

CLD

STANDARDS COUNCIL
FOR SCOTLAND



Annual Report
2015-2016

The CLD Standards Council for Scotland: who, what, when, where, why and how.

Who, What, When

- The CLD Standards Council is the professional body for people who work and volunteer in Community Learning and Development (CLD) in Scotland. Registered members include those practicing in Community Development, Adult Learning and Youth Work.
- There are approximately 50 Registered Members who are current CLD practitioners that make up the CLD Standards Council Committees.
- Ashley Pringle is the Chair of the CLD Standards Council for Scotland and is a ministerial appointment.
- The CLD Standards Council is made up of four committees that meet approximately four times per year.
- The Committees oversee the programme of work as follows:
 - **Executive** - sets the strategic direction of the CLD Standards Council.
 - **Approvals** - challenge and support of the standards and quality of CLD training.
 - **Professional Learning** - promote and develop CLD learning.
 - **Registration** - maintain and develop the membership register for CLD professionals.
- The CLD Standards Council is served by a staff team of six, led by Marion Allison.
- The CLD Standards Council has been in existence since 2008. Due to lobbying from the CLD sector it evolved from the merger of previous national CLD organisations and was formally established by Fiona Hyslop, Scottish Cabinet Secretary for Education and Lifelong Learning.

Where

- The CLD Standards Council is a discrete organisation that is currently housed within Education Scotland. You will find the staff team on the **9th Floor of The Optima building, 58 Robertson Street, Glasgow.**

Why

- Our vision is that the communities and people of Scotland are served by CLD practitioners that are recognised as competent, confident and committed to equality, empowerment and life-wide learning for all.
- Our mission is to drive high standards of professional practice in the CLD sector by the approval of professional learning, the registration of practitioners and the enabling of professional development, working with our members to be a voice for the profession.

How

- To join 1300 other CLD professionals by becoming an Associate or Registered Member of the CLD Standards Council open the following link:
http://cldstandardscouncil.org.uk/?page_id=12

Contact us

Post: The Optima, 9th floor, 58 Robertson Street, Glasgow, G2 8DU
Telephone: 0131 244 3444
Email: contact@cldstandardscouncil.org.uk

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1. Foreword

Dear CLD Standards Council Member

Welcome to the 2016 update for the CLD Standards Council for Scotland. The primary purpose of this report is to give our members an overview of the work, challenges and successes of the CLD Standards Council and its constituent parts over the course of the last year.

Ashley Pringle, Chair of the CLD Standards Council for Scotland begins by outlining his highlights before I go on to share mine. Chair Sheena Watson writes about the work of the Approvals Committee, whilst Garry Cameron describes the approvals work of the CLD Standards Council across the United Kingdom. Mike Naulty has recently succeeded Ann Swinney to become Chair of the Professional Learning Committee and offers his thoughts on key developments before Chair Richard Bryce provides an update on the work of the Registration Committee.

Finally I would like to invite you to meet the Chairs and the Staff Team of CLD Standards Council. The closing section of this report gives you an insight into the key people involved.

Overall I would like to thank you for your continued support. I look forward to working with you to secure, strengthen and grow CLD practitioners that are recognised as competent, confident and committed to equality, empowerment and life-wide learning for all.

Best wishes

Marion Allison
Head of the CLD Standards Council for Scotland

2. Executive Report

The past year has been one of transition for the CLD Standards Council for Scotland. The Council's first Head, Rory McLeod retired at the end of April 2015 and his successor Marion Allison took up post in August that year. Since then focus has intensified on reforming the CLD Standards Council as a professional membership organisation. With membership currently standing over 1300, there is a need to revise our governance structure in order to further engage our members and re-define our relationship with partner organisations. Prime amongst these partners are the Scottish Government and its Executive Agency Education Scotland.

In this third year of my appointment by the Minister as Chair of the CLD Standards Council we have had positive meetings with successive Ministers and developed a new Framework Agreement with Education Scotland defining a new the basis of our partnership. Throughout, the counsel of the CLD Standards Council's Executive Committee has helped ground the organisation and guide its strategic development.

