

MIDLOTHIAN COUNCIL EQUALITY OUTCOMES PROGRESS REPORT 2013 - 2015

1.0 Purpose of Report

The purpose of this report is to demonstrate current progress against equality outcomes detailed in Midlothian's Equality Outcome & Mainstreaming Report 2013 – 2017.

1.1 This equality outcomes progress report uses the terms 'Midlothian Council/Council' as shorthand for the Council, Education Authority and Licensing Board (all three bodies).

2.0 Background

2.1 In October 2010 the Equality Act 2010 came into force. This was a consolidating piece of legislation designed to strengthen the rights of the individual against harassment, victimisation and discrimination at work, at home, and in the wider community as well as advancing equality of opportunity and fostering good relations between those who share protected characteristics and those who do not.

2.2 Created by the Equality Act 2010, on 05 April 2011 the Public Sector Equality Duty came into force. This Duty consisted of a general equality duty and specific equality duties, the latter being given as a framework for 'listed bodies' to follow in order to achieve the general duty. (Appendix 1 provides details of all listed bodies under the terms of the Act).

2.3 The general equality duty required all listed bodies, of which Midlothian Council is one, to have 'due regard' in the exercise of their functions to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

2.4 Having 'due regard' in relation to advancing equality of opportunity included:

- Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
- Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and
- Encouraging participation in public life and other areas where representation is disproportionately low

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2.5 Having 'due regard' in relation to the need to foster good relations between those who have a protected characteristic and those who do not required particular attention to the need to:

- Tackle prejudice; and
- Promote understanding

2.6 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force. These regulations imposed on all listed bodies a set of duties and responsibilities that would allow them to meet the General Equality Duty in the planning and delivery of their services and public role.

2.7 The specific duties are to:

- Report on mainstreaming the equality duty;
- Publish equality outcomes and report progress;
- Assess and review policies and practises;
- Gather and use employee information;
- Publish gender pay gap information;
- Publish statements on equal pay;
- Consider award criteria and conditions in relation to public procurement; and
- Publish in a manner that is accessible

2.8 The Protected Characteristics are:

- Age
- Disability
- Gender Re-assignment
- Marriage & Civil Partnerships (restricted to elimination of unlawful discrimination in employment)
- Pregnancy & Maternity
- Race
- Religion or Belief

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- Sex (formerly known as gender)
- Sexual Orientation

2.9 Dedicated timescales exist for reporting on the specific duties, and in accordance with those by 30 April 2013 Midlothian Council produced and published its:

- 1st Equality Outcome & Mainstreaming Report 2013 – 2017;
- Employee Information:
- Gender Pay Gap & Equal Pay Statements

2.10 The specific duties now require Midlothian Council by 30 April 2015 to produce and publish its:

- 1st Equality Outcome Progress Report 2013-2015;
- 1st Mainstreaming Equality Progress Report 2013-2015 including;
 - Workforce Profile & Analysis Report 2013 – 2015; and
 - Gender Pay Gap Information for the period 2013 – 2015

2.11 This is the Council's first Equality Outcomes Progress Report 2013 - 2015

3.0 Equality Outcome Progress 2013 – 2014, 2014/15 & Midlothian's Community Planning Partnership

3.1 Midlothian Council delivers its priorities through the Community Planning Partnership (CPP) and the Single Midlothian Plan (SMP). Equality and diversity underpins all that the Council plans and does and so the equality outcomes chosen in 2013 mirrored the Community Planning outcomes and priorities with progress being monitored through the Council's performance management system.

3.2 The result of the Midlothian-wide outputs and targets are as demonstrated in the progress against outcome tables that follow for the year 2013/14 and half year 2014/15.

3.3 It is not possible to report on the whole year 2014/15 as this will not be reported until June 2015. Accordingly, progress is reported to December 2014.

3.4 This is the last year that our equality outcomes will totally mirror outcomes in the SMP as the Equality & Human Rights Commission (EHRC) are encouraging us to have a set of independent equality outcomes that we monitor and report on.

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3.5 Consultation on these equality outcomes will take place Midlothian-wide in the late summer/autumn of 2015.

