

Communities and Wellbeing Partnership

Community Learning & Development Delivery Plan 2018 – 2021

*Community Learning & Development makes a
positive difference to the lives of individuals and
the health & wellbeing of communities*

Introduction

The Fife Partnership is Fife's community planning partnership, and the **Plan for Fife** is Fife's new community plan. It sets out our vision for Fife for the next ten years. The plan focuses on creating opportunities for young people and families, as well as on creating thriving places where everyone has opportunities to play a full and active part in Fife's social and economic life. A big part of what we plan to do is to involve local communities in designing places and services, and if they want to, in helping to deliver their own improvements. This could mean communities taking on responsibility for some local assets, such as community halls, libraries and open spaces. Wherever community groups want to play a bigger part in community planning and delivery, we'll do our best to support them.

Over the next ten years, we will put people and communities at the heart of everything we do as a partnership. The **CLD Plan 2018 - 2021** is one of the key delivery plans for the Plan for Fife. It outlines how community learning and development activity will contribute to Plan for Fife outcomes over the next three years.

Community learning and development in Fife is characterised by strong partnership working across public sector agencies, third sector providers and with communities. Its key priorities are to deliver:

- Improved life chances for people of all ages through learning, personal development and active citizenship; and
- Stronger, more resilient and inclusive communities

Needs Assessment and Priorities

Our Plan for Fife and CLD Plan come from a broad base of evidence that has been gathered using local and national information. The Fife Strategic Assessment provides an overview of Fife for organisations that are planning and providing services. It uses local and national research to help us to understand different aspects of life in Fife. We have also carried out a number of local assessments to look at issues affecting each of Fife's seven local committee areas.

As well as this, Fife's Health and Social Care Partnership has developed local profiles to work with people to plan and measure services in Fife's seven areas. Together with local trend data and feedback from communities, we have a wealth of information with which to plan CLD delivery:

- **Demographic changes** present major challenges, especially the growing number of people aged 75 and over, and the declining ratio of working age people who help support the wider population.

- **Mid Fife** presents a number of challenges. It has some of the poorest outcomes in Scotland in areas like jobs, health and deprivation.
- **Population groups** that aren't doing as well as expected include people living in rural areas and people in hard pressed circumstances.
- **Inequality** continues to increase and this is a major risk for Fife.
- **Welfare reform** is having a major impact on many people in Fife and on the local economy.
- **Making better use of assets** provides an important opportunity to improve outcomes.

There are a number of key challenges that CLD partners, working collaboratively, seek to address:

- Too many children in Fife live in poverty.
- Many people in Fife are unable to manage financially and suffer from significant insecurity and lack of control as a result.
- People's life chances and ability to participate are being affected by physical and mental wellbeing and health inequalities.
- We need to ensure that people have the digital skills to fully participate in society.
- Too many homes in Fife are of poor quality and Fife has high levels of fuel poverty.
- Many of our community facilities and amenities are in poor condition and do not meet the needs of local people.
- Travelling around Fife to access work or services can be difficult and the cost of travel can also be a barrier.
- Many communities feel excluded from key decisions that affect their everyday lives.
- A great deal of public spending currently goes on dealing with the consequences of problems, rather than their causes.

Governance

The Communities and Wellbeing Partnership Group will ensure a strengthened commitment to excellence across the CLD sector by promoting the use of the How Good Is the Learning and Development in our Community self-evaluation framework. Support will be provided on project planning and evaluation approaches through staff from Fife Voluntary Action and Fife Council's Communities and Neighbourhoods Service. Support will focus on:

- Outcome focused planning and evaluation;
- Gathering evidence and measuring Impact;
- Management information and performance improvement;
- Peer review;
- Use of the Knowledge Hub to share good practice, information and resources;
- Workforce development.

Over the three years of the Plan we will monitor our progress against the agreed actions by:

- producing monitoring reports at six-monthly intervals for the Communities and Wellbeing Partnership Group;
- holding an annual partner conference to review progress and priorities;
- producing an annual progress report outlining progress against Plan for Fife outcomes;
- sharing case studies and impact statements from learners that illustrate outcomes and demonstrate progress;
- using the Knowledge Hub to share good practice, case studies and evaluation materials.

