

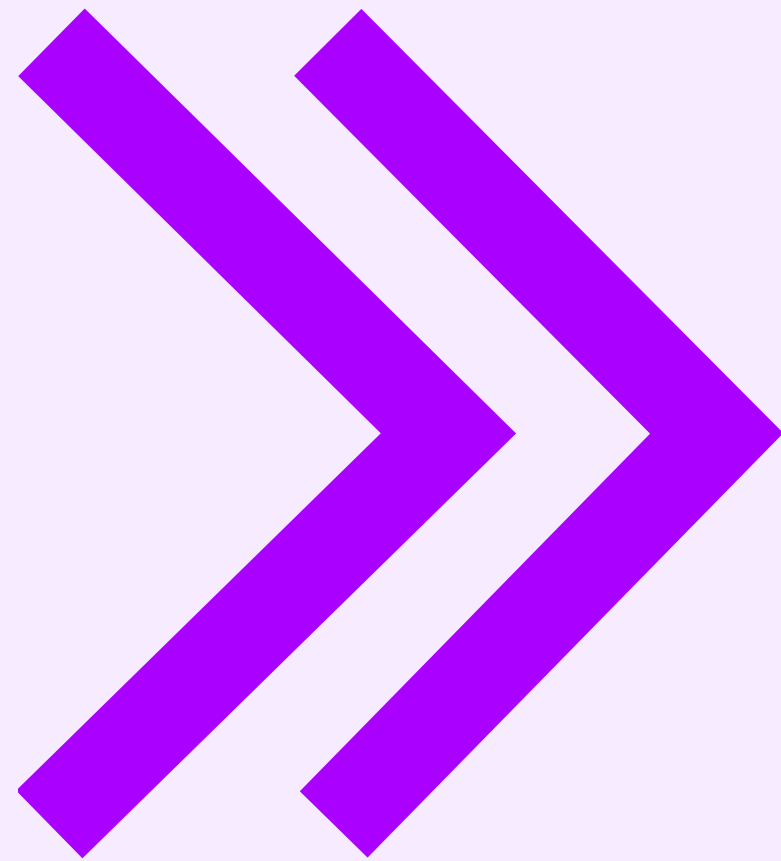


Annual Report 2021/2022

www.cldstandardscouncil.org.uk

If you would like a printed version of this annual report or help with accessibility please get in touch
contact@cldestandardscouncil.org.uk

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Symbol Guide



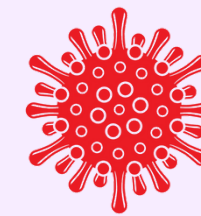
CLDSC member involvement



Partnership working



Workforce Development



COVID-19
CORONAVIRUS

Covid-19 response work



CLDSC member voice



Click for more information

Welcome



It has been another exciting and challenging year for those working in CLD. As we moved from lockdown into the 'new normal' there have been numerous examples of innovative practice across the three elements of the CLD family of work which has contributed to enhancing the lives with those who we work with. Throughout the year I have been fortunate enough to be told of how much the individuals and communities you work with have valued your dedication and commitment and the positive impact which it has made on their lives. I too would like to add my thanks to the work that you have undertaken, and am confident that you continue to be central to the task of creating a Fairer Scotland. Scottish Government ministers and key stakeholders have continued to value the role of the CLD Standards Council which has resulted in further opportunities for staff members to be engaged in policy formation and planning for the development of a more cohesive education system. I was delighted to be asked to represent the sector on the Scottish Education Council at a time when educational reform is a major policy priority for the Government.

The work of the CLD Standards Council is supported by our committee structure. All three committees have undertaken a number key initiatives during the year to improve the services we offer to members and to support Professional Learning. I would like to thank Richard Bryce and Mike Naulty, who are standing down as chairs of Registration and Professional Learning respectively, for all their work in chairing committees for a number years. However, we will not lose their expertise as they will remain members of the Executive Committee. Also, Graham McMeekin has seamlessly stepped into the role as chair of the Approvals Committee ensuring that that our new approach to working with universities and colleges has been embedded successfully. I would wish to thank all the staff team who continue to work innovatively, supporting members and promoting the essential role of the CLD family. The effectiveness of their work is reflected in the engagement which the sector has in shaping Scottish Government policy. This annual report summarises the work of the Standards Council during 2021/22 which ensures that the role of CLD is highlighted and valued by all our stakeholders.

Alan Sherry, OBE
Chair, CLD Standards Council Scotland

Introduction



Over 2021-22, the COVID-19 pandemic continued to impact upon the lives, health, and work of CLD practitioners and I want to thank Members for supporting Scotland's adult learners, communities and young people with their professional CLD skills, knowledge and humanity.

As the world opened up to hybrid working the CLD Standards Council responded to your requirements. From our growing membership to increased demand for Approvals, Members Meet Ups, and Newsletters it was a year of expansion and development. We welcomed two new members of staff, created the CLDSC induction programme, supported the drafting of CLD plans and contributed relevant CLD strategies and the wider reform of Scottish Education. We continued to support CLD students practice placements in line with COVID recovery guidance and we welcomed Professor Linda Bauld to our Annual Conference in December. Dr Karen Edge delivered Health & Wellbeing sessions and we were delighted to develop the Leading CLD programme with colleagues from Education Scotland. These are only some of the highlights.

This report details the key achievements and impact of our work over the last year. None of it would be possible without you, the Members. Thank you for your continued support and engagement. #BecauseOfCLD

Dr Marion Allison
Director, CLD Standards Council Scotland

2021/2022 - A Snapshot in Numbers

2,845

MEMBERS

54

APPROVALS
REQUESTS

22

PROFESSIONAL LEARNING
EVENTS

5

POLICY AND
CONSULTATION
SUBMISSIONS

2

NEW TEAM
MEMBERS

Our members benefitted most from:



*Based on a
representative sample of
CLDSC members**

CLDSC Members Bulletin

Virtual Meet-Ups

CLDSC Social Media Updates

i-develop Professional Learning Resources

CLDSC representing CLD sector (e.g. Covid-19 Recovery Group)

