

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Strategy for Growth– Midlothian Council Economic Strategy 2020- 2025
Completion Date	20 November 2019
Completed by	Ann Marie Macaskill
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Type of Initiative:Policy/Strategy ☒Programme/Plan ☐Project ☐Service ☐Function ☐Other ☐ Statement of Intent.....New or Proposed ☐Changing/Updated ☒Review or existing ☐**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.

Refreshed economic development strategy to realign Midlothian's economy to promote sustainable and inclusive growth, and capitalise on economic opportunity.

The strategy will harness economic development, business and employability functions, as well as a number of key stakeholders in the public, private and third sector.

The strategy will be led by Midlothian Council in conjunction with the Community Planning Partnership and its 'Sustainable Growth' theme.

2. What will change as a result of this policy?

A refreshed strategy for economic development will be produced. Key priorities and actions are outlined within each of the six areas of the strategy.

3. 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	Yes
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>The refreshed strategy is about growing Midlothian's economy and has involved resident communities, partners businesses and stakeholders. Whilst there will be consequential equalities and environmental benefits, these are secondary, although notable.</p>	

If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.

4. 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>The data profile of Midlothian for 2018 can be found here under "Community Planning structure and profile"</p> <p>https://www.midlothian.gov.uk/info/200284/community_planning/214/community_planning</p> <p>Six sectoral consultation sessions were held across Midlothian which comprised a wide demographic and were well attended. This was coupled with an online survey.</p>
Data on service uptake/access	The refreshed strategy will optimise addressing economic issues and securing positive outcomes. This will be collected by the Single Midlothian Plan (SMP) performance report and by annual update to Cabinet.
Data on quality/outcomes	Performance is not optimal at present, and a new strategy and annual update will ensure performance is measured and addressed. Annual updates to Cabinet and performance reports on the SMP will detail outcomes and progress milestones.
Research/literature evidence	The direction of national economic policy has changed in 2015 and 2017 through Scottish Government review of economic strategy, and enterprise/skills. A wide range of research evidence was undertaken as part of the consultation and drafting of this strategy from: Scottish Enterprise, Skills Development Scotland, Developing the Young Workforce, Further and Higher Education Sector,

	Chamber of Commerce, Federation of Small Businesses, private sector developers and the third sector interface.
Service user experience information	No definitive service user experience information available.
Consultation and involvement findings	Service user feedback was picked up through the six consultation sessions and through an online survey. This information is collated and summarised by key themes in the strategy.
Good practice guidelines	N/A
Other (please specify)	N/A
Is any further information required? How will you gather this?	No

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

	Comments – positive/negative impact
Equality Groups <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • Refugees and asylum seekers 	<p>Economic policy and practice will aim to encourage all those who seek to be economically active therefore, to varying degrees, all of these groups could derive positive benefit.</p>

<ul style="list-style-type: none"> • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	
<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the criminal justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People misusing services • People with low literacy/numeracy • Others e.g. veterans, students 	<p>Economic policy and practice will target the unemployed and support those services of the Council which are working with vulnerable families and individuals to increase opportunities to become economically active.</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi-rural communities • Urban Communities • Coastal communities 	<p>The economic development team will work with all communities in a positive way to secure better economic outcomes (coastal N/A).</p>

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

In addition to core economic development activities, there is likely to be benefit through increased effectiveness of the externally funded Business Gateway team which assists start up and growing companies.

7. 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

8. 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?

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

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Positive: promotes equality of opportunity in terms of access to employment and training.
Promotes good relations within and between people with protected characteristics and tackles harassment	Neutral
Promotes participation, inclusion, dignity and self-control over decisions	Positive: a person with secure employment and a steady income has greater autonomy in deciding their future.
Builds family support networks, resilience and community capacity	Neutral
Reduces crime and fear of crime	Neutral
Promotes healthier lifestyles including <ul style="list-style-type: none">• diet and nutrition,• sexual health,• substance misuse• Exercise and physical activity.	Positive: There in employment, research suggests, tend to have greater levels of self-worth and generally healthier lifestyles.

<ul style="list-style-type: none"> • Lifeskills 	
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	<p>Economic development strategy, policy and practice can promote and achieve greater levels of 'green' business practices, recognise the impact of climate change, manage waste more effectively, reduce pollution levels, manage resources, reduce travel (through such interventions as high speed broadband to enable home working), and improvements to promote greater environmental quality and sense of place, particularly in town centres.</p>
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms or transport	
Improves the physical environment e.g. housing quality, public and green space	
Economic	
Maximises income and /or reduces income inequality	Positive direct effect through policy and practice.
Helps young people into positive destinations	Positive: a refreshed economic strategy is better placed to support the Council's Education Service.
Supports local business	Positive direct effect, notably through Business Gateway and procurement.
Helps people to access jobs (both paid and unpaid)	Positive direct effect through policy and practice.
Improving literacy and numeracy	Neutral
Improves working conditions, including equal pay	A secondary positive consequence of an effective local economy..

Improves local employment opportunities	Positive direct effect through policy and practice.
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10. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

No

11. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
N/A				

12. Sign off by Head of Service/ NHS Project Lead

Name

Date