development sits within the Education and Lifelong Learning Cluster.
- 3.4 Local authorities cannot meet the requirements of the CLD Regulations without engaging with partners, learners and community groups and organisations in keeping with the [CLD values and principles](#). As a result, the CLD Plan 2025-30 has been developed in partnership with a range of CLD stakeholders.
- 3.5 A recent 2024 progress visit by HMIE suggested that partnership delivery and evaluation could be further strengthened, and this insight has been taken into account in setting our priorities.
- 3.6 The provision of effective CLD can have benefits well beyond Education and Lifelong Learning, reaching housing tenants, those being supported through Asylum and Dispersal schemes and also those being supported by social work services. As a result, consideration has been given to how the CLD Plan can better align with related strategies and Plans, such as the recently approved Aberdeen City Health and Social Care Plan and Local Housing Strategy. A common format has been used to guide greater cohesion across Strategies and Strategic Plans.
- 3.7 This consideration around cohesion across Strategies has also guided the development of a 5 year high level Plan to ensure that partners strategically plan over the longer term. Taking this approach will help make best use of Partner time and afford greater opportunities for coherence across the suite of Council strategies designed to improve outcomes for people.
- 3.8 To ensure that the Plan remains sufficiently agile to respond to emerging needs and published Strategies (such as the Local Outcome Improvement Plan in 2026), this 5 year Plan will be supported by yearly evaluation and yearly Delivery Plans. Taking this approach will help CLD services be more responsive to emerging evidence and ensure that key learning coming through the development of other Plans and Strategies can be taken into account to fully ensure cohesion across the suite of Council Strategies and Plans.

### **Reporting against the CLD Interim Plan 2024/25**

- 3.9 The ACC CLD team have undertaken an evaluation of progress against the CLD Interim Plan 2024/25 in order to inform areas for further action over the lifetime of the proposed CLD plan 2025-30. The full evaluation is available in Appendix A with key successes including:

#### **Youth Work**

- Employability: SHMU Train supported 56 young people, with 14 entering positive destinations and others becoming volunteers. Participants reported increased wellbeing and readiness for work, education or training.
- Achievement: ACC Youth Work supported National Improvement Framework priorities through targeted interventions, mentoring, and accredited awards (e.g. Hi5, Dynamic Youth Awards, Youth Activity Awards).

484 young people achieved SCQF-rated awards, up from 337 the previous year.

- Children's Rights: Aberdeen Youth Movement (AYM) contributed to the Anti-Poverty and Inequality Committee and supported the city's ambition that 100% of decisions affecting young people are informed by them by 2026.

### **Adult and Family Learning**

- Family Support: Family Learning delivered 331 learner activities to 609 participants, totalling 15,342 learner hours. 99% reported improved wellbeing and self-awareness.
- Mental Health: SHMU's trauma-informed support engaged 140 adults, reducing isolation and improving wellbeing. Middlefield Community Project's MIndU service provided essential mental health support.
- Digital and ESOL: The ACC ESOL team delivered 211 activities to 474 participants, totalling 12,602 learner hours. Programmes included ESOL for employability and English for the Care Sector.

### **Community Development**

- Capacity Building: The Ukrainian Hub, supported by volunteers and recognised nationally, offers cultural and educational activities and now operates independently on Sundays.
- Social Enterprise: Business Gateway supported 98 individuals to start businesses, with over 50% from priority neighbourhoods, reducing reliance on universal credit.
- Health Inequalities: Programmes like *Soup & Sannies*, *Confidence to Cook*, and *Supper & Science* promoted healthy eating, reduced isolation, and built community resilience.

### **The CLD Plan 2025-30**

- 3.10 Our ambition is for Aberdeen to be "a place where all people can prosper, regardless of their background." At the heart of this, is a commitment to tackling poverty and inequality and supporting the city's people to live healthy lives.
- 3.11 To ensure that this CLD Plan helps to address inequalities, we have taken the time to reflect on what we know about our citizens and what can be learned from published research to ensure that the proposed CLD Plan helps tackle inequality and improve the health of our citizens.
- 3.12 In keeping with other strategies, our exploration has been structured under the five themes of the social determinants of health:
  - Education & Lifelong Learning;
  - Economic Stability;
  - Communities & Housing;
  - Neighbourhood & Environment; and
  - Health & Social Care.