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Equality Outcome	Progress 2013/2014
<p>1. Midlothian is a safe place to live, work, visit & grow up in</p> <p>Key priorities for 13/14:</p> <ul style="list-style-type: none"> • Reduce anti-social behaviour • Reduce reoffending • Reduce violent crime • Reduce Violence against women incidents • Protect Midlothian's children • Protect adults at risk • Reduce crimes of dishonesty • Improve road safety • Improve home safety <p>L1 Licensing Board</p> <p>Midlothian is an area where incidents of crime, disorder and abuse continue to fall.</p>	<p>The Community Safety Team has worked with community planning partners and as a result there has been a 5.6% decrease in the number of incidents of Antisocial Behaviour, with 366 fewer incidents being reported than the previous year. Further:</p> <p>The 'Midlothian Family Resilience Project' is a multiagency partnership project designed to intervene in the lives of Midlothian families who suffer multigenerational dysfunction and who live entrenched, chaotic lives. Direct work with two Midlothian families commenced in July 2013 and work with a further family commenced in October (involving 17 children and five adults). Additional funding was secured to extend the project to March 2015. This longer term intensive support will build the capacity of the families, developing resilience to deal with future challenges and improving their long term outcomes. The support continues to show benefits and more positive family behaviour through improved attendance and engagement at school and a reduction in anti-social behaviour</p> <p>The MARAC service (Multi-Agency Risk Assessment Conferences) has been running since 30 May 2013. In 2013/14 we have received 53 referrals in Midlothian, with 27 women engaging with the process. There have been a number of positive outcomes. Feedback from the 6 month evaluation stated, "I have been really encouraged by the introduction of MARAC". For us as an agency it has improved our relationships further with partners and we have been really pleased with the outcomes for women. Early days but shows promise for the future of what we will be able to achieve!".</p> <p>A Domestic Abuse Advisor began working in May 2013. The Domestic Abuse Advisor has provided specialist risk assessment, safety planning, advocacy, and support to 65 women across East and Midlothian. Of the women contacted by the DAA, there has been an engagement rate of 82%. Of the 65 women who have engaged with the Domestic Abuse Advisor, we have completed exit RICs (Risk Identification Checklists) with 14 women, or</p>

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Equality Outcome	Progress 2013/2014
	<p>36% of all closed cases. For these women, we have seen a 50% decrease in risks from their point of entry into the service to the point of exit. For some women, a RIC is not relevant or appropriate, but in these cases where possible an Exit survey has been completed. This is typical in cases where a perpetrator is in custody. We completed Exit Surveys with 10 women, or 14% of all closed cases. 90% of these women reported an improvement in their overall situation, and 80% reported an improvement in their safety at home and at work.</p> <p>The leadership 'Challenge Project' for 10 to 12 year olds secured £11,400 of external funding from the Armed Forces Community Covenant Fund. Two out of three planned leadership week long courses took place with partners in 2013/2014. The Challenge project has been very successful, engaging with ten pupils at the first course and 12 during the second one. Referred to the project are young people who have attendance issues, peer relationship difficulties, behaviour concerns and others. Recent feedback emphasises the importance of positive role models, the code of values being reiterated through the duration of the week and the impact it will hopefully have on young people's positive development and future careers.</p> <p>An ASBVO group has been established, further enhancing the work of the Community Safety Partnership. The aim of the ASBVO group is to allow key partners to work together to safeguard the wellbeing of victims, to tackle perpetrators of antisocial behaviour and violent crime and contribute towards public reassurance in Midlothian</p> <p>Midlothian was awarded £15,500 funding from Cycling Scotland for Support Plus to facilitate all schools undertaking on road cycle training. Midlothian was a finalist in APSE (Association for Public Service Excellence) Best Performer in Roads and Winter Maintenance and Vogrie Country Park received a three star rating from Visit Scotland. A quality assessment of all parks was undertaken and a programme of improvements being carried</p>

