



Integrated Impact Assessment Form

Promoting Equality, Human Rights, and Sustainability

Title of Policy/ Proposal	<i>Midlothian Grants Project 2019 - 2021</i>
Completion Date	<i>18 November 2018</i>
Completed by	<i>Paul Johnson</i>
Lead officer	<i>Stephen Bermingham</i>

Type of Initiative: Please put this section back as was and tick/infill the relevant boxes

Policy/Strategy	✓
Changing / Updated	✓
Programme/Plan	<i>Proposed</i>
Project	<i>Midlothian Grants Allocation 2019 - 2022</i>
Service	<i>Education Communities and Economy</i>
Function	<i>Communities Team</i>
Statement of Intent	<i>The project is aimed at improving the quality of life of people living in Midlothian communities.</i>

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

Small and large grants have been streamlined so small and large organisations can apply for funding on an equal footing. A new type of grant – a 'Micro Grant' has also been made available.

Applications for awards from this Midlothian Grants Fund have been submitted by local community groups, charities and social enterprises.

The grants programme will cover a three year period from 2019-2022. There are three type of grants:

Grant	Maximum annual award	Maximum 3 year award	Timescale
Micro	£500	£1500	Every 6-months
Small	£2000	£6000	Annually
Large	£33,500	£100,500	Every 3-years

The applications submitted are aimed at improving the quality of life of people living in Midlothian communities. A scoring panel made up of Midlothian Council Officers, Personnel from NHS Lothian and Midlothian community group members, assessed each application. Assessments were made based on a range of criteria including demonstrating how applications meet the priorities of the Single Midlothian Plan and how they will reduce the gap in learning outcomes, health outcomes, economic circumstances and reducing inequalities. There are five themes in this Plan. Successful grants applications have demonstrated that they will fund activities that further the priorities in at least one of the five themes:

1. Adult Health and Care
2. Community Safety
3. Getting It Right for every Midlothian Child
4. Improving Opportunities for the people of Midlothian
5. Sustainable Growth

Applications have been submitted from community groups, charities, and social enterprises.

Grant funding will be used for:

- Volunteer expenses
- Running costs
- Start-up costs for new projects
- Staff costs
- Buying equipment

What will change as a result of this policy?

- Communities of interest and place will have more capacity to act for the benefit of their community
- Communities of interest and place will be more resilient, cohesive and safer
- Local communities will be better enabled to thrive through community action, the development of social enterprise and community assets
- Anchor organisations (e.g. Community Councils, Development Trusts) will have an improved ability to represent their local communities and deliver services
- The third sector will be supported to grow and able to influence the community planning process
- Key economic sectors will be supported to grow
- Individuals will be better equipped to access the labour market
- The quality of life of Midlothian residents will be improved through lifelong learning
- Midlothian residents will be better able to be successful learners and are more likely to go on to positive destinations when they leave learning
- Individuals in Midlothian will have improved health and wellbeing through participating in physical activity
- Individuals in Midlothian will have an increased number of affordable and accessible opportunities to engage in more healthy lifestyles (physical and mental health and wellbeing)

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/no
The policy/ proposal has consequences for or affects people	Yes
The policy/proposal has potential to make a significant impact on equality	Yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
The policy/proposal has little relevance to equality	No

The policy/proposal has negligible impact on the economy	No
The policy/proposal has no/ minimal impact on the environment	No
<p>If you have identified low relevance, please give a brief description of your reasoning here and send it to your Head of Service to record.</p> <p>If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.</p>	

3. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?																		
Data on populations in need	<p>Although awareness raising of the availability of grants and support to complete grant applications has been on a Midlothian wide basis, particular emphasis has been placed on supporting groups and organisations in the 3 'priority areas' (Mayfield and Easthouses, Gorebridge and Mayfield).</p> <p>The Midlothian profile of 2017 demonstrated that these populations have poorer outcomes than other communities in Midlothian</p> <p>A new type of grant, intended to meet the needs of smaller, community based groups, has been introduced.</p>																		
Data on service uptake / access	<p>2019/22 grant applications Application / Awarded</p> <p>Micro Grant - 34 applications \ 17 awarded</p> <p>Small Grants - 70 applications \ 36 awarded</p> <p>CC - 16 \ 16</p> <p>DC - 20 \ 10</p> <p>ELT - 10 \ 6</p> <p>HPA - 22 \ 19</p> <p>POV - 2 \ 1</p> <p>Large Grants - 79 applications \ 37 awarded</p> <p>DC – 26 \ 13</p> <p>ELT – 19 \ 8</p> <p>HPA – 25 \ 11</p> <p>POV – 9 \ 5</p> <table><tr><th>LARGE GRANTS</th><th>Dev Com</th><th>Poverty</th><th>ELT</th><th>HPA</th><th>TOTAL</th></tr><tr><td>Bonnyrigg</td><td>£35,590</td><td></td><td></td><td></td><td>£35,590</td></tr><tr><td>Dalkeith/Woodburn</td><td>£33,000</td><td></td><td>£12,000</td><td></td><td>£45,000</td></tr></table>	LARGE GRANTS	Dev Com	Poverty	ELT	HPA	TOTAL	Bonnyrigg	£35,590				£35,590	Dalkeith/Woodburn	£33,000		£12,000		£45,000
LARGE GRANTS	Dev Com	Poverty	ELT	HPA	TOTAL														
Bonnyrigg	£35,590				£35,590														
Dalkeith/Woodburn	£33,000		£12,000		£45,000														