Workforce Development

It is important that staff and volunteers across Fife are able to access high quality, relevant and role appropriate training and development opportunities. We're committed to encouraging and nurturing a learning culture and we'll do this with support from the Tayside and Fife CLD Professional Learning Alliance (the Alliance) and the CLD Standards Council for Scotland.

In 2017 the Alliance commissioned research from Dundee University to identify future professional learning needs in the sector. This should help us to plan continuing learning opportunities for staff and volunteers. The research identified six priority themes:

- Community Empowerment Act
- Information Technology
- Leadership
- Professional Development
- Specialist Areas
- Awareness

The Alliance will develop briefings and training opportunities for the sector. These will reflect the ambitions in *Growing the Learning Culture in CLD*, the professional development strategy published by CLD Standards Council for Scotland.

Learning activity will also be supported through the Fife Partnership's Innovation and Learning Network which promotes culture change and an engaged workforce, both of which are key priorities for successful delivery of the Plan for Fife. The Network will provide opportunities for collaborative learning and working which can be embedded within daily working practices across the Partnership.

Over the course of the next three years the Council's Communities & Neighbourhoods Service will work with the South East Improvement Collaborative to transfer professional learning support from the Tayside and Fife Alliance into a new partnership group within the Collaborative.

Opportunities for All

Opportunities for All is about ensuring that no-one is left behind. We aim to ensure that every Fifer can access opportunities in education, training, jobs and wider society, and that all Fifers have equal access to the support and advice they might need to support a fulfilling and decent life.

Expected change	CLD Outcome	Actions for 2018- 2021	Partners Involved
All community based adult learners have improved skills across the four thematic areas of family, work, community and personal skills.	AL1 AL2 AL3 AL5	<ul style="list-style-type: none"> • Target community based adult learning (CBAL) activity within Fife's SIMD areas. • Target CBAL funding at areas with the poorest outcomes in order to address poverty and inequality. • Refresh digital skills programmes in line with the needs of learners. • Attract additional funding to support adult literacy developments through a consortium based approach, ensuring a broad range of agencies are involved in literacies developments. • Implement a refreshed approach to community based ESOL delivery and develop pathways to further education using college administered funding and a revised memorandum of understanding. • Use social media and other online tools to promote the learning offer in local areas. 	<p>Reporting Partner: Communities and Neighbourhoods (Area Teams)</p> <p>Contributing Partners: Fife College West Fife Enterprise Gingerbread Communities and Neighbourhoods (ESOL, ABE and Community Food teams) Homestart Economy, Planning and Employability (Employability team) Rathbone LEAD Scotland Fife Cultural Trust (Libraries)</p>
<p>Families experiencing poorer outcomes have more positive attitudes towards life-long learning and greater socio-economic resilience.</p> <p>Educational disadvantage is reduced.</p>	AL2 AL3 AL5 AL7	<ul style="list-style-type: none"> • Implement a revised approach to joint working on family learning across Fife Council Education and Children's Services, and Communities and Neighbourhoods. • Implement new arrangements for jointly funded family learning activity. 	<p>Reporting Partner: Family Support Service</p> <p>Contributing Partners: Communities and Neighbourhoods (Area Teams)</p>