Sector reports and updates

Annual Members Conference

0%

20%

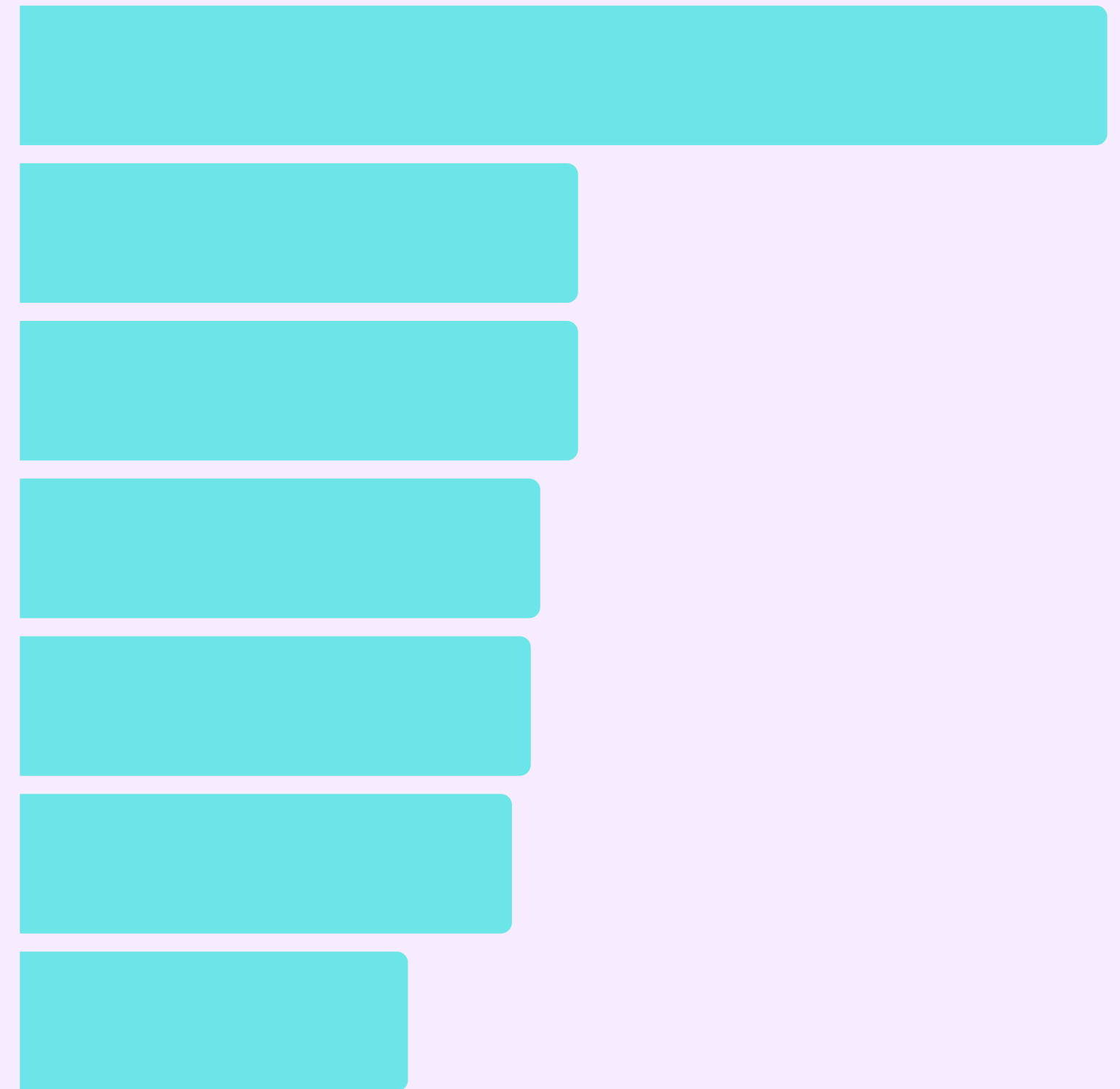
40%

60%

80%

(CLDSC Members Short Survey 2022)

Responding Members (%)



Approvals

The CLD Standards Council approves qualifications and training for the CLD Sector.



[CLICK HERE](#)





Approval Demand

Requests for CLDSC Approvals increased by **12.5%**, demonstrating the need for quality assured CLD programmes across Scotland.



Professional Approval	Developmental Approval	Standards Mark
For learning opportunities at degree and post graduate level	For learning opportunities below degree level that have already been verified by an accrediting body	For CLD professional learning opportunities provided to CLD staff/volunteers by employers and includes a focus on the organisation's learning culture
3 Active Submissions	20 Active Submissions	31 Active Submissions



Programme Approvals



One **NEW** Developmental



Two **NEW** Standards Marks



There are 22 CLDSC Approved Programmes currently
running in Scotland.

CLICK HERE





Professional Approval Annual Review

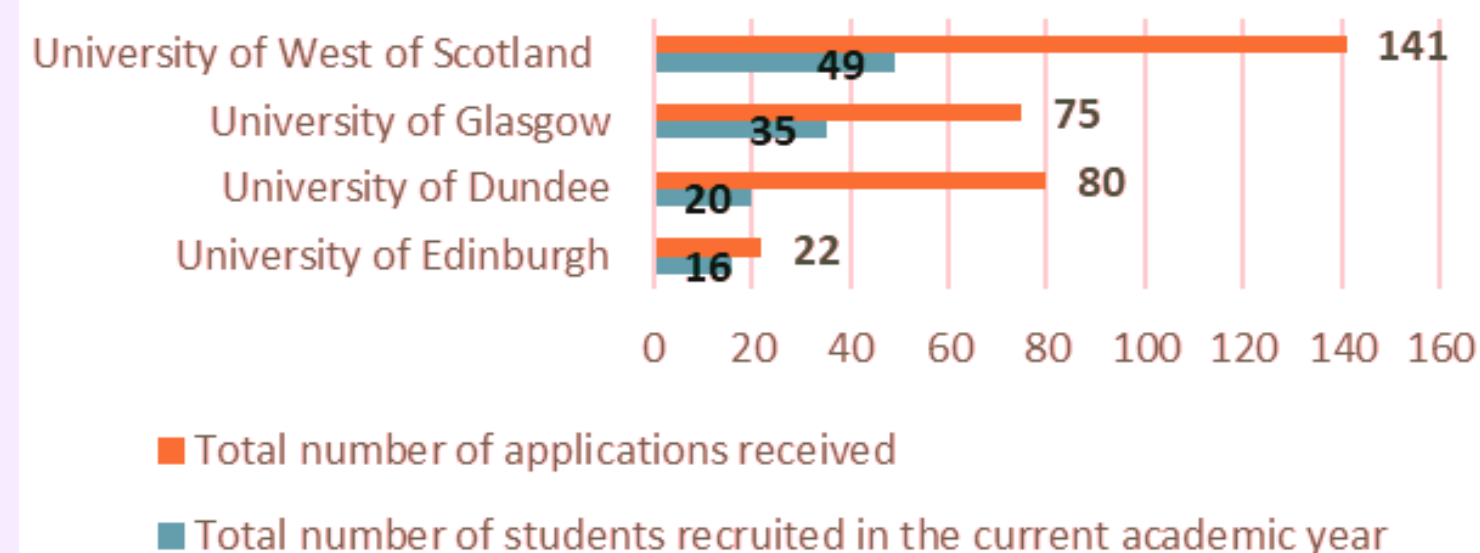
Academic Year 2021/22

Some interim findings...

25% of new CLD students identified as having disabilities

Admissions: Gender
72% female and 28% male

Total Number of Applications Received and Students Recruited per Programme



Full report to be published in September 2022.

Providing key information across a range of topics including: Student Demographics; Equality & Diversity (e.g. Ethnicity/ *BAME* student stats breakdown); Course structure; Assessment; Delivery and Staffing data.



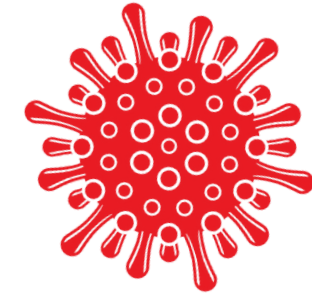
JETS is a collaboration of Education Training Standards (ETS) organisations across the United Kingdom that ensures the portability of CLD qualifications across all jurisdictions.

Key Achievements	Joint Validation Standards Guidelines were revised, ensuring mutual recognition of professional qualifications across the UK. Student Placement Covid Support Guidance was consistent across the UK.	
JETS Committee	ETS (England) North-South ETS (All Ireland) In addition to approving CLD related programmes in their respective jurisdictions, the JETS group meets to share good practice, develop common approaches and takes joint action on any matters arising. It works to validate and endorse courses leading to qualifications in professional and pre-professional youth and community work (and for CLD in Scotland)	ETS (Wales) CLD Standards Council (Scotland)





Covid-19 CLD Student Placement Guidance and FAQs



COVID-19
CORONAVIRUS

Throughout the year we continued to respond to issues raised by students, placement providers and educational institutions.

We improved student placement guidance to support access to placements which meet the professional requirements of qualifications.

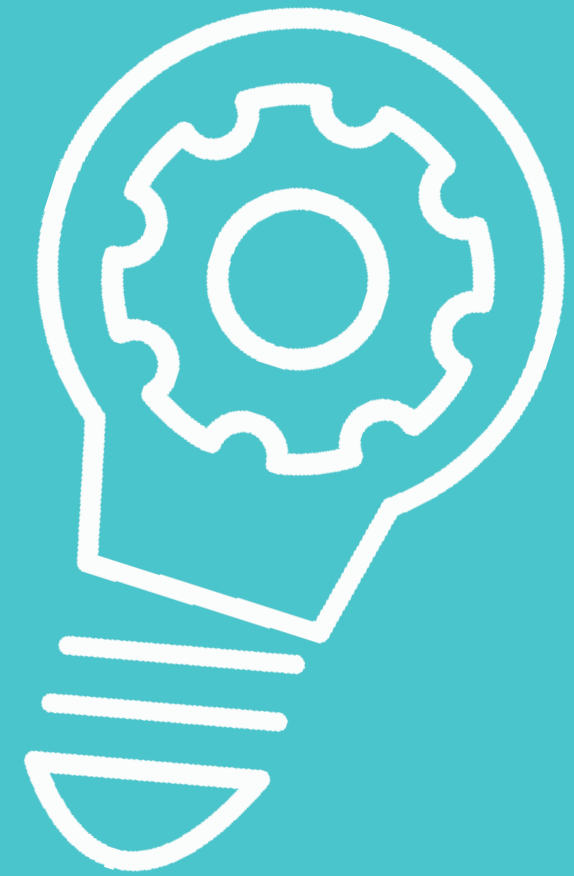
It also encouraged students were encouraged to participate in national and digital professional learning opportunities that could be recorded as practice hours for completing their degree requirements.