Glencorse	£18,824			£18,824
Gorebridge	£63,293			£63,293
Mayfield & Easthouses	£52,500	£22,000		£74,500
Midlothian	£125,087	£235,784	£255,000	£615,871
Penicuik	£28,475			£28,475
Rosewell	£36,779			£36,779
Tynewater	£14,047			£14,047
TOTAL LARGE GRANTS	£407,594	£235,784	£289,000	£0 £932,378

Number of Large Grant applications	Dev Com	Poverty	ELT	HPA	TOTAL
Bonnyrigg	1				1
Dalkeith/Woodburn	1		1		2
Glencorse	1				1
Gorebridge	2				2
Mayfield & Easthouses	1		1		2
Midlothian	4	5	6		15
Penicuik	1				1
Rosewell	1				1
Tynewater	1				1
TOTAL LARGE	13	5	8	0	26

SMALL GRANTS	Dev Com	Poverty	ELT	HPA	TOTAL
Bonnyrigg	£1,680				£1,680
Cousland	£3,000				£3,000
Gorebridge	£2,260				£2,260
Mayfield & Easthouses	£6,000				£6,000
Midlothian	£11,991	£5,964	£8,460		£26,415
Newtongrange			£600		£600
Pathhead	£3,841		£5,000		£8,841
Penicuik			£3,000		£3,000
Rosewell	£2,782				£2,782
Roslin	£2,850				£2,850
TOTAL SMALL GRANTS	£34,404	£5,964	£17,060	£0	£57,428

Number of Small Grant applications	Dev Com	Poverty	ELT	HPA	TOTAL
Bonnyrigg	1				1
Cousland	1				1

	<table><tr><td>Gorebridge</td><td>1</td><td></td><td></td><td></td><td>1</td></tr><tr><td>Mayfield & Easthouses</td><td>1</td><td></td><td></td><td></td><td>1</td></tr><tr><td>Midlothian</td><td>2</td><td>1</td><td>3</td><td></td><td>6</td></tr><tr><td>Newtongrange</td><td></td><td></td><td>1</td><td></td><td>1</td></tr><tr><td>Pathhead</td><td>2</td><td></td><td>1</td><td></td><td>3</td></tr><tr><td>Penicuik</td><td></td><td></td><td>1</td><td></td><td>1</td></tr><tr><td>Rosewell</td><td>1</td><td></td><td></td><td></td><td>1</td></tr><tr><td>Roslin</td><td>1</td><td></td><td></td><td></td><td>1</td></tr><tr><td>TOTAL SMALL</td><td>10</td><td>1</td><td>6</td><td>0</td><td>17</td></tr></table>	Gorebridge	1				1	Mayfield & Easthouses	1				1	Midlothian	2	1	3		6	Newtongrange			1		1	Pathhead	2		1		3	Penicuik			1		1	Rosewell	1				1	Roslin	1				1	TOTAL SMALL	10	1	6	0	17
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TOTAL MICRO GRANTS	£17,405	17																																																					
Data on quality/outcomes	<p>Review had been undertaken previously. Evaluation and monitoring has indicated that the outcomes achieved as result of the grant making process, had made a significant difference to the population in Midlothian.</p> <p>Equalities evaluation and monitoring will be undertaken as part of the latest grant making process. Feedback will inform future grant making processes.</p>																																																						
Research/literature evidence	Information has been used from Neighbourhood Profiles, Midlothian Council service plans and partner agencies' service plans																																																						
Service user	Evidence shows that previously, some groups found the application																																																						

experience information	forms challenging to complete. They have been reviewed and simplified where possible.
Consultation and involvement findings	Evidence shows that direct contact has resulted in an increased number of applications.
Good practice guidelines	The grants process is undertaken within the guidelines of the National Standards for Community Engagement
Other (please specify)	Survey Monkey 2016
Is any further information required? How will you gather this?	No