		<ul style="list-style-type: none"> • Use the agreed outcomes framework to jointly report on activity. • Support family learning programmes and activity through continuing professional development for staff. 	
<p>People have the information and support they need to cope with welfare changes.</p> <p>Claimants are better able to meet benefits conditions.</p>	<p>AL1 AL2 AL5</p>	<ul style="list-style-type: none"> • Deliver enhanced welfare reform advice and support in local communities. • Support job seekers to engage with employability services. • Support Community Job Club users to train and support others to learn digital skills. • Increase partner delivery of initiatives that complement or increase the offer of job clubs e.g. mental health support, clothes exchanges and food initiatives. • Build on the current model to enhance community led approaches maximising opportunities for local solutions to the need for welfare support. 	<p>Reporting Partner: Communities and Neighbourhoods (Area Teams)</p> <p>Contributing Partners: Education Service (Support and Connect Team) Department for Work and Pensions CARF Gingerbread Fife Law Society Revenue & Benefits Scottish Welfare Fund</p>
<p>Young people's learning achievements are fully recognised.</p>	<p>YW3</p>	<ul style="list-style-type: none"> • Convene a short life working group to improve reporting on young people's learning achievements. • Agree and promote a shared definition of 'young people's achievements'. • Implement joint tracking of young people's achievements. • Implement joint protocols to enable services and agencies to regularly report on young people's achievements. 	<p>Reporting Partner: Youth 1st</p> <p>Contributing Partners: Communities and Neighbourhoods (Area Teams) Education Service Fife College Fife Voluntary Action Fife Cultural Trust</p>

Expected change	CLD Outcome	Actions for 2018- 2021	Partners Involved
Improved health outcomes and reduced health inequalities.	CD2 CD3 CD5 CD7 Workforce Development	<ul style="list-style-type: none"> • Develop the role of the FVA led Health and Social Care Forum in promoting joint approaches to improving health and social care. • Further develop the role of Health and Social Care stakeholder groups and core planning groups in all seven locality areas. • Support Fife's seven Health and Social Care locality groups to address local priorities identified through evidence and stakeholder engagement. • Develop 'The Well' as a single point of access to information in a Health and Social Care locality, which links people with the right service or community activity when needed. • Following piloting of 'The Well' concept in Kennoway, roll out in all seven localities across Fife. • Develop an 'app' to provide easy access to information for partners staffing the Well in order to facilitate referral for support. 	<p>Reporting Partner: Health and Social Care Partnership</p> <p>Contributing Partners: Health and Social Care NHS Fife Voluntary Action GP Cluster Lead Fife Council Fife Fire & Rescue Police Scotland (Fife Division) University of St Andrews Community / Third / Voluntary and Independent Sector reps</p>
Reduced food insecurity in line with the principles of the Dignity Report.	CD3 CD7 AL7	<ul style="list-style-type: none"> • Deliver co-ordinated action on food insecurity and support the work of the 'A Menu for Change' project in Fife. • Map food provision across Fife (including school holiday provision, community cafes, and food banks). • Pilot new approaches to reducing food insecurity. • Through the Fife Community Food Team, work with low-income individuals and families to develop skills and 	<p>Reporting Partner: Food Insecurity Group</p> <p>Contributing Partners: Communities and Neighbourhoods (Community Food Team, Area Teams) Education & Children's Services Scottish Welfare Fund Food Banks NHS Fife CARF Frontline Fife CLEAR Buckhaven</p>

		<p>knowledge on preparing healthy, affordable food.</p> <ul style="list-style-type: none"> • Train and support Community Food Champions to work in their communities. 	<p>Health and Social Care Partnership Greener Kirkcaldy</p>
<p>Reduced fuel poverty and better health and wellbeing across all housing tenures</p>		<ul style="list-style-type: none"> • Deliver a programme of home visits to offer practical and affordable ways to save energy. • Provide advice on income maximisation and debt. • Provide a handy service to eligible households to install LED bulbs, draught proofing and radiator reflectors. 	<p>Reporting Partner: Housing</p> <p>Contributing Partners: Greener Kirkcaldy Cosy Kingdom Frontline Fife Housing Associations</p>
<p>Young people make a successful transition from school and beyond.</p>	<p>YW1 YW2 YW3 YW4 YW7</p>	<ul style="list-style-type: none"> • Deliver a 16+ Opportunities for All programme focusing on Stages 1-3 of the Fife Employability Pathway. • Deliver first step activity programmes for school leavers assessed as needing additional support. • Provide key worker / mentoring support for referred young people. 	<p>Reporting Partner: Opportunities for All Partnership.</p> <p>Contributing Partners: Communities and Neighbourhoods (Area Teams) Skills Development Scotland Education (16+ Keyworkers) APEX Economy, Planning and Employability Services (Supported Employment Service) FVA (Volunteering)</p>

Thriving Places

Thriving Places are safe, well designed and maintained places that promote wellbeing, where people are proud to be, and where they have access to the services and facilities they need at different stages of their lives.