Last October the CLD Standards Council held its first membership conference at Surgeon's Hall in Edinburgh. This day was attended by over 120 delegates and it featured several challenging presentations from leading figures in the field. Most pleasing was the manifest commitment to the CLD Standards Council and the desire for active participation from the sector. The event gave considerable impetus to the work of the CLD Standards Council and reinforced our role as a focus for critical thinking about the future of the CLD profession.

The relevance of the CLD Standards Council in a turbulent era has been highlighted by several requests from Members to intervene in workplace reorganisation issues. We responded by communicating with the managers concerned, emphasising the importance of maintaining professional standards and the key contribution made by CLD in building community engagement. This approach has been responded to constructively and led to change in more than one case. As a consequence of such requests we developed an Advocacy policy for the CLD Standards Council, elaborating our scope and priorities in speaking on behalf of the sector.

The CLD Standards Council's effectiveness requires a thorough understanding of the sector's workforce, it's changing makeup, the current issues facing it and reflection on professional training and qualifications that CLD practitioners need. Our contribution to the Working with Scotland's Communities (2015) Workforce Data Project, led by Education Scotland has been wholehearted and the Executive Committee has interrogated the initial findings of this survey. We are now pressing for a further phase of the project in order to better understand the trends it has evidenced, and to drill down further into the scale and impact of on-going changes confronting the workforce.

The core work of the CLD Standards Council is undertaken by our three Committees, ably led and contributed to by sector practitioners and academics and diligently supported by our small staff team. Their output is in turn fed through to the Executive Committee. The three committee chairs now join the Executive to ensure close co-ordination and effective communication. Profound gratitude is due to all committee members who give voluntarily of their time, energy and expertise: they are at the heart of the CLD Standards Council and the essence of its credibility and currency.

Ashley Pringle
Chair of the CLD Standards Council for Scotland

3. Summary Report

Secure, Strengthen & Grow



I am astonished that I have now been Head of the CLD Standards Council for one full year. Twelve months or three-hundred and sixty-six days if you prefer. Well, 2016 is a leap year and as we journey through the months, the CLD Standards Council is growing in size and stature. Since last August the CLD Standards Council has committed to **secure, strengthen and grow** as an organisation and it has certainly done so in a manner that has been confident and optimistic. Particularly on the occasions when progress was tricky. Changing IT systems and personnel were not without challenge, but the on-going process of **securing** our organisational structure has resulted in a new Framework Agreement with Education Scotland, a bespoke communications strategy, synchronised IT systems and new, permanent members of staff being appointed to the team.

At the same time measures to **strengthen** the CLD Standards Council have borne fruit. Now when Inspectors ask “How good is the learning and development in our community?” they want to know how many members of the CLD Standards Council are involved in that work. We have expanded partnerships with commensurate professional bodies and were delighted to sign a service level agreement with the General Teaching Council for Scotland (GTCS) and data sharing arrangements to support the recognition of CLD qualifications with the Scottish Social Services Council (SSSC).

Quality is at the heart of the CLD Standards Council and we are pleased that we are now part of the Scottish Credit & Qualifications Framework (SCQF) Quality Committee. We were also excited to contribute to the new Subject Benchmark Statement for Youth and Community Work. This document is important as it details the skills that students gain from undertaking a CLD related degree course at any college or university in the United Kingdom. Most employers refer to these documents when recruiting staff and volunteers and it is therefore also useful for CLD Standards Council Members to refer to. Our involvement with Working with Scotland’s Communities (2015) undertaken by Education Scotland and our role in collating the CLD plans further to the Strategic Guidance (Community Planning Partnerships: Community Learning and Development 2012) <http://www.gov.scot/Resource/0039/00394611.pdf> ensured that the interests of CLD Standards Council Members were represented.

Approval is another core function of the CLD Standards Council that has had success stories this year. Approval is a form of quality assurance that ensures that organisations who provide CLD courses adhere to CLD principles and professional practice. We were therefore thrilled to confirm Professional Approval of the BA/BA(HONS) in Community Education offered by the University of the West of Scotland and the BA(HONS) in Theology (Youth and Community) approved for the Nazarene Theological College, delivered in

Scotland by the Scottish School of Christian Mission. This means that communities and young people will benefit from the service and skills of 140 professionally qualified practitioners over the coming years.