***Click on the links below to access 2021
guidance documents:***

[Covid-19 FAQ document Dec 21](#)

[Covid-19 Placement Guidance Dec 21](#)

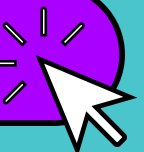
Professional Learning



Professional learning is an integral part of CLD practice of all CLD practitioners.

It is a key requirement for Registered Members and Registered Associate Members.

[CLICK HERE](#)





Leading CLD



We developed a programme for CLD leaders, in partnership with Education Scotland, senior CLD managers and Further and Higher Education colleagues.

Over **4** one-day sessions, **21** participants from across Scotland shaped the programme content through their experiences, alongside inputs from experts/academics, and collaborative activities designed to develop new knowledge.

“Great course and a great reminder of why I do this job.”

“Fantastic input & great practitioner discussions at the CLD LEAD course. Lucky to have been involved in this & hope it is continued for other CLD practitioners.”

SESSION TOPICS

Leadership

Pause and Reflection

Care & Wellbeing

Next Steps

“Thank you so much for the opportunity, this has been a fab course and so informative.”

“The Leading CLD programme was insightful, impactful, engaging and such a great opportunity to develop skills and network with other practitioners across Scotland.”

CLD in Scotland - A Brief History

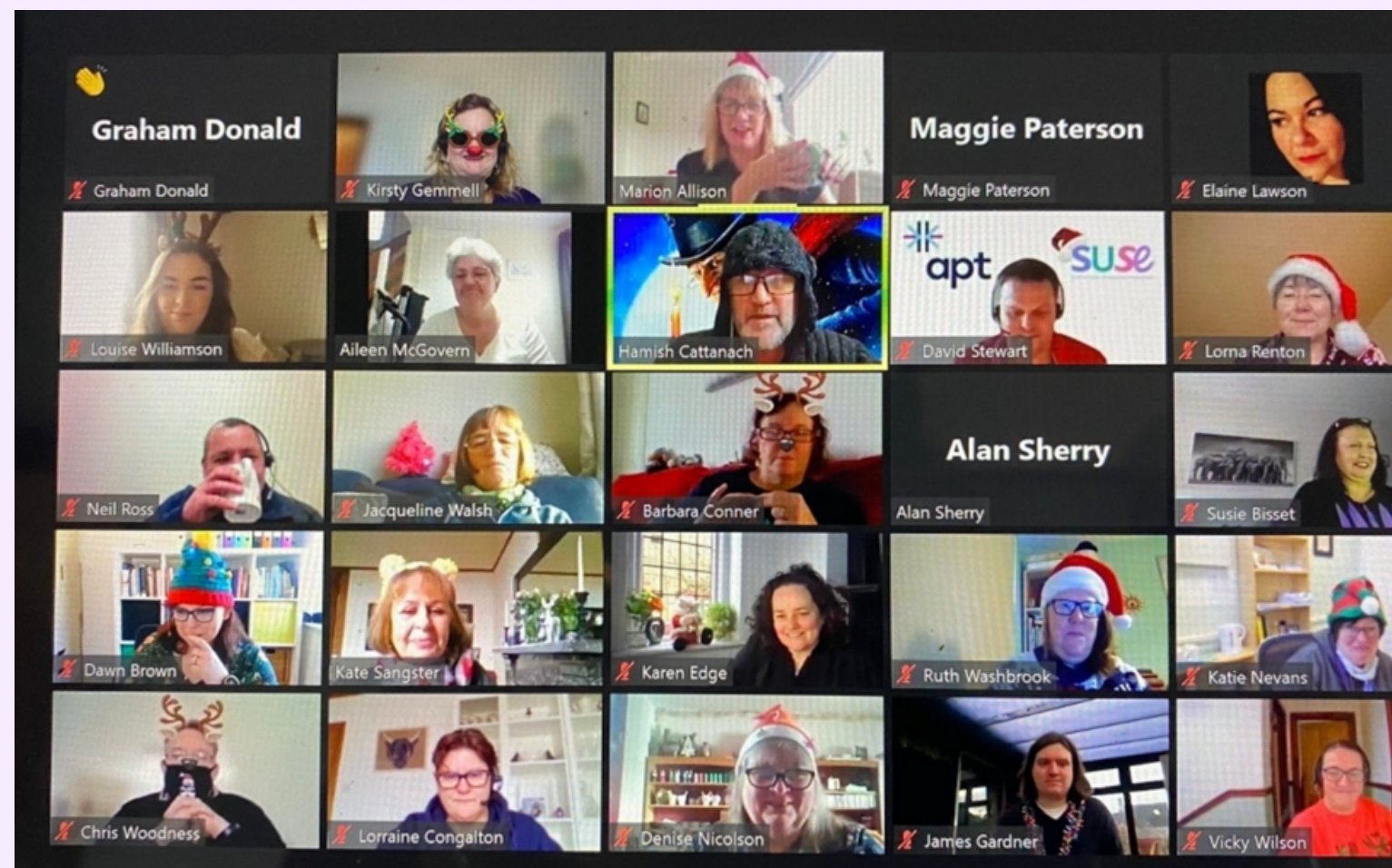


As part of the Leading CLD course development, the "Brief History of CLD in Scotland" video was created.

CLD Standards Council Members

Online Conference December 2021

COVID-19 Recovery: CLD Identity, Support & Wellbeing



Conference delegates



#CLDSCConf2021



Welcome from Mr Jamie Hepburn, Minister for Higher Education, Further Education, Youth Employment and Training.

CLDSC Member Conference agenda

- Covid Recovery in Scotland - the Four Harms Process
 - Health - Direct
 - Health - Indirect
 - Economy
 - Society
- Wellbeing - Life, Work and 2022

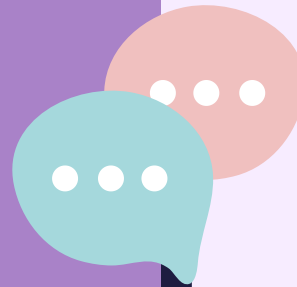
CLICK HERE



Speakers

- Professor Linda Bauld
- Dr Karen Edge

CLICK HERE



Attendees' Feedback

100% of attendees rated the agenda items as good, very good or excellent.

Supporting Professional Learning Together

To support members we offered access to CLDSC Buddies, Mentors and/or Professional Learning Verifiers

[CLICK HERE](#)



Being a Buddy enhanced my confidence to support a member and give advice at degree level which I hadn't done before

Having a buddy benefitted my CLD practice immensely, enabling me to understand how to utilise the CLDSC Competences

Being a Buddy benefitted me as it helped consolidate the learning and ethics of our field

Peer Mentoring benefitted my Professional Learning and CLD practice by helping me grow and update my knowledge and understanding

My buddy helped me to have a different perspective when facing my own barriers in community practice

The professional learning verification programme supported me to renew my membership

Peer mentoring has reinvigorated me. I believe there should be more of this taking place sector-wide to continue to support one another to grow and learn

Receiving help from a PL Verifier meant I had someone to bounce ideas off of who isn't someone that I work with, which has been liberating and validating



Snapshot of CLDSC Support Sessions



CLD Standards Mark Sessions

These events were for organisations that expressed an interest in Standards Mark Approval. The aim was to encourage peer support with the process.

15 organisations registered for 3 sessions. 2 have achieved standards mark.
8 are progressing submissions.

New Scots Refugee Integration Delivery Project

The New Scots Refugee Integration Delivery Project supports projects to share good practice and innovation in Scotland in line with the New Scots Refugee Integration Strategy. In order to raise awareness of the fund and in partnership with Scottish Government, University of Glasgow, COSLA and the Scottish Refugee Council, the CLDSC held information sessions for CLD practitioners working with New Scots.