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Equality Outcome	Progress 2013/2014
	out in various areas
<p>2. Midlothian is a place where:</p> <ul style="list-style-type: none"> • Carers have support systems • Independence for people with disabilities is promoted; • Fewer people are affected by drug and alcohol misuse; • Services are enhanced to promote mental health & wellbeing; • Support is given to people in their own homes; and • Services are socially inclusive and personalised <p>Key priorities for 13/14:</p> <ul style="list-style-type: none"> • Deliver services designed to meet the individual needs of each person enabling them to be as independent, healthy and safe as possible. Deliver services designed to meet the individual needs of each person enabling them to be as independent, healthy and safe as possible. • Change older people's services so that people are cared for and supported at home for longer rather than in hospital or in a care home 	<p>Integration</p> <p>The Joint Director for Health and Social Care is in post managing both services and a new Head of Health is now in post. The Health and Social Care Partnership Shadow Board is established and has a schedule of regular meetings. Stronger links are being created with various sections of the health service including acute hospitals. Health and social care managers are now co-located in Fairfield House and are meeting regularly as a joint management team. The creation of the local integration plan and strategic commissioning plan is currently in process.</p> <p>Older People</p> <p>The new Single Service for Dementia is operational and Midlothian's role as a national test site for the 8 Pillars Framework for Dementia is underway. The Rapid Response Service is being strengthened and Highbank is increasingly operating as a short-term intermediate care service. Cowan Court Extra Care Housing opened in September. The Change Fund has enabled services to be strengthened through the voluntary sector in helping to address social isolation.</p> <p>Learning Disability (LD)</p>

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Equality Outcome	Progress 2013/2014
	<p>The specification for the new housing development for people with complex needs has been finalised. An exercise to recommission respite care services is underway and day services are being increasingly provided on a local basis. A media safety advisor has been appointed along with an exercise specialist for older people with Learning Disability.</p> <p>Self-Directed Support (SDS)</p> <p>Preparations are on course for SDS to be offered to people newly referred to the service from 1st April 2014 and a "Test of change" methodology is being used to develop robust, sustainable processes.</p> <p>Community Care</p> <ul style="list-style-type: none"> • New approaches to User & Carer engagement across health and social care are being developed in collaboration with Scottish Health Council. • Work is underway to develop a local sensory impairment strategy in line with national developments. • New Carers services have been developed in conjunction with voluntary organisations including the Wee Breaks Service, Welfare Reform advice and a new Carers Centre. • A full review of the Orchard Centre is underway after celebrating a successful first 25 years providing day services for people with mental health needs in Midlothian. <p>Public Protection</p>

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Equality Outcome		Progress 2013/2014
		<p>The Public Protection Unit has been established. Addressing Violence against Women received a major boost with Big Lottery funding for the SMILE (Support to Maintain Independent Living Effectively) project</p>
3.	<p>Midlothian is a place where people have access to quality, affordable housing by delivering affordable homes for rent and sale</p> <p>Key Priorities for 13/14:</p> <ul style="list-style-type: none"> • Make sure that all those threatened with homelessness can access advice, support services and, eventually, settled accommodation; • Provide more social housing taking account of changes in local demand 	<p>Housing</p> <p>SESplan Housing Need and Demand Assessment (HNDA)</p> <p>The SESplan group, including Midlothian, has been progressing the housing need and demand assessment (HNDA) for submission to the Scottish Government in 2014. The HNDA is an evidence base which provides the facts and figures on housing need and demand that have been used to underpin the new Local Housing Strategy and the new Strategic Development Plan for the South East of Scotland (SESplan). Key points are the Housing Market, Migration, Housing Need and Demand for Housing. The housing need and demand assessment will provide the evidence base upon which housing supply targets are defined in local housing strategies and suitable available land is allocated through development plans to meet these targets.</p> <p>Phase 2 Housing</p> <p>The next 3 sites have been granted Planning consent. Tender returns have been received and are being evaluated. It is expected that initial contracts for the three sites with planning consent will be awarded. The first 2 sites from this Phase have now been completed providing 76 new homes in Penicuik and Dalkeith.</p>
4.	Every child in Midlothian has the best start in life and is ready to succeed	EARLY YEARS