However, there is recognition that professional learning opportunities at all stages and levels matter. Last November we launched “Growing the learning culture in CLD: a strategy statement and a framework for action” which considers opportunities and the role of peers, employers and technology. Whilst embedding this policy is still in early stages we have successfully used it to support employer engagement with the recruitment and retention of professionally qualified CLD staff.

Oh, and how we have **grown**. There are now over 1300 members. Improvements to i-develop, the CLD Standards Council’s bespoke on-line learning environment have encouraged a substantial increase in the number and range of groups using this portal and the registration of new members is now administered through this platform.

Our inaugural members event last October resulted in a renewal of our aim to drive high standards of professional practice in the CLD sector and my sincere thanks goes to the many individual members and numerous partner organisations who support us to continually raise and improve the profile of the CLD Standards Council. You know who you are.

The ever changing political, economic, social, environmental and technological landscape that our members and communities face present both opportunity and challenge. Retaining and celebrating our professional identity; securing and maintaining the CLD workforce; assuring and improving professional learning opportunities all remain high on our agenda. Whilst budgetary constraints remain, the rich CLD policy landscape in Scotland presents a chance to utilise strategies and legislation to ensure that the commitments made to CLD workforce development becomes alive. As the CLD Standards Council for Scotland evolves with its Membership to tackle these issues I am proud to work in a profession that is adventurous and ambitious for the people and communities of Scotland.

Marion Allison
Head of the CLD Standards Council for Scotland

4. Approvals Committee

This has been a hard working year for the Approvals Committee, but a satisfying one. Being part of the Approvals Committee means we get to work alongside the full range of those who make up CLD in Scotland today - practitioners, tutors, students and colleagues . Through working with people who believe everything is possible the Approval Committee facilitates achievements which have positive impacts on CLD practitioners, delivery and infrastructure.

First and foremost members of the Approvals Committee are problem solvers. We are serious about upholding the CLD standards for approving courses that train those entering the profession whilst recognising different approaches and content. We work alongside training providers to ensure quality CLD courses that equip people for what is a very varied, challenging and rewarding career.

There are three Approval routes that the Committee work on:

- Professional approval which is for degree level programmes.
- Developmental approval which is for programmes already accredited by an awarding body allowing us to focus on the CLD elements of the programme.
- Standards Council Standards Mark (SCSM) where it is the provider who is recognised and approved for their delivery of quality CLD learning.