Education Reform – CLD Sector Specific Webinar

The CLD Standards Council was invited to co-ordinate and respond to the Practitioner and Stakeholder Advisory Group's discussions regarding the reform of Education Scotland and the Scottish Qualifications Authority. CLDSC enabled practitioners to share their views on the Scottish Education system. As a result of this, a formal response was submitted representing CLDSC members views.

Health & Wellbeing Sessions

Four wellbeing sessions were delivered by Professor Karen Edge in Spring 2021. Available to all CLDSC Members, these sessions aimed to encourage practitioners to pause, reflect and plan the next steps in their personal and professional CLD journey. Practitioners welcomed the time to focus on health, wellbeing and general recovery from a CLD perspective.



i-develop

CLICK HERE

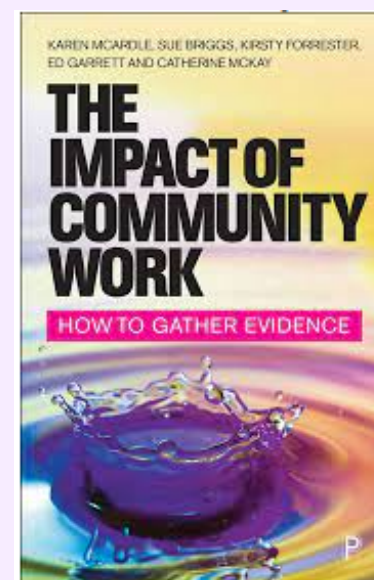


Our i-develop web service is the digital professional learning platform for CLD that enables practitioners to share theories, practices and shape a vibrant learning community across the sector.

i-develop integrates the theories and practices that help shape effective professional learning and development for the CLD sector, such as peer support, communities of practice, learning journeys and reflection-in-action in order to shape a learning community of practitioners across CLD.

Below are examples of collaborative spaces we created to highlight partnership projects or promote sector developments.

Click on the images to find out more



Number of unique visitors to i-develop:

15,792

Key Forum Post Topics included:

- WhatsApp & ESOL
- Gaming & Adult Literacy
- Risk Assessments for Online Working



Virtual Member Meet-ups



Over 157 CLD practitioners attended Virtual Meet-ups. Here are some topics and feedback

"It's all about bringing things/ issues/ideas to life."

Case Studies

"It allowed space to look at how we empower people but also incorporate a life long learning aspect to it. The values bring us back to looking at scenarios from a CLD perspective in an easy manner."

Values

"Recognise that the digital world is continuously evolving and so our learning needs to evolve alongside."

Digital Skills

"Leadership development opportunities in CLD should be given priority, funding and access in the same way that leadership in schools is."

Education Reform

"Without CLDSC our identity is professionally adrift and dispersed - enables us to be better than the sum of our parts if we are working and sharing together."

Membership

Look out for future Virtual Member Meet-ups for opportunities to connect, create & learn together.



CLD Plans 2021-24

[CLICK HERE](#)



The Requirements for Community Learning and Development (Scotland) Regulations 2013 place duties on local authorities to work with partners and communities to co-produce and secure the delivery of CLD in their area and publish a 3-yearly CLD Plan.



We offered support to all Local Authorities in relation to the Workforce Development expectations set out in SG CLD Plans Guidance Note (2021-24) and worked in partnership with Scottish Government, Education Scotland, COSLA, The Awards Network and CLD Managers Scotland.

CLD plans from every local authority area in Scotland are available:

[CLICK HERE](#)





Professional Induction Programme

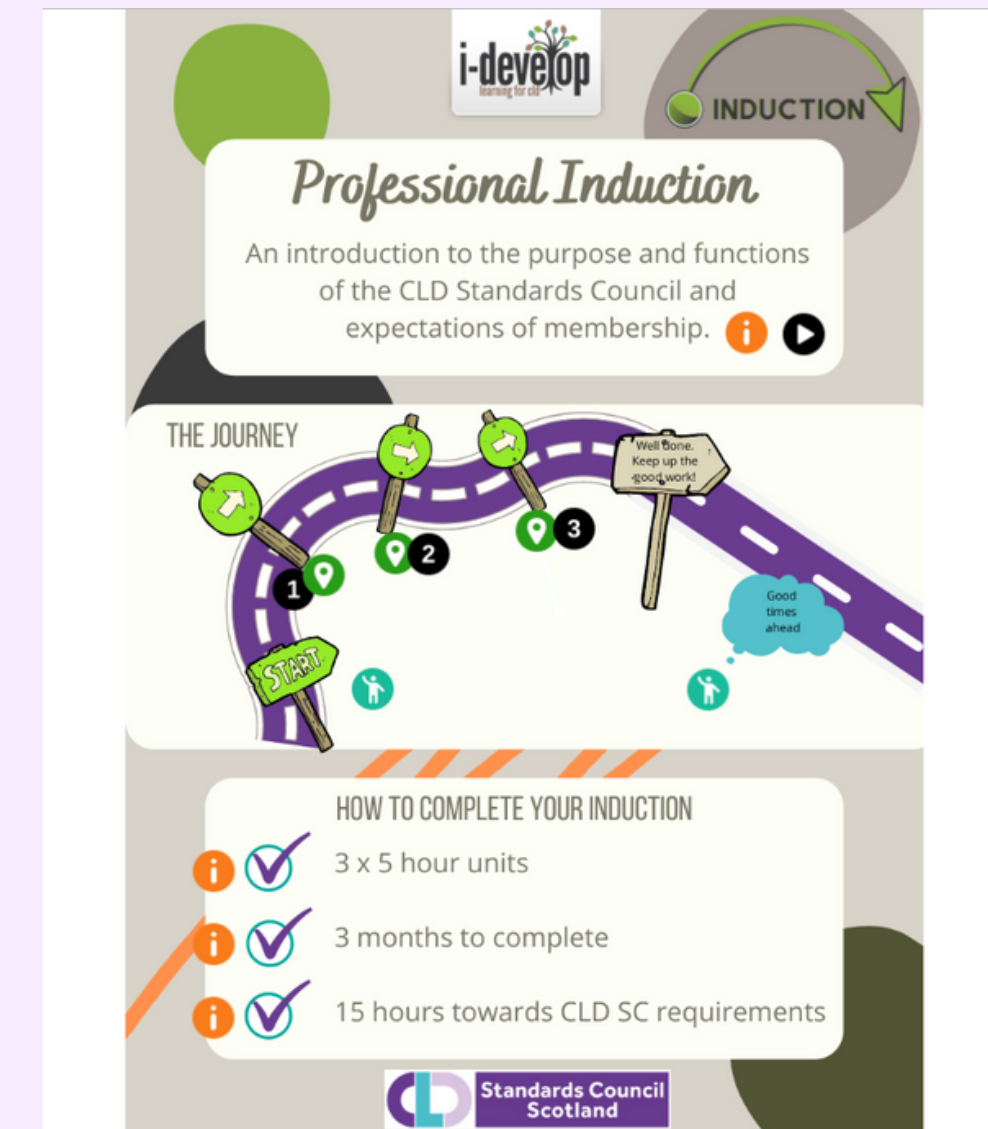


YOU ASKED, WE DID!

The creation of the Professional Induction Programme provides CLD practitioners enables those joining CLDSC, their professional body, to reinforce professional identity and values.

The Professional Induction Programme introduces new members to the CLDSC. It is a professional learning programme with a buddy system embedded so that practitioners:

- increase their knowledge of the CLDSC including the requirements and benefits of membership: and
- promotes a learning culture across the sector.



Professional Induction Programme launched - SCVO Gathering 2022

If you'd like to participate in the Professional Induction Programme, get in touch!