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Equality Outcome	Progress 2013/2014
<p>Key priorities for 13/14:</p> <ul style="list-style-type: none"> • Ensure that children and young people are nurtured within a local family or care setting <p>5. We have improved the life changes for Midlothian's children, young people and families at risk</p> <p>Key priorities for 13/14:</p> <ul style="list-style-type: none"> • Ensure that children and families can access timely and appropriate interventions • Support young people to manage risk-taking and challenging behaviour 	<p>The obesity figures for P1 children for 2011/12 (most recent available) have been published and Midlothian has improved to come into line with the Scottish average. Following the closure of the Brown Building in Gorebridge the Midlothian Sure Start "Small Steps" centre moved to Newbyres Care Village and has shared use of the community room for their activities. The Care Inspectorate is watching this with great interest and is keen to learn from this ground-breaking intergenerational work.</p> <p>The Early Years Collaborative work continues with the continuing rollout of the Bedtime Reading project across more centres with a greater number of parents. Areas of greatest deprivation are being targeted to ensure that maximum impact is achieved. In January Midlothian hosted a visit from the Danish Health Minister and a group from the Scottish Government to see the work being carried out in Early Years. This work is recognised by the Scottish Government as being one of best practice and as a result of this two members of staff are being trained as Improvement Advisors which is a great achievement as the total number being trained across Scotland is only 20.</p> <p>The provision of services to support early year's literacy through the Library Service is making a significant contribution to improving life chances of children, young people and families. During quarter 4, 24 PEEP groups attracted 1139 children 1182 adult visits and gained 89 new members. There were 158 Bookbug sessions in libraries with 2903 children and 2298 adult visits. A pilot of the Bookbug Assertive Outreach programme will be run, which aims to expand the reach of Bookbug to vulnerable families and those living in deprived areas</p>

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Equality Outcome	Progress 2013/2014
	<p>A worker was recruited in January to work with families to raise early numeracy and literacy for two year old children that are Looked After. Initial feedback from the families is that this is having a positive impact on all members of the family.</p> <p>In 2013/14 we have increased the number of parenting courses available across Midlothian. There have been 28 courses of 'Raising Children with Confidence' run with 211 participants, 5 courses of 'Incredible Years' with 48 participants and 7 courses of 'Escape' with 48 participants. The feedback from parents and carers has been very positive and Edinburgh University is undertaking some research with us to evaluate the ongoing benefits of the Escape course.</p> <p>In March several staff were trained as Sleep Counsellors and in 2014/15 it is proposed that 'Sleep Clinics' are started to give advice to parents whose children suffer from sleep problems. It is recognised that poor sleep patterns can have a negative impact on behaviour and educational attainment.</p> <p>Education</p> <p>Lasswade High School Centre opened in August 2013 as planned and subsequently took the top prize in the Best Community Partnership category along with The Scottish Futures Trust.</p> <p>Midlothian's results (August 2013) in SQA national qualifications, at S4, 5 & 6 displayed areas of improvement.</p>

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Equality Outcome	Progress 2013/2014
	<p>Our Raising Attainment Strategy Group has been launched and is now starting to unlock areas that require real attention and priority. We are ensuring that our future strategy and plans are centred on internationally-accepted best practice.</p> <p>Evidence from inspection reports has been generally positive in nature this session with a number of positive inspection reports recently. The report published earlier this year on the quality of the Educational Psychology Service in Midlothian was very positive indeed. As well as pointing to a rapidly improving service, it referred positively and directly to the quality and impact of educational leadership in Education in Midlothian. Reports on early years provision from the Care Inspectorate have also, generally, been very positive in nature.</p> <p>At the 2014 COSLA Excellence Awards, Midlothian's Got The M-Factor, received the Scottish Government's Delivering Excellence Award. The real winners in all of this were the many children whose confidence and sense of achievement was boosted by their involvement in this project.</p>
	<p>Child Protection</p> <p>Over the last year our Child Protection registration numbers have increased from 49 to 79, but still remain much lower than the peak in October 2012 of 143. Midlothian has 5.0 per 1000 of 0-15 year olds on the register compared with the latest published Scottish average of 3.0 (as at 31/07/2012). 'With Scotland' has produced its final report which confirmed our own findings. We are well aware that changes in staffing and policy can impact on practice as can the impact of having a significant case review within the local authority. What we currently have is a stable work force</p>