Expected change	CLD Outcome	Actions for 2018- 2021	Partners Involved
<p>Communities across Fife influence and inform the priorities for future youth work.</p>	<p>CD4 CD6</p>	<ul style="list-style-type: none"> • Agree a timescale and recruitment process for members of co-production boards. • Design and deliver a co-production approach for Fife Council youth work. 	<p>Reporting Partner: Communities and Neighbourhoods (Service Development and Strategy)</p>

		<ul style="list-style-type: none"> Produce recommendations on future youth work delivery. 	Partners Involved: Co-production Group
Fife's youth work sector has an effective, member led voice.	YW6	<ul style="list-style-type: none"> Further develop the Voluntary Youth Network (VYN) across Fife. Deliver a seminar programme to explore the five ways to emotional wellbeing and what these mean for youth workers. Undertake a consultation to identify members' needs and expectations, and how to further develop the VYN. 	Reporting Partner: Youth 1 st Contributing Partners: Communities and Neighbourhoods (Service Development and Strategy and Area Teams) Voluntary Youth Work Providers
Syrian learners participating in local community activities as part of their integration into Fife.	CD1 CD2 CD3 CD4 CD6 CD7	<ul style="list-style-type: none"> Provide ESOL classes for a minimum of 10 hours per week during year one of learners' arrival in Fife. Deliver community programmes to support ESOL learners to participate in wider community based learning opportunities during years 2 – 5 of resettlement. Deliver briefing sessions for staff teams to raise awareness of Syrian families settling in their area and how best to engage and promote family and community learning opportunities. Increase the number of volunteering opportunities available to support Syrian families, or for Syrian learners to participate in. 	Reporting Partner: Communities and Neighbourhoods (ESOL) Contributing Partners: Housing Service Education Service Link Living Fife Arabic Society Migrant Workers Forum Fife Voluntary Action NHS Fife Police Scotland (Fife Division)
Ensure that all children and their families have access to appropriate opportunities for play and play development.	YW1 YW4 Workforce Development	<ul style="list-style-type: none"> Further develop community based play opportunities that support and stimulate self-directed play Develop new play programmes aimed at increasing inter-generational play opportunities. Introduce joint play initiatives across services to support community engagement activity 	Reporting Partner: Education - Early Years (Practice Development Team) Contributing Partners: Communities and Neighbourhoods (Area Teams and Active Communities) Education (Active Schools) Youth 1 st Centre for Stewardship (Falkland Estate)

Community Led Services

Community Led Services means putting communities and service users at the heart of how we design services, and building on the strengths and assets we have in our workforce and in our communities in order to deliver valued services.