- 3.13 A clear summary of findings is outlined within the proposed CLD Plan (Appendix B). Consideration has also been given to the complexity of need experienced by some learners. CLD partners have used co-created learner personas to help design services that mitigate risks and better reflect the lived experiences of those engaging with CLD. This has ensured the proposed CLD Plan is firmly focused on the needs of the people and what this means for CLD services.
- 3.14 To further strengthen this approach, extensive engagement was undertaken through *Your Place, Your Plans, Your Future* using the Scottish Place Standard Tool. This participatory process revealed strong support for expanding community-based adult learning, targeted youth programmes, and initiatives to improve health, wellbeing, and employability. Over 90% of respondents endorsed proposals to increase access to lifelong learning, promote inclusive service design, and strengthen community influence in decision-making. Feedback highlighted the need for practical, locally delivered learning opportunities, better use of community spaces, and clearer communication. This feedback has informed the development of the CLD priorities outlined in the CLD Plan 2025-30 and highlighted the importance of locally delivered learning, inclusive design, and stronger community influence.
- 3.15 Building on the insights gathered through engagement and research, the proposed CLD Plan priorities and outcomes were co-created through a city-wide process involving CLD partners, senior leaders, learners, and community members. This collaborative approach included thematic working groups and in-person “Creating the CLD Plan” events.
- 3.16 In response to HMIE recommendations, Aberdeen City Council reviewed its governance arrangements and established the Aberdeen CLD Strategic Partnership (ACLDSP), with strategic oversight provided by the Community Empowerment Group (CEG). The ACLDSP will lead implementation, shared evaluation, and inclusive decision-making across the CLD landscape. Throughout the lifespan of the CLD Plan, the Strategic Partnership and thematic groups will work collaboratively using shared evaluation frameworks and joint monitoring to ensure delivery remains responsive to emerging needs and reflective of community priorities.
- 3.17 The CLD Plan 2025-30 has been endorsed by the Community Planning Management Committee and has also been quality assured by the internal Strategy Board. We have a high level of confidence that there is coherence across our recently developed Strategies.

#### **4. FINANCIAL IMPLICATIONS**

- 4.1 There are no direct financial implications arising from the recommendations of this report.

#### **5. LEGAL IMPLICATIONS**

- 5.1 The Requirements for Community Learning and Development (Scotland) Regulations 2013 place duties upon the Authority in relation to the process to be undertaken in securing community learning and development including a requirement to publish plans every 3 years containing information about the

provision of CLD. The 2013 Regulations place requirements on education authorities that they are to meet in discharging their duties, under section 1 of the Education (Scotland) Act 1980, to secure adequate and efficient provision of further education.

## 6. ENVIRONMENTAL IMPLICATIONS

- 6.1 The proposed CLD Plan recognises the critical role of the environment in shaping health and wellbeing outcomes. It highlights the need for equitable access to green and blue spaces, especially within 300 metres of homes, and acknowledges the impact of climate change on vulnerable communities. CLD partners are tasked with empowering communities to take ownership of local environmental initiatives, such as food growing projects and greenspace management. The plan also supports place-based approaches to climate resilience, promotes environmental sustainability through education, and integrates climate action into community development and learning strategies.

## 7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H)  *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
<b>Strategic Risk</b>	Risk of not delivering against statutory requirements.	Mitigated by establishing and reporting progress against the CLD Plan	L	<b>yes</b>
<b>Compliance</b>	Risk of not complying with CLD regulations.	Mitigated by embedded self-evaluation by CLD partners and staff CPD	L	<b>yes</b>
<b>Operational</b>	Risk of not working to the national policy goals given the changing context in the city.	Mitigated by being agile and responsive to changes in the needs of the community	L	<b>yes</b>
<b>Financial</b>	Risk of not using resource most effectively to support communities	Mitigated by delivering against the CLD Plan and by remaining alert to unanticipated challenges facing those we serve and responding proactively.	L	<b>yes</b>

<b>Legal</b>	Risk of legal challenge by not complying with The Requirements for Community Learning and Development (Scotland) Regulations 2013.	Mitigated by yearly evaluation and yearly Delivery Plans and appropriate consultation with relevant stakeholders. An updated plan will be presented to Committee in accordance with the regulations.	L	<b>yes</b>
<b>Reputational</b>	Risk of not delivering a strong CLD provision for city residents	Mitigated by having a clear and well scrutinised plan	L	<b>yes</b>
<b>Environment / Climate</b>	Risk of not complying with local and national NetZero target	Mitigated by proactive measures to manage resources	L	<b>yes</b>