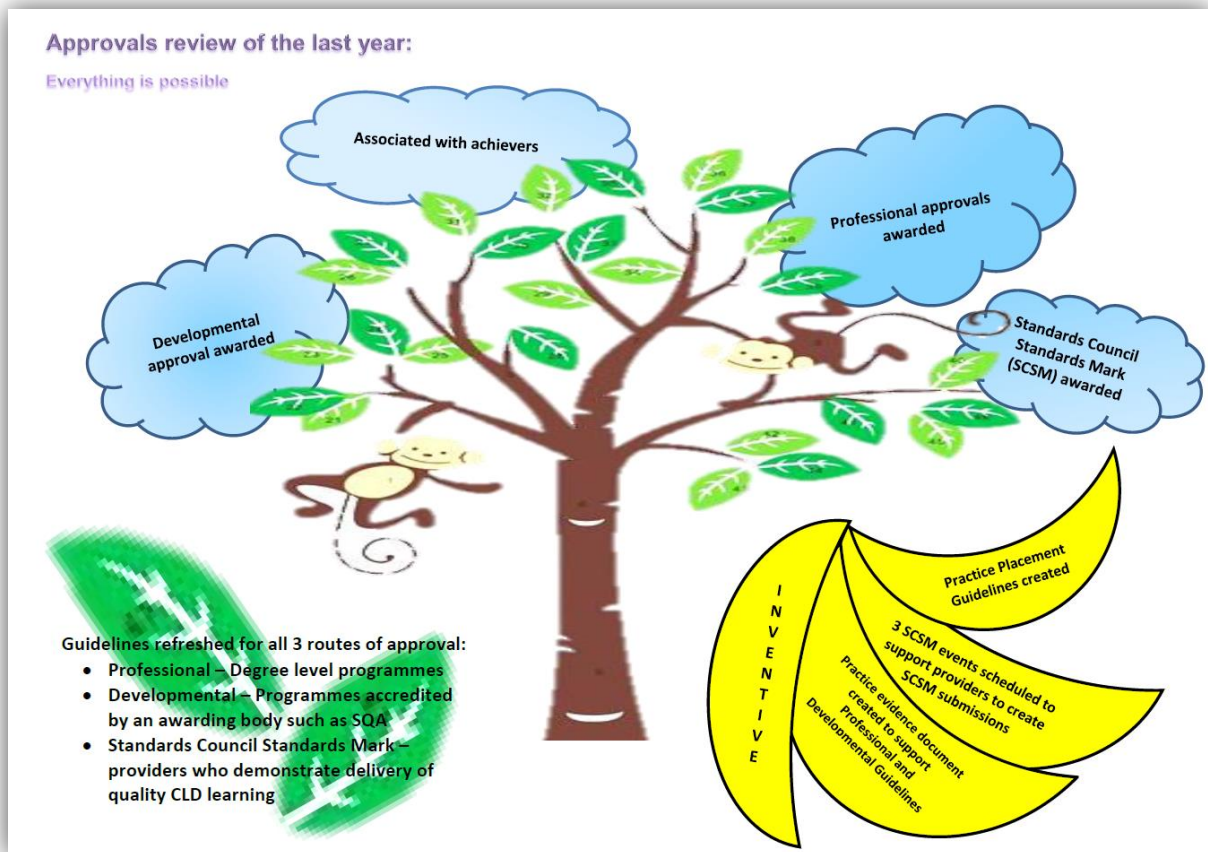
The Standards Council Standards Mark gives organisations the opportunity to have the courses that they invest in to be professionally approved and recognised. Five organisations including voluntary sector and local authorities have piloted and helped us refine this route which we are now championing and promoting. We have around thirty interested organisations who are keen to gain the Standards Mark and we will be supporting them over the next few months at three events across Scotland.

Whilst on Professional Approval visits we get to hear about people's journeys into CLD and higher education. During an approval visit a trained panel from CLD Standards Council will meet with the staff, students and practice supervisors from the college or university to discuss the course. Recent approval visits have been with the University of the West of Scotland and the Scottish School of Christian Mission. During visits we hear about placement experiences and ambitions of making positive changes with Scotland's communities. We work with people who believe everything is possible, which at times means thinking outside the box and taking the opportunity to be open to change and challenge whilst being flexible in our approach to upholding the CLD Standards. We are currently refreshing our three separate Guidelines for approval based on feedback from panel members and providers to ensure that our standards are current and reflect contemporary practice.

At every approval visit there is debate regarding placements which at present demands that students spend a minimum of 40% of their overall course of study undertaking professional practice. A key success this year has been the development of Practice Placement Guidelines to support Providers, Supervisors and Students in their roles. This is the culmination of nearly two years of collaborative work with Universities, Colleges and the voluntary sector to ensure the guidelines are fit for purpose. This will be an on-going area of work to ensure that support is in place to make these Guidelines live and breathe.

The Approvals Committee is an avid user of i-develop as it helps us get through a large volume of work as we can share insights and complete tasks without the need to meet face to face. This will continue to be a driver for our work over the next 12 months along with the training of new panel members who champion the work of the CLD Standards Council for Scotland .

Sheena Watson
Chair of the Approvals Committee



4.1 UK Report

JETS. Not the aeronautical kind that transports you off to foreign shores. JETS as in the Joint group of the Education and Training Standards committee for England, Ireland and Northern Ireland, Scotland and Wales. The purpose of this committee is to validate and endorse CLD courses in Scotland and comparable Youth Work courses in the other jurisdictions that lead to professional qualifications. The committee ensures the quality and development of professional programmes for confidence and rigour that CLD practitioners are 'fit to practice'. JETS meets twice a year to share good practice, develop common approaches and work collaboratively on any joint issues or concerns related to the quality and development of professional programmes.