4. How does the policy meet the different needs of and impact on groups in the community?

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years,	Positive – The grants application process has enabled people in these groups or organisations working with these groups, to access funds to sustain or develop their activities. These activities will have a positive impact on people improving access to opportunities to reduce isolation, socialise, learn, or develop new skills. Support with the application process has been offered by the Communities Team. The 'Micro' grant has simplified the application process.
Young people and children	Positive - The grants application process has enabled people in these groups or organisations working with these groups, to access funds to sustain or develop their activities. Successful applicants for grants will enable them to work with young people and children to access new opportunities for activities such as play, expanding their horizons through exposure to new experiences or, for teenagers support on issues such as health and well-being or supporting the development of employability skills
Women, men and transgender people (includes issues relating to pregnancy and	Positive - The grants application process has enabled people in these groups or organisations working with these groups, to access funds to sustain or develop their

maternity)	activities. This may include extending provision to support activities in rural areas, promoting the availability of services for members, or improving knowledge and information for members of these groups.
Disabled people (included physical disability; learning disability; sensory impairment; long term medical conditions; mental health problem)	Positive - Groups supporting disabled people have been included in promotion of the availability of grants. Targeted support has been provided. Successful grants applicants will enable groups to improve opportunities for socialisation, improve levels of physical activity, and develop skills that will enable them to lead lives that are more independent.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	Positive - Work with Lifelong Learning and Employability and the English for Speakers of Other Languages service has supported the promotion of the availability of grants with members of these groups. Successful applications for grants will enable people in these groups to access funds to develop and sustain their activities through developing literacy skills, and improving employability skills.
Refugees and asylum seekers	Positive - Work with Lifelong Learning and Employability and English for Speakers of Other Languages service has supported the promotion of the availability of grants with members of these groups. Successful applications for grants will enable the promotion of cultural awareness, development of employability skills and support the process of becoming an integral part of the Midlothian community
People with different religions or beliefs (included people with no religion or belief.	Neutral - Faith based groups have been able to apply in order to facilitate their group's activities but not the promotion of religious activities.
Lesbian; gay bisexual and heterosexual people	Positive - The grants application process has enabled people in these groups or organisations working with these groups, to access funds to develop and sustain their activities such as promoting community awareness of the issues they may face, or supporting the provision of social groups, health groups and arts groups.
People who are unmarried; married or in a civil partnership	Positive - The grants application process has enabled people in these groups or organisations working with these groups, to access funds to develop and sustain their activities such as raising awareness of the issues they may face
Those vulnerable to falling	

into poverty	
Unemployed	<p>Positive - The process of promoting the grants project has taken into account the needs of these groups through promotion at activities such as job clubs. Grants awarded to organisations working with these group members will be able to develop literacy and numeracy skills. Individuals will be better equipped to access the labour market.</p> <p>There has been a particular emphasis on targeting Midlothian's 3 'priority areas', (Mayfield and Easthouses, Gorebridge and Mayfield).</p>
People on Benefits	Positive - Actions have been taken to include targeting specific groups and using a range of methods to promote the availability of these grants to them.
Single Parents and vulnerable families	Positive - The grants application process has enabled people in these groups or organisations working with these groups, to develop and sustain activities that will provide services that will improve outcomes for the people that they support, including Single Parents and members of other vulnerable groups.
Pensioners	Positive - The grants application process has enabled organisations working with this group, to develop and sustain activities that will provide services that will improve outcome and facilitate the provision of services, such as welfare advice, pensions information or the provision of state benefits (frequently unclaimed)
Looked after Children	Positive - The grants application process has enabled people in these groups or organisations working with these groups e.g. Midlothian based kinship care groups to contribute to the cost of providing services such as peer support, advice on the availability of financial support, developing opportunities for socialisation, information sharing and social activities.
Those leaving care settings (including children and young people and those with illness)	Positive - The grants application process has enabled organisations working with care leavers to apply for funding to support young people to engage in education and training, find employment, increase skills to live independently and maintain family contact.
Homeless People	Positive – The grants application process has enabled support groups to apply for funds to maintain their

	provision of services to and for, homeless people.
Carers (including young carers)	Positive - The grants application process has enabled people in these groups or organisations working with these groups to maintain or improve access to services such as advice on the availability of financial support, developing opportunities for socialisation, information sharing, and social activities.
Those involved in the criminal justice system	The grants application process has enabled groups to provide support for people (in the Criminal Justice system) when returning to employment and the provision of welfare advice
Those living in the most deprived communities (bottom 20% SIMD areas)	Positive - There has been a particular emphasis on promoting applications from groups who are working within Midlothian's 3 'priority areas', (Mayfield and Easthouses, Gorebridge and Mayfield).
People misusing services	The Health and Physical Activity strand of the funding project has supported applications that will support services working with members of this equality group. With support, the numbers of people misusing service are like to decrease.
People with low literacy/numeracy	Positive - The grants application process has enabled successful applicants from organisations working with these groups to access funds that will develop and sustain their activities that seek to assist people to develop literacy skills, and improve employability skills.
Others e.g. veterans, students	Positive - Grant awards from successful applicants will support members of these equality groups at a transition point in their lives. Successful grant applications will facilitate the provision of services such as the development of employability skills, provision of opportunities for meeting and sharing information and thereby reducing isolation.
Geographical Communities	
Rural/ semi-rural Communities	Groups in this category have been able to apply for this funding. Those that have requested support have received it.
Urban Communities	Groups in this category have been able to apply for this funding. Those that have requested support have received it