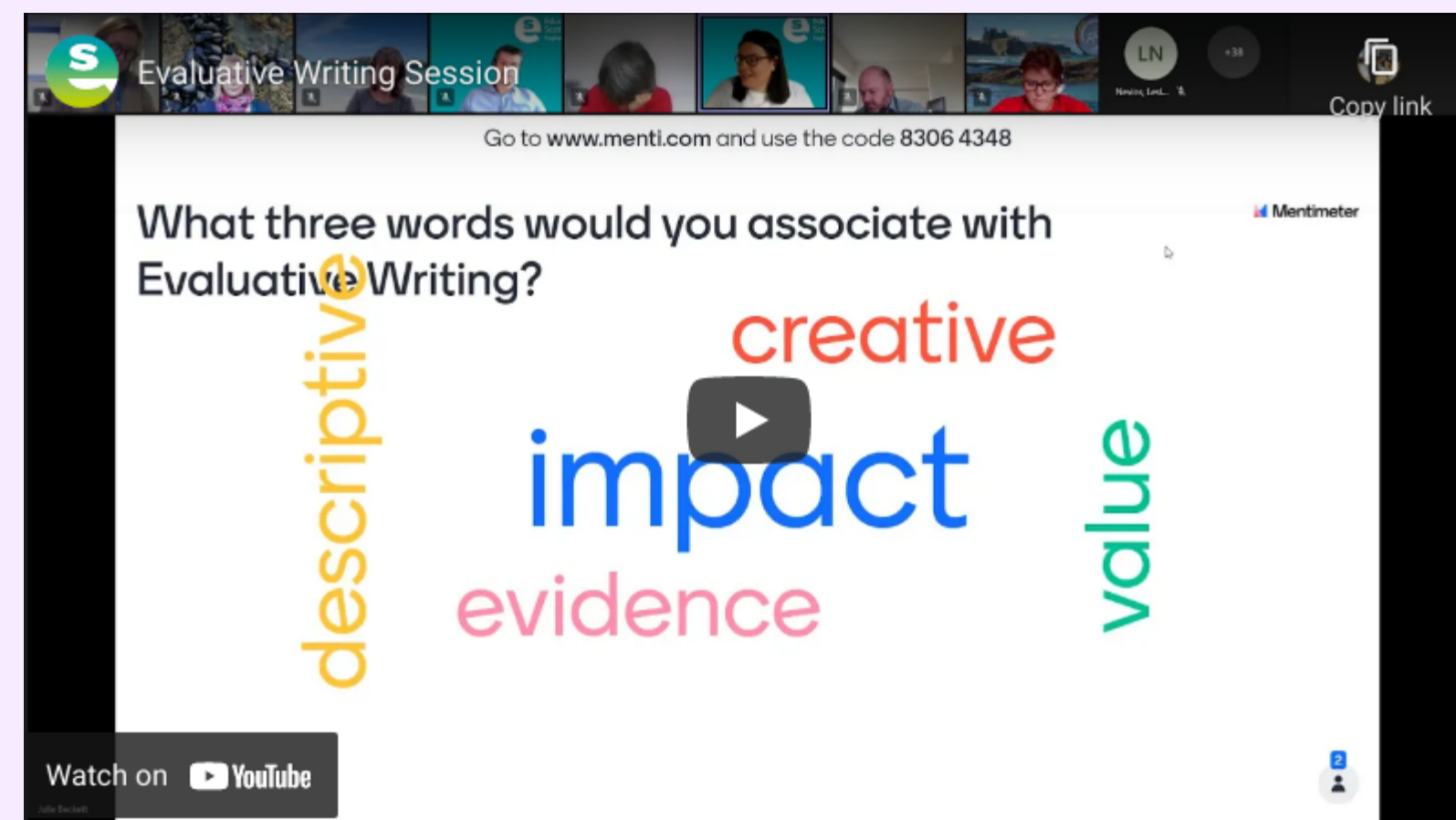
Professional Learning Grants CLD Professional Learning Networks

£8,000 of grant funding was utilised by 4 CLD Professional Learning Networks

Professional learning activities supported by the funding include:

- Share, Sustain, Shape Programme (November-December 2021)
- Know You More Professional Coaching Programme
- 'Getting to Grips with Evaluative Writing'
- How we contribute to reducing poverty
- Creative Consultations and Evaluation

Click the embedded video on this page to find out more about the Evaluative Writing project as an example of activities supported by the funding.

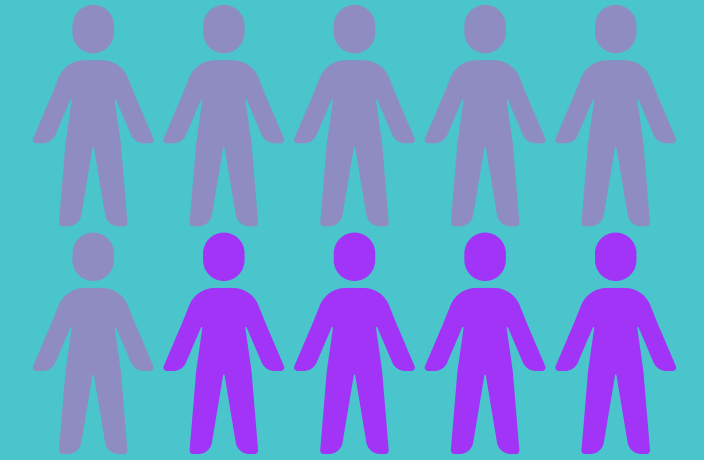


South West Network

West CLD Alliance

The Alliance is a forum for members from Community Learning and Development teams across West Central Scotland to share practice and gain mutual support

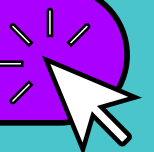
Registration



Membership is open to all CLD practitioners who demonstrate the values, principles, competences, Code of Ethics and commitment to continuing professional learning that underpin the sector.

CLD practitioners can join as Registered Members or Registered Associate Members.

[CLICK HERE](#)