Expected outcomes	CLD Outcome	Actions for 2018- 2021	Partners Involved
Increased community engagement and the use of a range of models of community engagement.	CD1 CD2 CD3 CD4 CD5 CD6 CD7	<ul style="list-style-type: none"> Promote the use of a range of engagement approaches, such as the Place Standard and Charrettes, to promote effective community engagement, in line with the National Standards for Community Engagement Develop and promote guidance on Fife's approach to community led services and community engagement. Deliver programmes of community engagement across Fife's seven areas to support local community planning. Promote use of the Tayside and Fife Professional Alliance Community Empowerment E-Module among staff and volunteers. 	<p>Reporting Partner: Communities and Neighbourhoods (Service Development and Strategy)</p> <p>Contributing Partners: Communities and Neighbourhoods (Community Planning and Area Teams) Fife Voluntary Action Youth 1st NHS Fife</p>
Communities involved in service design, problem solving and resource allocation.	CD2 CD4 CD5 CD6 CD7	<ul style="list-style-type: none"> Extend and further develop the use of participatory budgeting (PB). Promote the use PB across the Fife Partnership. Link PB with use of the Place Standard tool, charrettes and local community plans. Incorporate the use of PB within Fife Council's Capital Strategy for 2019-29. 	<p>Reporting Partner: Fife Council Communities Directorate</p> <p>Contributing Partners: Community planning partners Coalfields Regeneration Trust Communities & Neighbourhoods (Area Teams)</p>
Young people have a strong voice and demonstrate social commitment.	YW6 Workforce Development	<ul style="list-style-type: none"> Promote more effective engagement with young people through the Engagement and Participation of Children and Young People Working Group. Agree and implement a Children and Young People's Participation Strategy from 2019 onwards. 	<p>Reporting Partner: Engagement and Participation of Children and Young People Working Group</p> <p>Contributing Partners: Communities and Neighbourhoods (Service Development and Strategy) Education Service</p>

			Social Work NHS Fife Police Scotland Barnardo's Youth 1 st Fife Voluntary Action
Improved local outcomes delivered through local community plans, neighbourhood plans and community led action plans.	CD5 CD6 CD7	<ul style="list-style-type: none"> Develop and support the delivery of seven integrated local community plans, incorporating local CLD priorities, Health and Social Care locality plan priorities, Area Housing Plans and other thematic plans. Support the development and delivery of neighbourhood and community led action plans across Fife. 	<p>Reporting Partner: Communities and Neighbourhoods. (Area Teams)</p> <p>Contributing Partners: Local Communities Area Committees Area Leadership Teams Health and Social Care Partnership Youth 1st FVA Fife Cultural Trust</p>
More community groups take on the ownership or management of public assets to deliver community initiatives.	CD1 CD2 CD3 CD4 CD5 CD6 CD7	<ul style="list-style-type: none"> Develop and implement new approaches to community support across Fife Council. Actively promote and support the community asset transfer (CAT) process; Review Fife Council's Stage 1 and Stage 2 CAT processes to ensure that community bodies are effectively supported. Update Fife Council's 2016 CAT policy statement in the light of experience to date. Promote a better understanding of community benefit across the CAT Team and Fife Council. Develop and implement a revised CAT process, application forms and guidance. 	<p>Reporting Partner: Fife Council Communities and Neighbourhoods Community Asset Transfer team</p> <p>Contributing Partners: Communities and Neighbourhoods (Community Investment, Service Development and Strategy, Area Teams) Assets, Transportation & Environment (Asset Management and Property Services) Finance and Corporate Services (Legal Services and Finance) Fife Voluntary Action</p>
Individuals and community groups have the capacity to get involved and develop confidence to make changes to enable their communities to grow and develop.	CD1 CD2 CD3 CD4 CD5 CD6 CD7	<ul style="list-style-type: none"> Provide community capacity building (CCB) support to community groups and forums e.g. youth forums, management committees, tenants and residents associations. Review CCB delivery of C & N Area Teams, FVA Community Development 	<p>Reporting Partner: Communities & Neighbourhoods (Area Teams)</p> <p>Contributing Partners: Fife Voluntary Action Fife Cultural Trust</p>