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Equality Outcome	Progress 2013/2014
	<p>that is gaining in confidence and experience within this area of work resulting in robust partnership working. This will be further enhanced as we have now moved our Public Protection Team to new premises in Brunton Hall in Musselburgh where Police, Health and East Lothian colleagues shall be based to take forward the public protection agenda. In addition to this MELDAP and Violence against Women shall also be based within Brunton Hall which shall also encourage partnership working.</p> <p>Residential Care</p> <p>We continue to work toward reducing the number of children in outwith foster care (33 in March 2013 and 29 in March 2014). Through the permanence process, babies are being matched for adoption at an earlier stage for adoption. We have also implemented an action plan to address issues raised in the inspection regarding adoption.</p> <p>The Family Placement service review is complete and concluded that initial investment into the team has resulted in a reduction of children placed out with Midlothian. We have just recruited a Family Placement Team Leader who shall help drive forward the ongoing work in relation to our fostering and adoption services. There will be an inspection of the Fostering & Adoption Service in April 2014.</p> <p>The reduction in the number of young people being sent to secure accommodation (from 5 to 1) has remained steady over the last year.</p> <p>Dalkeith House has been established as an intensive community-based resource that is able to respond to children and families at risk</p>

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Equality Outcome		Progress 2013/2014
		<p>of being accommodated. The numbers of young people remains around 12. This service has enabled us continue to reduce the numbers of children in residential care. Residential care numbers have shown a steady decline from 23 (March 2013) to 17 (March 2014).</p> <p>Inspection of Children's Services</p> <p>The Inspection of the Integrated Children's Services is now complete and we are due to meet our Link Inspector in April 2014 to discuss our Improvement Plan and agree how we take this forward. The Inspection was positive with 4 high level recommendations which included: to continue to improve the quality of assessment and planning for children and young people, implement a comprehensive and effective joint commissioning strategy, maintain strong leadership and clear direction and to provide readily available support for all children and young people at the right time. We have concluded the Family Placement service review findings and recommendations. The review concluded that initial investment into the team has resulted in a reduction of children placed out with Midlothian. We are in the process of recruiting a Family Placement Team Leader who will continue to drive the fostering and adoption services.</p>
6. & E1	<p>Our people are successful learners, confident individuals, effective contributors, and responsive citizens</p> <p>E1 = Education Authority</p>	<p>Positive Destinations</p> <p>Positive Destinations for school leavers increased from 85.4% to 89.2%, making Midlothian the most improved local authority area</p>

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Equality Outcome	Progress 2013/2014
<p>7. Poverty levels in Midlothian will be reduced relative to the Scottish average and citizens will engage with service development and delivery. There will also be a reduced inequality in health outcomes, and residents will be successful learners with young people going onto positive destinations when they leave learning</p>	<p>over 5 years.</p> <p>Overall the percentage of leavers entering a positive destination is 89.2%, a rise of 3.8 percentage points (%) in comparison to 2011/12. The percentage of leavers entering further education (FE) has risen by 0.9% to 24.4% which is 3.4% lower than the national average of 27.8%. Employment destinations demonstrate a positive increase as the percentage of leavers entering employment has risen by 2.5% since 2011/12 to 25.4%. This percentage is 5.0% above the national average of 20.4%. The percentage of leavers entering training has risen by 2.0% to 7.3% and is the 5th highest level in Scotland and is 2.3% above the national average (5.0%). School leavers whose destination is unknown is 0.3% this year. This is 0.3 lower than last year and is the same as the national average.</p> <p>A first for Midlothian - a young person has achieved their Platinum Youth Achievement Award. Overall performance with regards to awards has been particularly successful with 2,125 being achieved these cover Duke of Edinburgh, John Muir, Saltire awards delivered by the volunteer centre 549 in this period, dynamic youth, youth achievement, swim and skiing awards.</p> <p>488 young people have accessed the schools vocational programme from August 13 to January 14. 22 young people have accessed council voluntary work placement programme from Sept13 to Jan 14. 97 referrals to Activity Agreements since April 2013.</p> <p>Employability</p>