I am the Lead Representative for the CLD Standards Council on this Committee. This allows me to ensure that developments in the Scottish CLD sector are being shared with our cross-border colleagues. Updates regarding the unique and breakthrough inclusion of CLD in the recent Scottish OECD report: *Improving Schools in Scotland, Strategic Guidance for Community Planning Partnerships: Community Learning and Development, Adult Learning in Scotland: Statement of Ambition, Scottish Attainment Challenge and The Community Empowerment (Scotland) Act 2015* have enlightened and inspired our discussion and professional dialogue. Liz Green from YouthLink Scotland also attends meetings on behalf of the CLD Standards Council to share developments from a Scottish youth work perspective. Sincere thanks to Liz and the YouthLink team for organising the last meeting and for the progress of the *National Strategy for Youth Work*.

JETS were delighted to pilot the new joint approval/endorsement guidelines for the BA(HONS) in Theology (Youth and Community) for the Nazarene Theological College which operates across England and Scotland. This is an important area of work as joint approvals and the mutual recognition of comparable CLD qualifications across the United Kingdom and Ireland ensures that CLD practitioners have the confidence of parity of esteem for CLD employment and academic purposes.

Under the auspices of the UK Commission for Employment and Skills (UKCES), a significant piece of work was the review and refresh of the SVQs and Modern Apprenticeship Framework in Youth Work. Subsequently we have consulted on the demand and use of the SVQ in Community Development which is now informing the refresh of the national occupational standards in this area.

As the CLD Standards Council we are delighted that JETS use i-develop to support their work and have been happy to discuss and share our experiences of establishing a professional registration system. At the last JETS meeting it was agreed that the committee needs to refresh the terms of reference and to raise the profile and purpose of the group. We are working to secure dates for this important piece of development work.

Garry Cameron, Lead Representative



5. Professional Learning Committee

Over the last year the Committee has been focusing on the development of the Professional Development Strategy for CLD in Scotland. The committee revisited the first CPD Strategy for CLD in Scotland, published by the Standards Council in 2011, and put together a set of action points with respect to developing a framework around what might be termed professional learning journeys. We began to conceptualise and explore in the committee and with the wider professional field what is meant in professional development terms as relevant initial and post initial learning and what shape and form might these take with respect to whether it might be formal, non-formal or informal in nature and provision.

The Strategy Statement and the Framework for Action that resulted was launched in November 2015. Supporting the wider field to engage with the Strategy and use the Action Framework to develop and improve opportunities for professional learning remains at the centre of the committee's agenda.

The ambition, in line with the direction of comparable professional standards bodies, is, in collaboration with the Approvals and Registration Committees, to develop a framework of professional learning journeys that would have professional standards recognition and support and enable CLD practitioners' progression.

i-develop provides an online framework for professional learning in CLD and has a key role in achieving our goals. A range of new thematic material has been added and i-develop now hosts discrete areas for individual organisations to use as their CLD professional development platform. The Committee seeks to support and guide the development of the framework and we will be continuing to do this. A key aspect of this is in supporting the use of the CLD competences in the continuing development of practice.

My predecessor as Chair of the Committee, Ann Swinney, stood down in May after four years in that position and seven on the Committee. Ann led the development of the Professional Development Strategy and should get huge credit for that and for all of her work on behalf of the Standards Council. Two other long-serving committee members, Aileen Ackland and Tim Frew, also stood down in recent months and as with Ann their contributions will be greatly missed.

I am delighted that we also have three new committee members recruited from the membership. I am looking forward to the next stage of translating the Professional Development Strategy into action and to working closely with other Standards Council Committees and members to do this.

Mike Naulty
Chair of the Professional Learning Committee

6. Registration Report

This year has been one of transition for the Registration Committee. Up until this year the focus had been on ensuring that we recruited the numbers of members we had targeted for the first two years since the official launch. Membership numbers change weekly, but, the current number of members is 1300.

It was only natural that having achieved the original aims that there was some loss of momentum and a number of the original members left the Registration Committee this year. However, a recent recruitment drive will see us up to full complement soon and an induction session for new members is planned. In addition, the Registration Committee now has a new Development Officer and thanks must go to the whole staff team who helped to get us through the period of transition.