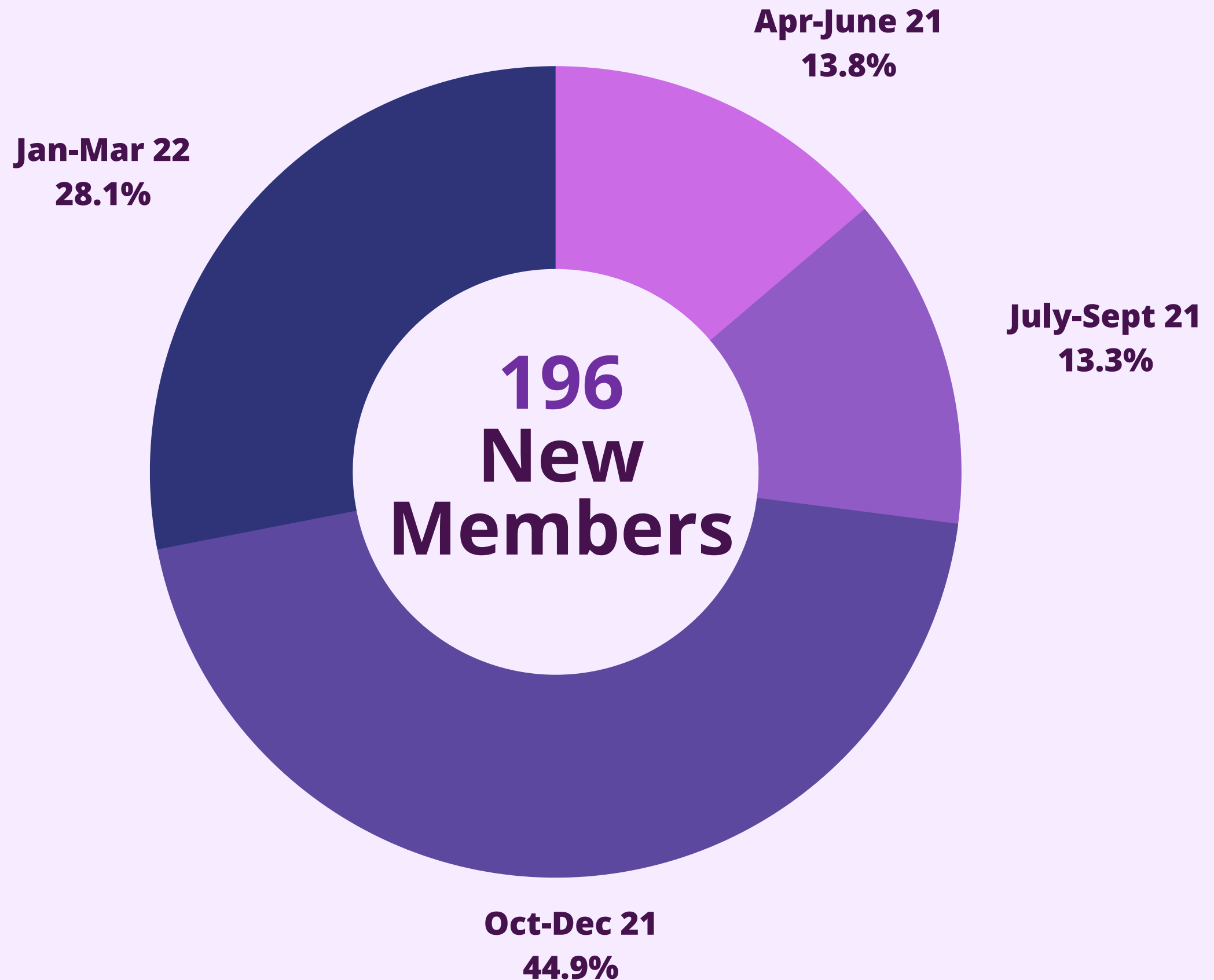
CLDSC Membership

2,845

**total members as at
31 March 2022**

Did you know?

On average, **16** new
members joined the
CLDSC every month!



Registration & Membership at a glance!

1,530

Number of visits to the
Registration Information page
(over **127** visitors **every**
month)

417

Number of visits to the
CLDSC Information
Video page

6

Members moved
from Associate to
Registered Member

2

Used Individual
Recognition Process (IRP)
to achieve
Registered Member
status

Alumni Category

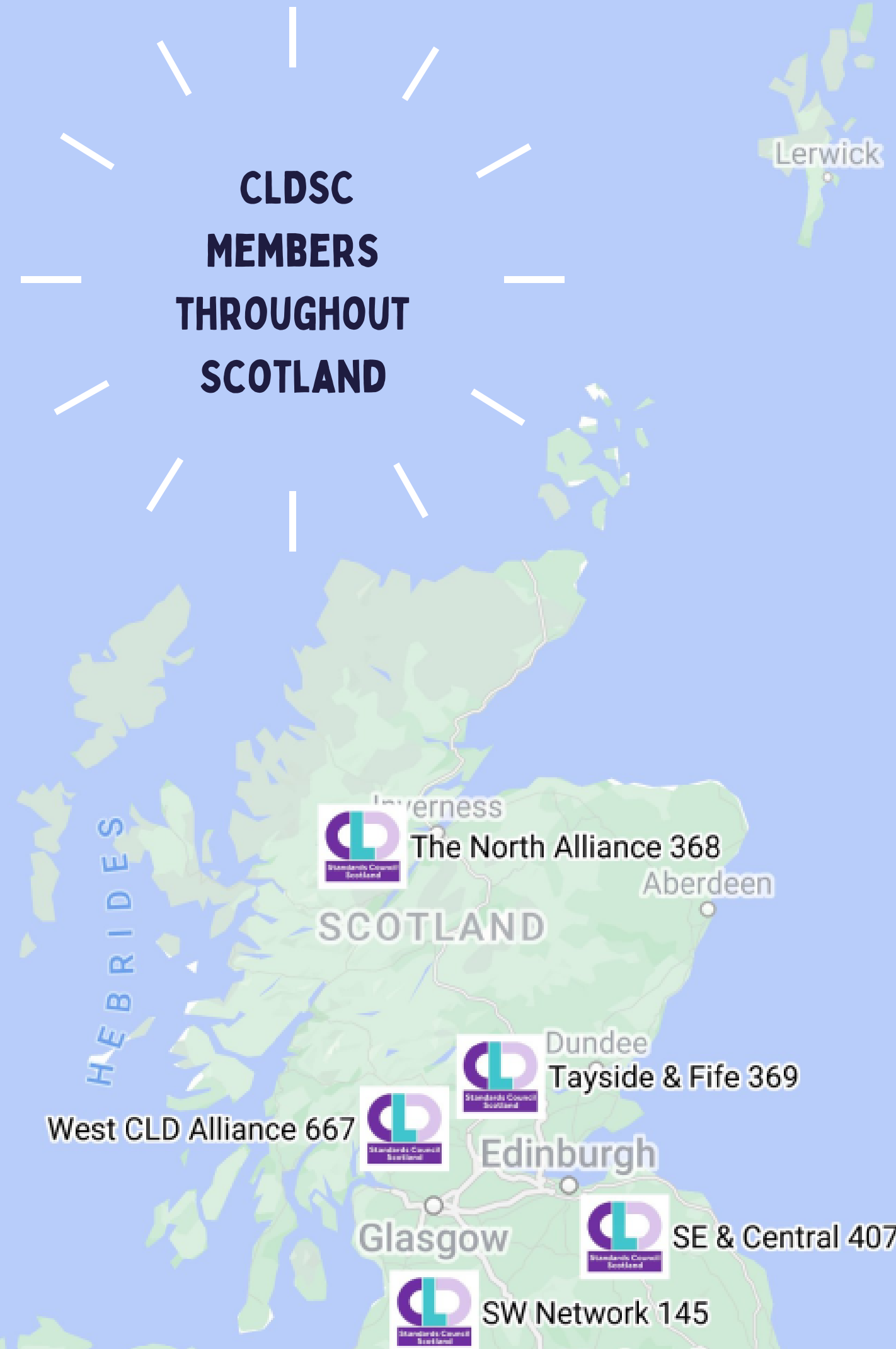
Specially created in 2021 for members
who are no longer practising, e.g. due to
retirement, but still wish to be involved
to support the sector.

7
MEMBERS



2,845 CLDSC MEMBERS

CLD Networks	Number
South East and Central	407
Tayside and Fife	369
The North Alliance	368
West CLD Alliance	667
South West Network	145
Other	Number
CLD Students & Academics	567
Membership Pending	182
Various Areas of Practice	77
National Organisations	49
Undefined	14

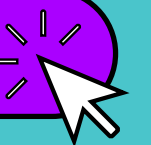


Policy & Information



Collaborate with members and stakeholders to contribute to relevant CLD policy and workforce information.

[CLICK HERE](#)





Policy Consultation Responses

[CLICK HERE](#)

reports and consultation responses were submitted on behalf of our members

Click on the headings to access further information

CLDSC Annual Report April 2021

The report highlighted the impact of the CLD Standards Council's programme of work 2020-2021 and celebrated the role of our Members in supporting our communities and learners throughout the pandemic.

Thank you to all our Members for their continued contributions and support of the CLD sector in Scotland.

Response to Draft Adult Learning Strategy Scotland June 2021

The draft Adult Learning Strategy was developed and based on contributions from the Adult Learning Strategic Forum Scotland. The CLDSC are active participants of this forum.

The CLDSC discussed the strategy and feedback with members at the members meet-up in June 2021.

Key themes discussed included:

- Expanding and extending adult learning
- Connecting the Adult Learning journey
- Communication
- Access and Inclusion
- Workforce Development

Response to Education Reform Consultation November 2021

The Scottish Government issued a consultation on the replacement of the Scottish Qualifications Authority and the reform of Education Scotland following on from the OECD report of June 2021.

The CLD Standards Council submitted a response based on the contributions gathered from members of the CLD Standards Council at a range of events.

Emily Test Gender-Based Violence (GBV) Charter for Colleges and Universities November 2021

EmilyTest is being funded by the Scottish Government to develop the first GBV Charter for colleges and universities.

The Charter is a flexible framework, based on evidence, student and survivor voices and co-creation with staff, to help institutions start or improve their work in tackling GBV.

The CLDSC were involved in the pilot and evaluation.

Skills Development Scotland Career Review March 2022

As part of its commitment to the Young Person's Guarantee, Scottish Government commissioned Skills Development Scotland to lead a review of Scotland's career services.

The CLDSC contributed to the work of advisory board to support this critical review.

The review has made 10 recommendations designed to deliver the ambition of Scotland's Careers Strategy.



CLDSC Pathways Survey Report



This report, published in January 2022, provided a high-level analysis of CLD labour market information.