Coastal Communities	Midlothian has no coastal communities
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5. Are there any other factors that will affect the way this policy impacts on the community or staff groups?

NO

6. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

NO

7. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

In the course of promoting and supporting the application process we have worked with groups, including Midlothian Voluntary Association (MVA), and Lifelong Learning and Employability (LLE) to promote the availability of grant funding. Communities Officers have had a proactive role in supporting groups throughout the funding application process. Where appropriate, the Communities Team have sought support from organisations working with these equality groups.

Further, information published by Midlothian Council has been provided on request in many of the community languages and in large print, Braille, audio tape or BSL.

8. Please consider how your policy will impact on each of the following?

Objectives Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	<p>Communities of interest and place will have more capacity to act for the benefit of their community</p> <p>Communities of interest and place will be more resilient, cohesive and safer</p> <p>Local communities will be better enabled to thrive through community action, the development of social enterprise and community assets</p>

	<p>Anchor organisations (e.g. community councils, development trusts) will have improved ability to represent their local communities and deliver services</p> <p>The third sector will be supported to grow and able to influence the community planning process through provision of a grant</p>
Promotes good relations within and between people with protected characteristics and tackles harassment	Local communities will be better enabled to thrive through community action, the development of social enterprise and community assets
Promotes participation, inclusion, dignity and self- control over decisions	<p>Communities of interest and place will have more capacity to act for the benefit of their community</p> <p>Communities of interest and place will be more resilient, cohesive and safer</p>
Builds family support networks, resilience and community capacity	Community capacity may be increased through grant aided community activities.
Reduces crime and fear of crime	Communities of interest and place may be more resilient, cohesive, and safer if the grant is used to reduce crime and fear of crime.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	<p>Individuals in Midlothian may have improved health and wellbeing through participating in physical activity</p> <p>Individuals in Midlothian may have an increased number of affordable and accessible opportunities to engage in more healthy lifestyles (physical and mental health and wellbeing)</p>
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	<p>Local communities may be better enabled to thrive through community action, the development of social enterprise and community assets.</p> <p>Communities of interest and place may have more capacity to act for the benefit of their community</p>

Plan for future climate change	N/A
Pollution: air/ water/ soil/ noise	N/A
Protect coastal and inland waters	N/A
Enhance biodiversity	Use of grant money for this purpose may enhance biodiversity.
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	N/A
Reduce need to travel / promote sustainable forms of transport	Possible positive effect if grant money is used to help the environment in this way.
Improves the physical environment e.g. housing quality, public and green space	Possible positive effect if grant money is used to help the environment in this way.
Economic	
Maximises income and /or reduces income inequality	Positive - Grants awarded to successful applicants will support groups (e.g. Mayfield and Easthouses Development Trust, Citizens Advice Bureaux), to be able to provide services such as job clubs and provision of welfare advice that maximises income and reduces income inequality
Helps young people into positive destinations	Positive - Grants awarded to successful applicants will be used to support groups working with young people to provide training opportunities, develop their employability skills and thereby increase self-esteem and confidence
Supports local business	Not applicable
Helps people to access jobs (both paid and unpaid)	Positive - Grants awarded to successful applicants will be used to support them to be able to provide services such as job clubs, employment related training and development of volunteering opportunities
Improving literacy and numeracy	Positive - Grants awarded to successful applicants will enable voluntary and third sector groups to engage their participants in activities that will promote the improvement of literacy and numeracy skills. Local people will then be better prepared and more confident to engage in activities that improve their personal economic situation

Improves working conditions, including equal pay	Positive - Grants awarded to successful applicants will support the development of activities that will enable local people to be better informed and confident in challenging poor working conditions
Improves local employment opportunities	Positive - Grants awarded to successful applicants will support local people to have increased access to services that support their personal development, educational attainment and consequently, improve readiness to access employment opportunities.

9. Is the policy a qualifying Policy, Programme, or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

NO

10. Action Plan Revisit this section when you have revisited each section.

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

11. Sign off by Head of Service

Name MARY SMITH

Signature

Date 30.11.2018