		<p>Workers and DTAS and agree a differentiated offer.</p> <ul style="list-style-type: none"> Review reporting arrangements and implement a protocol on joint planning, delivery and reporting of area team and FVA capacity building support. 	<p>Communities and Neighbourhoods (Community Investment) Youth 1st Health and Social Care Partnership (Social Work Resources Service) Housing</p>
<p>Volunteering is safe, appropriate, recognised and rewarding for both individuals and communities.</p>		<ul style="list-style-type: none"> Review partner approaches to capturing volunteering data e.g. demographics, social impact, qualitative and quantitative information. Ensure that partners consider resources for volunteering when planning services and applying for funding. Benchmark and track volunteering participation in Fife via a 'test group' of organisations i.e. Fife50. Implement processes for recognising volunteers for their efforts in making Fife a better place to live, work and study. 	<p>Reporting Partner: Fife Voluntary Action</p> <p>Contributing Partners: Fife Cultural Trust Communities and Neighbourhoods (Volunteer Development, Area Teams and Active Communities) Youth 1st NHS Police Education</p>
<p>More services use digital service delivery, ensuring increased responsiveness and wider capacity to communities.</p>	<p>CD3 CD4 AL5</p>	<ul style="list-style-type: none"> Develop community digital opportunities to improve networking and knowledge sharing. Use social media and online tools as part of a wider programme to improve community provision. Jointly invest in digital opportunities to improve access, information and knowledge, and build community capacity. Develop supported Wi-Fi in ten community venues. Roll out public access to Wi-Fi and equipment in corporate buildings. Deliver digital skills courses across Fife. Provide access to PCs and internet through libraries and 52 Community Job Clubs. Recruit learners as Digital Champions. 	<p>Reporting Partner: Digital Participation Strategy Group</p> <p>Contributing Partners: Communities and Neighbourhoods (Development Section and Area Teams)</p>

		<ul style="list-style-type: none"> Develop a digital panel to test new developments and digital channel shift. 	
--	--	---	--

Workforce Development

Our vision for workforce development is for all CLD practitioners across the public and voluntary sector partners to view their participation in continuous professional developments as a central and established part of their day to day practice, demonstrating and enhancing their commitment to a learning culture within Fife.

Expected Outcome	CLD Competence	Actions for 2018 - 2021	Partners Involved
There is a consistent approach to workforce development and professional learning, meeting practitioner needs efficiently and effectively.	<ul style="list-style-type: none"> Organise and manage resources Evaluate and inform practice Develop and support collaborative working 	<ul style="list-style-type: none"> Identify capabilities, training needs and opportunities; Integrate findings of Dundee research into professional learning opportunities. Promote the opportunities on offer through the Tayside and Fife CLD Professional Alliance. 	<p>Reporting Partner: Communities and Neighbourhoods Service</p> <p>Contributing Partners: Tayside and Fife CLD Professional Alliance</p>
Good CLD practice across Fife is identified and shared.	<ul style="list-style-type: none"> Develop and support collaborative working. Evaluate and inform practice. 	<ul style="list-style-type: none"> Deliver a programme of events to encourage integrated partnership learning. Implement a framework for 'spotlight sessions' enabling sharing of good practice. 	<p>Reporting Partner: Communities and Neighbourhoods Service</p> <p>Contributing Partners: Fife Voluntary Action Youth 1st NHS Fife</p>
Increased capacity across CLD sector partnerships through improved workforce development for work with families and communities.	<ul style="list-style-type: none"> Know and understand the community in which we work Provide learning and development opportunities in a range of contexts 	<ul style="list-style-type: none"> Develop and implement a poverty awareness training programme. Deliver training to equip staff with the knowledge, skills and confidence to address the issues with communities. Implement 'Our Minds Matter' framework 	<p>Reporting Partner: Poverty Awareness Training Group</p> <p>Contributing Partners: CARF NHS Fife Communities and Neighbourhoods Education Service Housing Greener Kirkcaldy</p>