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Equality Outcome	Progress 2013/2014
	<p>Currently there are two job clubs operating in Midlothian: Midlothian Training Services run a Job Club on Mondays at Mitech Dalkeith. Mayfield and Easthouses Development Trust run a Job Club on Tuesdays at the MAEDT Centre, Mayfield.</p> <p>Good partnership working has taken place with regards to Morrison's Recruitment in Dalkeith where the partners have been involved in advertising vacancies, sifting applications, providing premises for interviews. Edinburgh College delivered pre-employment training for 30 Midlothian applicants. Vacancy information was circulated to partners via MEAN and the weekly Highlighted Vacancy Bulletin which is sent by DWP to a wide range of partners.</p> <p>Financial Inclusion/Poverty</p> <p>Paper-based referral system has been agreed and implemented with Scottish Welfare Fund in November 2013. Referrals for 117 individuals have been received and responded to, including 88 requiring benefit checks, 57 for money management/budgeting advice, 49 for debt advice and 7 for other advice (e.g. housing or welfare)</p> <p>Securing Resources</p> <p>Through partnership working £450,000 of external funding has been secured to mitigate the impact of welfare reform. Additional funding applied for through NHS Lothian has enabled the March Project</p>

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Equality Outcome	Progress 2013/2014
	<p>Coordinator to extend staff hours by one day a week targeting NHS locations to provide advice and guidance</p> <p>Through the Armed Forces Community Covenant Fund £200,000 (largest single award in the Lothian's) has been secured by Beeslack Community High School for a multi sports pitch. The total of funding attracted to Midlothian is approximately £350,000 through this fund.</p> <p>Reduce Inequality in Health Outcomes</p> <p>The Scottish Library and Information Council (SLIC) awarded the Library Service £17,500 to provide a Bibliotherapy service for the people of Midlothian, to promote reading as a means of improving mental health and wellbeing. This will build on the success of the Healthy Reading Midlothian scheme, a partnership between NHS Lothian, CAMHS (Child and Adolescent Mental Health Services), Choose Life and the Library Service.</p> <p>Reduce Poverty Levels in Midlothian relative to Scottish average 89.2%</p> <p>The Actions of the previous Child Poverty Plan have now been reviewed and are 95% complete. Child Poverty was made a key outcome of FSF (Fairer Scotland Fund) for the period of funding 2013 – 2016; this has meant many local organisations have benefitted from FSF funding who are working to tackle child poverty. This has attracted a total of approximately £400,000 Match funding from other funders to Midlothian.</p>

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Equality Outcome	Progress 2013/2014
	<p>The Lottery funded MARCH hardship project has workers in post and additional advice sessions commenced at the end of December. Internal and external advice services and health continue to work in partnership through the forum and MFIN (Midlothian Financial Inclusion Network) to ensure Midlothian has an integrated advice service.</p> <p>The Live IT Sidekicks scheme in libraries continues to provide volunteer tutor help to learners wishing to develop their IT skills. Library staff are now very much involved in helping people complete online applications for benefits and jobs.</p> <p>Regenerations' STEM (Support Training Employment Team) supporting around 100 adults with learning disabilities and mental health needs to seek and gain employment.</p> <p>Proposals and Development Agreements for the Gorebridge Community Development Hub continue to be progressed.</p> <p>Sport and Leisure</p> <p>Analysis of the footfall to all facilities continues to show an overall increase albeit there is still a distinct migration to the Lasswade Centre from all other centres. Tonezone income now sits at over £1m per annum. Plans to introduce junior and student memberships are at an advanced stage.</p> <p>The new tubing runs at the Snowsports Centre which are now open have increased revenue considerably and has helped the centre</p>

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Equality Outcome	Progress 2013/2014
	return an annual profit
<p>8. Midlothian's economy and business will be thriving in an integrated manner and the area will be known for its opportunities for new and expanding businesses. Visitors and residents will benefit from Midlothian's quality environment and attractions and the area will be recognised as an important economic contributor to the City Region and wider Scottish economy. Greenhouse gas emissions for which Midlothian is responsible will be reduced, and accessibility by sustainable modes of transport will be improved.</p>	<p>Support for Businesses</p> <p>Progress in driving forward economic development and support for businesses has been positive in 13/14. Financial support to businesses through the East of Scotland Investment Fund, the small business loans scheme and Business Gateway plus continued. Over 300 businesses have been supported this year through the Business Gateway service and a further 15 local businesses have joined the Supplier Development Programme. The extensive stakeholder consultations on the draft Midlothian Economic Recovery Plan were completed and the Plan was approved by Elected Members and Midlothian Community Planning Partnership partners</p> <p>Strategic and Local Planning</p> <p>Publication and consultation on the Midlothian Local Development Plan Main Issues Report: this is a major stage in the preparation of the statutory land use document which underpins the provision of new housing, commercial, retail and infrastructure development, whilst protecting and enhancing the quality of the environment of Midlothian.</p> <p>Preparation of the Midlothian Economic Recovery Plan following extensive consultation with a wide range of stakeholders: this document is an action oriented approach to securing inward investment, jobs, expansion of existing businesses and promoting the infrastructure to support them.</p>