This year will see us remove the sunset clause which was in place to allow those without an approved qualification but with ten years' experience to apply for full membership. This process has been overtaken by a revised Individual Recognition Process (IRP). We had previously piloted this system and we have refined it through this year. These changes were agreed by the Executive Committee earlier this year. The number of applications through IRP are still quite low but are coming in from a diverse source of professionals who are using a CLD approach in their work and see the value in professional registration.

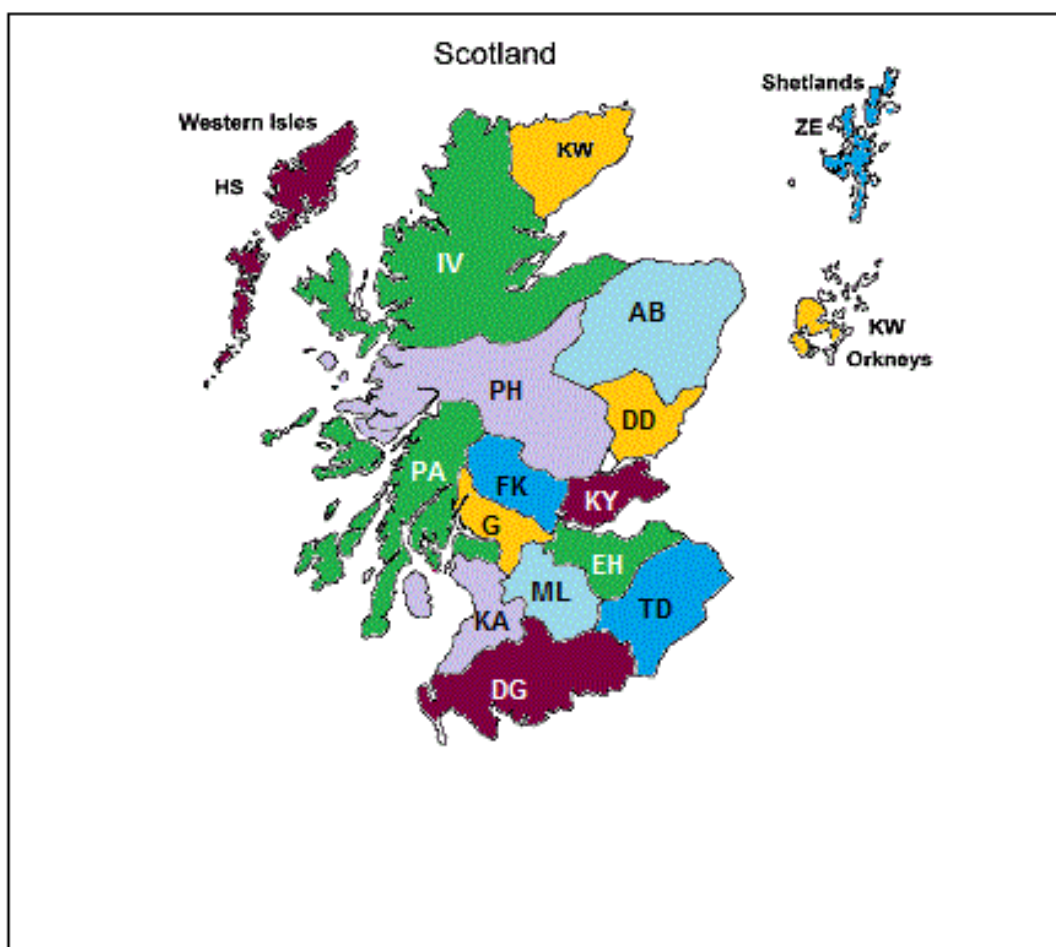
The role of the Registration Committee has also developed over the year and we are to planning how to shift the focus onto the offer to members as well as how to manage and develop the membership system. This will take us into the territory of some contentious issues such as deregistration and how we can approach it in an appropriate way.

One of the key successes of this year has been the agreement with Education Scotland to include the number of members registered of the CLD Standards Council in new inspection framework. This will now put a spotlight directly on how Local Authorities can support staff and volunteers to become members. There will likely be increased demand for registration and attendance at network events.