		<ul style="list-style-type: none"> • Deliver a programme of activity to improve awareness of the impact of Adverse Childhood Experiences. • Deliver a staff training programme on the principles, benefits and approaches to play within the family and community. 	<p>Our Minds Matter Training Group Education Youth 1st Early Years (Practice Development)</p>
<p>Increased capacity in the use of self-evaluation and performance monitoring tools.</p>	<ul style="list-style-type: none"> • Evaluate and inform practice 	<ul style="list-style-type: none"> • Develop an evaluative writing workshop including self-evaluation tips and techniques for practitioners. • Deliver workshops across the seven areas focusing on self-evaluation, performance monitoring and use of data. • Explore opportunities for mentoring and job shadowing arrangements within the CLD sector. • Develop joint leadership development opportunities across CLD, Education, Health and Social Work. • Expand opportunities for CLD practitioners to take up leadership roles at a national level. • Deliver workshop on understanding the CLD Competence framework. 	<p>Reporting Partner: Tayside and Fife CLD Professional Alliance</p> <p>Contributing Partners: Communities and Neighbourhoods Service Fife Voluntary Action CLD Standards Council for Scotland Youth 1st. YouthLink Scotland Community Learning & Development Managers Scotland (CLDMS)</p>
<p>Increased capacity across CLD sector partnerships in improvement in the practice areas of community empowerment and engagement.</p>	<ul style="list-style-type: none"> • Know and understand the community in which we work • Facilitate and promote community empowerment 	<ul style="list-style-type: none"> • Promotion of the new Community Empowerment e-module. • Revisiting Community Empowerment inputs and deliver sessions • Offer upskilling practice sessions along with other local authorities in participatory budgeting, mini public practice and social capital. • Deliver training on the Place Standard and the National Standards for Community Engagement. • Support the National Standards for Community Engagement Champions Network. 	<p>Reporting Partner: Communities and Neighbourhood Team</p> <p>Contributing Partners: NHS Fife Fife Voluntary Action Youth 1st Tayside and Fife CLD Professional Alliance Children & Young People's Participation Group.</p>

		<ul style="list-style-type: none"> • Explore further opportunities and resources for methods for practicing democracy and for raising the voices of marginalised groups, e.g. Dialogue and Deliberation, Exploration, Conflict Transformation, Decision Making, and Collaborative Action • Promote the active engagement of young people in community engagement processes in the local areas. 	
--	--	--	--

Appendix 1: National CLD Outcomes

Youth Work	Adult Learning	Community Development
<ul style="list-style-type: none"> • Young people are confident, resilient and optimistic for the future. (YW1) 	<ul style="list-style-type: none"> • Adult learners are confident, resilient and optimistic for the future (AL1) 	<ul style="list-style-type: none"> • Communities are confident, resilient and optimistic for the future. (CD1)
<ul style="list-style-type: none"> • Young people manage personal, social and formal relationships. (YW2) 	<ul style="list-style-type: none"> • Adult learners develop positive networks and social connections. (AL2) 	<ul style="list-style-type: none"> • Communities manage links within communities and other communities and networks. (CD2)
<ul style="list-style-type: none"> • Young people create, describe and apply their learning and skills. (YW3) 	<ul style="list-style-type: none"> • Adult learners apply their skills, knowledge and understanding across the four areas of life. (AL3) 	<ul style="list-style-type: none"> • Community members identify their capacities, learning and skills, enhance them and apply them to their own issues. (CD3)
<ul style="list-style-type: none"> • Young people participate safely and effectively in groups. (YW4) 	<ul style="list-style-type: none"> • Adult learners participate equally, inclusively and effectively. (AL4) 	<ul style="list-style-type: none"> • Community members form and participate equally, inclusively and effectively in accountable groups. (CD4)
<ul style="list-style-type: none"> • Young people consider risk, make reasoned decisions and take control. (YW5) 	<ul style="list-style-type: none"> • Adult learners are equipped to meet key challenges and transitions in their lives. (AL5) 	<ul style="list-style-type: none"> • Communities consider risk, make reasoned decisions and take control of agendas. (CD5)

<ul style="list-style-type: none"> • Young people express their voice and demonstrate social commitment. (YW6) 	<ul style="list-style-type: none"> • Adult learners express their voices, co-design their learning and influence local and national policy. (AL6) 	<ul style="list-style-type: none"> • Communities express their voice and demonstrate commitment to social justice and action to achieve it. (CD6)
<ul style="list-style-type: none"> • Young people's perspectives are broadened through new experiences and thinking. (YW7) 	<ul style="list-style-type: none"> • Adult learners critically reflect on their experiences and make positive changes for themselves and their communities. (AL7) 	<ul style="list-style-type: none"> • Community members' perspectives are broadened through new and diverse experiences and connections. (CD7)