Information was gathered from 122 CLD practitioners, over 31 local authority areas, representing a crucial snapshot of the national CLD workforce and their views.

Key Findings

A significant variance in CLD practitioner job roles and responsibility levels, with only **11%** having CLD in their job titles.

74 employers recorded requiring a CLD degree as an essential or desirable criteria in their recruitment processes.

78% of respondents had worked for 5+ years in CLD, with the majority being over 10 years, indicating an aging workforce and little recruitment into the sector.

74% of respondents were happy with their organisation's provision of informal professional learning. They were also interested in accredited training.

Finance was reported as the biggest barrier to accessing training.



Higher Education/Further Education Group

The aim of this group is to support COVID recovery practice and outcomes for CLD students and placement providers.

Key Topics 2021/2022

Digital learning and teaching

Student placements

CLD Approvals

Practice Placement Guidelines

Key Actions and Findings

Group remit and named contacts established, with an agreement to meet every 3 months

Recognition of the importance to have the opportunity to network and share news from each organisation

Agreement to create a CLD Profession/ Career Awareness day in 2022

Recognition of the pressure on Students with lack of equipment, support or access to digital skills

Highlighted lack of CLD professional placement opportunities and support needed from the CLD sector moving forward

Agreed process to promote programme of activities

Improved working collaboration across FE/HE to assist transition for students



National Occupational Standards (NOS) describe the knowledge, skills and understanding needed to do a particular job to a nationally recognised level of competence.

NOS can be used to complement the CLD Competences in reflecting on, developing and strengthening practice.

CLDSC is an approved provider on the Skills Development Scotland "Standards & Frameworks" Framework and have undertaken reviews of a range of NOS relevant to CLD practice.

Reviews involve consulting with industry experts across the four nations within the UK, amending existing NOS where appropriate and developing new NOS according to the roles the sector representatives identify.

CLDSC undertook the reviews of Career Development and Learning & Development NOS during 2020-21 with the revised standards launched in summer 2021.

Click on the titles below for further information:

Review of Career Development NOS

Review of Learning & Development NOS





Review of SVQ Youth Work

Following on from the review of [Youth Work National Occupational Standards](#) (2019), we were contracted by Skills Development Scotland to review the Scottish Vocational Qualifications (SVQ) in Youth Work. SVQs are work-based qualifications. They work as a guarantee that someone can do their job effectively and to the set of national standards.

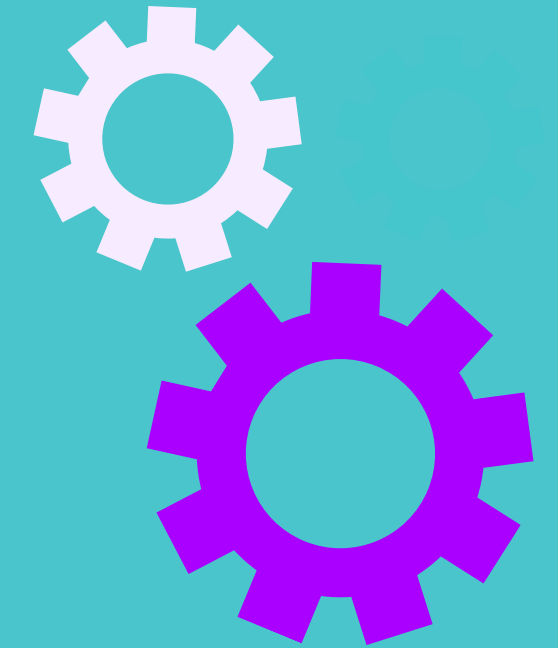


The revised Youth Work SVQs are approved by the Scottish Qualifications Authority (SQA) and are available at SCQF levels 6 and 7.

This work supports our development of [CLD career pathways](#).

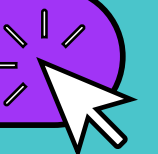


Organisational Capability



CLD Standards Council Scotland has continued to increase its organisational capacity through expanding its core team, membership, stakeholder partnerships and collaborative networking groups.

[CLICK HERE](#)



THE CLDSC TEAM

Welcome to Ruth Washbrook

July 2021

This week we are delighted to welcome Ruth Washbrook to our team. Ruth joins us from Scottish Government and will be our new Business Manager. She is looking forward to finding out more about CLD and supporting the smooth running of our business. Remember to say hello and introduce yourself at forthcoming CLDSC events.



Welcome to Grant Garrett!

Sept 2021

A warm welcome is extended to Grant Garrett. Grant joins CLD Standards Council from North Ayrshire Council and is our new Corporate Performance Officer. Grant is looking forward to finding out more about CLD and supporting us with all sorts of data and knowledge analysis work.



In this year, we were fortunate to have two new members of staff join our CLDSC team

Did you know?

We sent out approximately 230 CLDSC branded facemasks to our members since the beginning of the pandemic?



CLDSC Members Bulletin

We continued to develop the CLDSC members bulletin, with 50 weekly bulletins distributed via email during this year

Did you know?

Over **76%** of respondents to the members survey stated they benefitted from the members bulletin.

27% more members are reading the bulletin and it has increased every quarter!

Members bulletin and sector response are really valued and shared across workforces

Headlines

Keep Scotland Beautiful – Climate Emergency Toolkit for Youth Workers

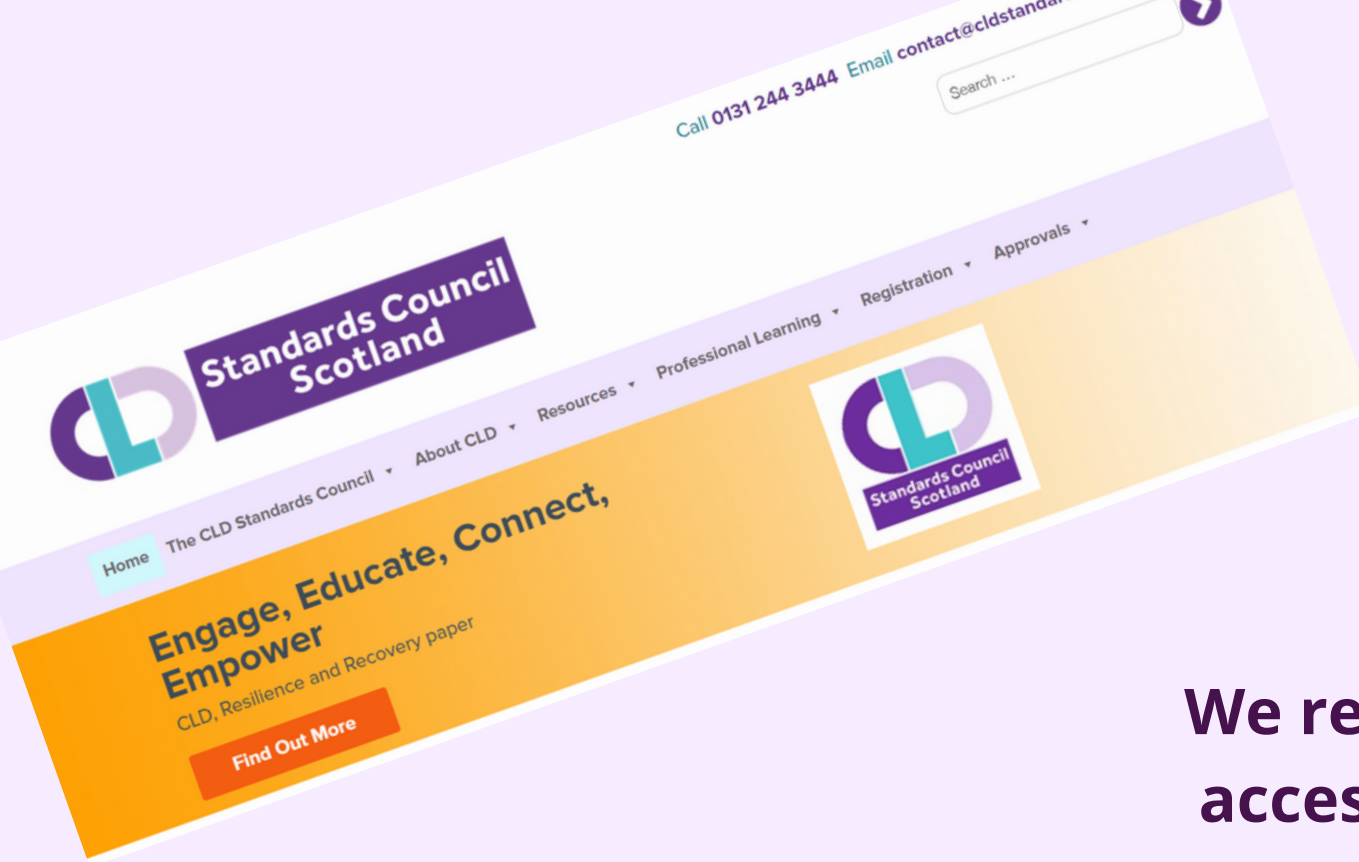
Education Reform Consultation Response

Scottish Charity Awards

CDN Pathways from Poverty Report

The information shared keeps me updated with CPD opportunities and sector relevant content

If you want to sign up to receive our bulletin in your *INBOX* then just email us at contact@cldstandardscouncil.org.uk



CLDSC Website

Number of visits to the website: **36,088**

That's a 4% increase!