## 8. OUTCOMES

<b>COUNCIL DELIVERY PLAN 2025/26</b>	
	<b>Impact of Report</b>
<b>Aberdeen City Council Policy Statement</b>  A City of Opportunity  Empowering Communities	<i>The proposals within this report support the delivery of the following aspects of the policy statement:-</i>  <i>Sharing the progress against the Community Learning and Development Plan aims to increase awareness of the scope of CLD provision and the impacts delivered through the plan as well as ensuring effective, responsible and inclusive delivery against the proposed CLD plan contributing to a City of Opportunity and Empowering Communities.</i>
<b><u>Aberdeen City Local Outcome Improvement Plan 2016-26</u></b>	
Prosperous Economy Stretch Outcomes	<i>Sharing the progress against Community Learning and Development Plan aims to increase awareness of the scope of CLD provision and the impacts delivered through the plan as well as ensuring effective, responsible and inclusive delivery against the proposed CLD plan contributing to:</i> Stretch Outcome 1.20% reduction in the percentage of people who report they have been worried they

	<p>would not have enough food to eat and/ or not be able to heat their home by 2026.</p> <p>2. 74% employment rate for Aberdeen City by 2026</p> <p>6.</p>
Prosperous People Stretch Outcomes	<p><i>Sharing the progress against the Community Learning and Development Plan aims to increase awareness of the scope of CLD provision and the impacts delivered through the plan as well as ensuring effective, responsible and inclusive delivery against the proposed CLD plan contributing to</i></p> <p>Prosperous people (Children and Young people):</p> <p>Stretch Outcomes 4 - 90% of children and young people report they feel listened to all of the time by 2026 and 6 - 95% of all our children, including those living in our priority neighbourhoods (Quintiles 1 &amp; 2), will sustain a positive destination upon leaving school by 2026, particularly the Key Drivers:</p> <p>Increasing children's knowledge and understanding of their own physical and mental wellbeing and take an early intervention and prevention approach.</p> <p>Improving pathways to education, employment and training for all our children</p> <p>Stretch Outcome 7. 83.5% fewer young people (under 18) charged with an offence by 2026.</p> <p>Stretch Outcome 8. 100% of our children with Additional Support Needs/disabilities will experience a positive destination</p> <p>Prosperous People (adults):</p> <p>Stretch Outcome 10. Healthy life expectancy (time lived in good health) is five years longer by 2026 – particularly the Key Drivers:</p> <p>Supporting vulnerable and disadvantaged people, families and groups.</p> <p>Provide individuals and communities with the social resources needed to reduce feelings of loneliness and social isolation.</p> <p>Encouraging adoption of healthier lifestyles through a whole family approach.</p>
Prosperous Place Stretch Outcomes	<p><i>Sharing the progress against the Community Learning and Development Plan aims to increase awareness of the scope of CLD provision and the impacts delivered through the plan as well as ensuring effective, responsible and inclusive delivery against the proposed CLD plan contributing to</i></p> <p>Prosperous Place:</p> <p>Stretch Outcomes 13. Addressing climate change by reducing Aberdeen's carbon emissions by at least 61% by 2026 and adapting to the impacts of our changing climate and 15. 26% of Aberdeen's area will be protected and/or managed for nature</p>

	<p>and 60% of people report they feel that spaces and buildings are well cared for by 2026. – particularly the Key Drivers</p> <p>Contributing to the delivery of Aberdeen Adapts by developing a bottom up approach to community resilience to encourage greater ownership and independent action towards understanding communities' risks from climate change and adapting to them.</p> <p>Increasing the diversity, quality and use of Aberdeen's green spaces by facilitating community participation in them to restore nature and increase people's satisfaction, health, and wellbeing</p>
Community Empowerment Stretch Outcomes	<p><i>Sharing the progress against the Community Learning and Development Plan aims to increase awareness of the scope of CLD provision and the impacts delivered through the plan as well as ensuring effective, responsible and inclusive delivery against the proposed CLD plan contributing to Community Empowerment</i></p> <p>50% of people report they feel able to participate in decisions that help change things for the better by 2026.</p>
<p><b>Regional and City Strategies</b></p> <p>Community Learning and Development Interim Plan 2024/25</p> <p>Children's Services Plan</p> <p>Community Empowerment Strategy</p> <p>Aberdeen City Local Housing Strategy <b>2025-2030</b></p> <p>ACHSCP Strategic Plan 2025-29</p>	<p><i>The proposals within this report support the Community Learning and Development plan 2025-30 and subsequent plans.</i></p>

## 9. IMPACT ASSESSMENTS

Assessment	Outcome
<b>Integrated Impact Assessment</b>	An Integrated Impact Assessment has been created
<b>Data Protection Impact Assessment</b>	Not required

## 10. BACKGROUND PAPERS

### 10.1 [Aberdeen-Interim-CLD-Plan-2024-25.pdf](#)



## 11. APPENDICES

11.1 Appendix A – Progress against the CLD Interim Plan 2024/25

11.2 Appendix B – Community Learning and Development Plan 2025-30

## 12. REPORT AUTHOR CONTACT DETAILS

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