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Equality Outcome	Progress 2013/2014
	<p>Development of the pilot partnership arrangement with East Lothian Council for the joint provision of environmental health and trading standards services.</p> <p>Establishment and operation of the Grants to Communities Panel, this being one of the first genuine co-production arrangements involving the voluntary sector.</p> <p>Improvement for a fourth consecutive year in the performance of the Development Management service in the speed with which it has handled planning applications.</p> <p>Completion of the highly successful Dalkeith Townscape Heritage Initiative/ Conservation Area Regeneration Scheme.</p> <p>Waste</p> <p>Work is being undertaken to promote recycling generally, initially in the re-cycling centres. A new arrangement has been introduced at both recycling centres to reduce unauthorised waste which would be sent to landfill. £36,000 was secured from Zero Waste Scotland to promote recycling.</p> <p>Street cleaning was reviewed and proposals were developed for consideration.</p> <p>Delivery of food and residual waste treatment facilities</p> <p>Tenders were received to allow the Council to offer a food waste</p>

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Equality Outcome	Progress 2013/2014
	<p>collection service to trade waste customers with the construction of food waste facility at Millerhill.</p> <p>On receipt of final site investigation work the 2 bidders for the residual waste treatment facility will be asked to submit their final tenders.</p> <p>Borders Rail</p> <p>Network Rail is progressing with the construction of the access road bridge to the site (completion due June 2014).</p>
9.	<p>Midlothian Council, Education Authority, & Licencing Board functions, service planning and delivery will be based on evidence derived from our communities.</p>
	<p>Equality Impact Assessment</p> <p>Midlothian Council in partnership with East Lothian Council, the City of Edinburgh Council and the NHS have developed a new Integrated Impact Assessment that covers not only equality issues but health and sustainable environment inequalities.</p> <p>To date this new Integrated Impact Assessment has been piloted by the NHS with Midlothian, East Lothian and the City of Edinburgh about to cascade this assessment throughout their respective organisations.</p> <p>Midlothian is currently working on a new system whereby no new policy or function will go for approval without an integrated Assessment having been completed.</p> <p>This development and process has been given senior management backing and it is anticipated that this will ensure that those persons</p>

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Equality Outcome		Progress 2013/2014
		with a protected characteristic will have an opportunity to make their voice and needs heard.
10.	Midlothian Council will create and maintain an inclusive culture where equalities in employment is an integral function which ensures that employment matters are determined solely on the basis of capability, qualifications, experience, skills and performance resulting in a supported, engaged and highly performing workforce.	See Mainstreaming Report final section 2014/15 employment data/information

Equality Outcome		Progress 2014/15
1.	Enable people to live as independently as possible	Integration
	Outcome Indicators	Compilation of Midlothian Integration Scheme is underway and on target. Organisational Development resources are in place and

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Equality Outcome	Progress 2014/15
<p>2.</p> <ul style="list-style-type: none"> Numbers of older people with LD supported through the physical exercise Number of people accessing local day treatment and diagnostics Reduction in the number of hospital bed days occupied as a result of emergency admissions Referral to treatment timescales for substance misuse <p>People have access to socially inclusive and personalised services</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> Numbers of older people accessing LAC service Numbers of people with mental health problems accessing outreach services Numbers of people with substance misuse problems accessing the recovery café Numbers of people using cafe connect 	<p>moving ahead with the transitional organisational development plan. The consultation process for the development of the Strategic Commissioning Plan has been completed.</p> <p>Older People</p> <p>There has been a major focus on reducing delayed discharges in response to severe pressures in acute hospitals. Additional home care staff are being recruited for the winter period. The work as a national test site for the 8 Pillars model for supporting people with dementia was launched.</p> <p>Self-Directed Support (SDS)</p> <p>Training is ongoing including staff briefings on the budget calculator process. Learning continues to be gained from 'test of change' cases. Work is about to commence on a strategy for ongoing work with suppliers in relation to SDS. There is continuing involvement with the national forums where key issues, such as carers' charging, are being considered.</p>
<p>3.</p> <p>People are supported and treated at home rather than in care homes and hospital</p> <p>Outcome Indicator</p>	<p>Long Term Conditions</p> <p>Funding bids are being prepared for new funding for i) supporting people with cancer ii) working with people with long term</p>