We regularly update the website as it is a key resource for all CLD practitioners to access sectoral information, support and find out about the latest news/updates happening across the CLD sector



HAVE YOU VISITED OUR WEBSITE RECENTLY?

Codes of Ethics

3,468

Top

Competences

7,353

Hits!

Ethical Practice

1,262



CLDSC Connections

CLDSC has maintained, extended and contributed to our partnerships across Scotland and beyond. This continues to raise the CLD profile, ensuring CLD values, ethics and our work is recognised and embedded.

Some examples are included below:

**Youthlink
Scotland Awards**

**CLDSC
AWARDS
SPONSORSHIP**

**Scottish Charity
Awards**

**Scottish Education
Awards**

**BOARD
REPRESENTATION**

**Community
Development
Association Scotland**

**Scottish Council for
Qualifications
Frameworks**

**Scottish Council for
Voluntary Organisations**

**International Association of
Community Development**

**NATIONAL &
INTERNATIONAL
PARTNERS**

**Professional Association of Lecturers
in Youth & Community Work**

Getting social!



Promoting connections
between members

2021

60

2022

97

members

Social Media is important to us.

We use it to promote CLD, helping us
raise the profile of professional CLD
practice in Scotland and all the amazing
work practitioners deliver in Youth Work,
Adult Learning and Community
Development.

Check out what's happening
[#becauseofCLD](#)



CLD StandardsCouncil

@cldstandards



[@cldstandards](#)

[@marionacldsc](#)

2021

6,610

2022

7,402

followers

Top
Tweet!

Excited to offer [@cldstandards](#) members stretch
leadership sessions with [@drkareneedge](#) focusing on
well-being, COVID-19 & leadership. Take time to pause,
reflect & plan

Next Steps



Growing the CLDSC Committees

Research Workforce Development Framework

Re-engage Equalities Reference Group

Growing the CLDSC Staff Team

Communications Strategy for CLDSC

Review of CLD Plans (Workforce Development)

Services that CLDSC members want to see enhanced during 2022-23



*Based on a
representative sample of
CLDSC members**

i-develop Professional Learning Resources

Mental Health & Wellbeing related services

Members Virtual Meet-ups

Sector reports and updates

CLDSC representing CLD sector

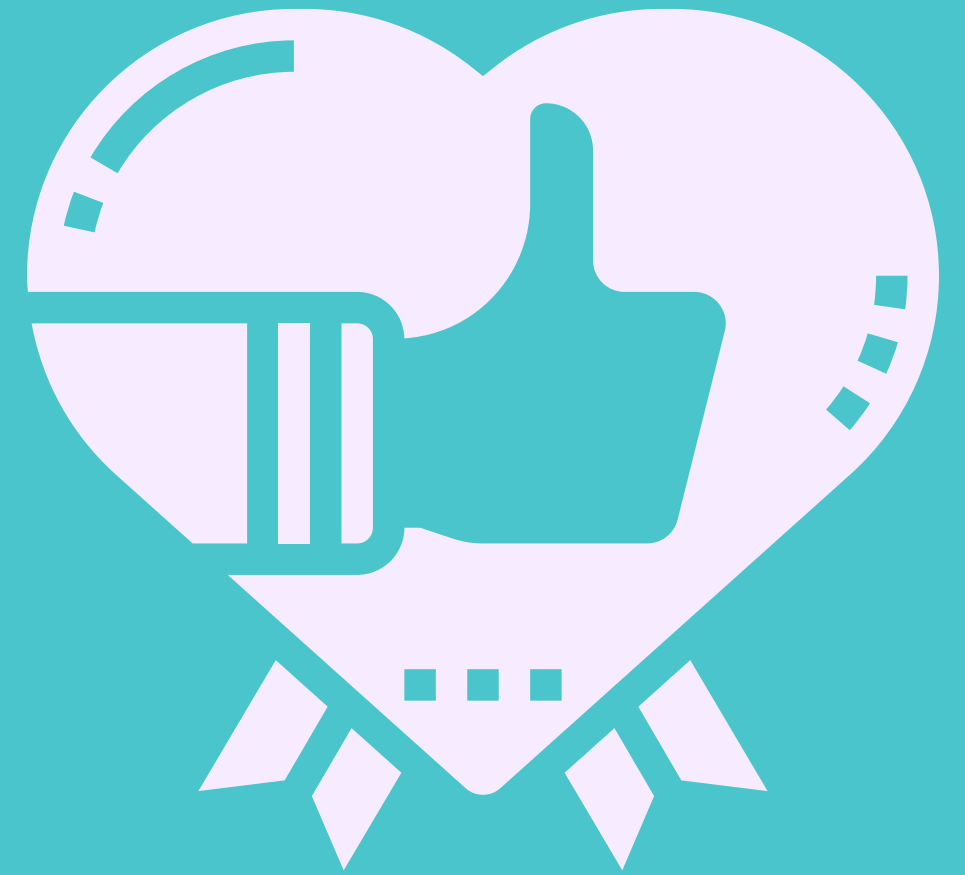
Annual Members Conference

0% 10% 20% 30% 40%

Responding Members (%)

(CLDSC Members Short Survey 2022)

Acknowledgements and Thanks



*We couldn't do it
without you!*

Acknowledgements



Goodbye and good luck to Willie Barrie who left his role with CLDSC to join a team in Education Scotland.

Thank you for your contribution and commitment to CLD and CLDSC, Willie.

We wish you well in your new role!



CLDSC Chair
Alan Sherry
at Windsor Castle receiving
his OBE for
Services to Education.



We bid a fond farewell to Maggie Paterson after 2 years working with the CLDSC.

Maggie continues to volunteer with CLDSC.

Thank you for your insight, contribution and commitment to CLD, Maggie.

We wish you well in this next stage of your life!

THANKS TO CLDSC COMMITTEE MEMBERS

Executive Committee	Approvals Committee	Professional Learning Committee	Registration Committee
Alan Sherry (Chair) Richard Bryce Mick Doyle Roz Gallacher Sinead Gormally Robert Hynd Jackie Halawi Jackie Howie Ian McLaughlan Graeme McMeekin Mike Naulty Tanveer Parnez Selina Ross	Graeme McMeekin (Chair) Robert Hynd (Chair until October 2021) Dawn Brown Liz Green Paul Humphreys Ceri Hunter Sarah McEwan Fiona McKenzie Stuart Moir Sally Pritchard Stuart Radose Vicky Wilson Sheena Watson Sheila White	Mike Naulty (Chair) Daisy Belton David Brown Dominique Carlisle-Kitz Annette Coburn Beth Cross John Galt Darran Gillan Graham Hewitson Sue Holland-Smith Joan McVicar Tricia Ryan Kate Sangster	Richard Bryce (Chair) Craig Allan Rory Brown Vikki Carpenter Kevin Ditcham Graham MacLellan Tony Martin Gavin Morgan Christina Pieraccini Martin Robertson Sarah Ward Chris Woodness Hong Zhang



If you would like a printed version of this annual report or help with accessibility please get in touch

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Council Scotland
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