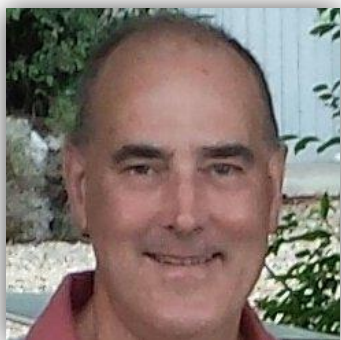
A key factor in managing an increased demand for registration will be the streamlining of the registration process. We have worked on that over the last few months and it is now fully integrated with the i-develop platform. This has automated some of the previously manually managed process. Developments to the i-develop registration process are on-going and the new system is expected to be a great improvement.

Richard Bryce
Chair of the Registration Committee

Post Code	Area	Members	Post Code	Area	Members
AB	Aberdeen	104	KA	Ayrshire	57
DD	Dundee	102	KY	Fife	144
DG	Dumfries & Galloway	17	KW	Wick / Caithness	2
EH	Edinburgh – East Lothian	139	ML	North Lanarkshire	62
FK	Falkirk	77	PA	Paisley Argyle & Bute	57
G	Glasgow South Lanarkshire	202	PH	Perth and Kinross	46
HS	Western Isles	11	TD	Borders	25
IV	Inverness - Highland	45	ZE	Shetland	12



Meet the CLD Standards Council Chairs



Ashley Pringle
Chair of the CLD Standards Council for Scotland

Ashley Pringle, Chair of the CLD Standards Council for Scotland since 2013, was a chief local government officer in Stirling, Edinburgh and latterly North Ayrshire, where he was Director of Community Services. After leaving local government, Ashley was UK Operations Director for Skills Active, the Sector Skills Council for Active Leisure and Learning.



Sheena Watson
Chair of the Approvals Committee

Sheena is a Strategy and Partnership Manager for Fife Council. In her post she works collaboratively to develop strategies and actions to address poverty and inequality with specific focus on digital inclusion.



Mike Naulty
Chair of the Professional Learning Committee

Mike is a former lecturer at the University of Dundee where his teaching and research interests included CLD, Education, Social Work and Inter-professional learning.



Richard Bryce
Chair of the Registration Committee

Richard is a Senior Lifelong Learning and Employability Worker - Adults and Families with Midlothian Council. He has worked in a range of CLD posts in the statutory and 3rd sector for over 20 years. He has a particular interest in developing mental health, equalities and digital skills work in the sector.

Team CLD Standards Council



Marion Allison **Head of the CLD Standards Council**

Marion has over 20 years' experience in the sector as a Youth Work Manager, Associate Assessor for HMI and also lectured on the BA/BA(HONS) Community Education Course at the University of the West of Scotland. Her current doctoral research focuses on young people, entrepreneurship and social networks.

Susie Bisset **Development Officer – Approvals**



Susie has spent the last seven happy years with CLD Standards Council in her role as Approval Development Officer. She has built on the knowledge from her role as Business Technical Trainer within Insurance for 21 years to interpret and support the needs of the approval process and the related work of the Approval Committee and wider CLD Standards Council for Scotland. Susie took time out between roles to work in South Africa and Uganda where she still has contact with the local community in Kabale.

Lorna Renton **Development Officer – Technical Support**



Lorna took up post in April 2016 and is responsible for the Registration system and the Individual Recognition Process. Lorna supports and develops the work of the Registration Committee. Lorna also supports communications through the website, bulletin and social media. Lorna is also responsible for content and usage development of the i-develop platform.

Colin Ross **Development Officer – Policy**



Colin works with the Executive and others to develop the Standards Council's input to relevant policy issues; and currently to establish a new governance model for the Council. Colin also works on projects to support practice development, for example the new edition of the CLD Reader and the Code of Ethics CPD materials. Colin is currently providing staff support for the Professional Learning Committee.

Jim Ross **Team Support Officer**



Jim joined us in July 2016 from Education Scotland where he was worked as a business manager and event support officer. Jim provides administrative and financial support to the team. He co-ordinates all of our events and meetings, as well as managing our resources. Jim is the main point of contact for our enquiries.