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Equality Outcome	Progress 2014/15
<p>4.</p> <ul style="list-style-type: none"> • Reduction in numbers of people with learning disability receiving services out-with Midlothian • Numbers of people with learning disability accessing the social media service • Balance of Care for older people • Numbers of people accessing support following a fall • No of loans through healthy reading scheme <p>Carers are fully supported, trained and informed to enable them to carry out their role</p> <p>Outcome Indicator</p> <ul style="list-style-type: none"> • Number of hours of respite/short breaks and number of “wee breaks” • Number of BME carers receiving support • Number of carers reporting that they feel able to continue in their caring role 	<p>conditions.</p> <p>Public Protection</p> <p>New Public Protection structure is in place. Improvement plans have been developed for adult protection; child protection and violence against women. MELDAP (Mid and East Lothian Drug & Alcohol Partnership) are now co-located at Brunton Hall, Musselburgh.</p> <p>Criminal Justice</p> <p>The Spring service, launched for women with multiple and complex needs has expanded further and is working well. Planning is now underway for the disaggregation of the Criminal Justice Authorities.</p> <p>Drugs and Alcohol</p> <p>The MELDAP draft annual report has been produced highlighting the work being undertaken to shift the balance of resources more towards prevention and recovery.</p> <p>Learning Disability</p> <p>Capital funding has now been agreed for the provision of accommodation for 12 people with complex needs. This will enable people to remain living in Midlothian and will also result in cost savings</p>
<p>5.</p> <p>Ensuring Midlothian is a safe place to live, work, visit and</p>	<p>Spring Service</p>

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Equality Outcome	Progress 2014/15
<p>grow up in</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> • Reduce the volume of crime aggravated by alcohol • Reduce drug and/or alcohol related harm • Reduce the number of recorded violent crimes • Increase the number of residents who feel safe in Midlothian after dark • Decrease the number of incidents of domestic abuse • Increase detection rates for crimes of domestic abuse • Reduce the number of people killed • Reduce the number of people seriously injured • Maintain the number of children under 16 killed • Reduce the number of children aged under 16 seriously injured • Reduce the slight casualty rate • Maintain the reconviction rate below the national average (national target 6% below) • Maintain the detection rate for sexual crime • Reduce the number of open adult support and protection cases • Reduction in child protection registrations • Reduction in child protection repeat registrations • % of secondary school pupils who feel safe and secure in their local communities 	<p>The Spring service offers a service to women across East and Midlothian. It is currently staffed and managed by Criminal Justice workers in East and Midlothian and the Mid and East Lothian Drug Service (MELD). The service works in partnership with NHS Lothian who provide a Health and Well Being Nurse one day a month. NHS Lothian have also provided funding for a Team Leader, 2 days per week, until the end of March 2015. The service currently runs one day each week at Dalkeith Arts Centre and is aimed at women with multiple and complex needs to enable them to: build confidence, reduce feelings of isolation, develop new ways of coping, improve physical, mental and sexual health, think about the effects of substance use, visit new places and meet new people, make plans for education, training and employment and to reduce offending behaviour. There are currently 3 elements to the service: Connections which is a 13 session Cognitive Behavioural Therapy group work programme, Reaching In Reaching Out which aims to develop social skills and networks and also Health and Wellbeing through which service users can access a nurse and consider issues related to substance misuse, sexual health and lifestyle.</p> <p>Within Midlothian there have been approximately 15 referrals since the service started at the end of June 2014; a significant number of referrals have related to women with issues involving domestic abuse and substance misuse. The role of the Team Leader is to ensure the ongoing sustainability of the service and to provide opportunities for staff from other services out with Criminal Justice to develop the service further. To this end staff from the Community Care Substance Misuse Team are coming on board and we are</p>

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Equality Outcome	Progress 2014/15
	<p>continuing to work with partners in NHS Lothian to develop the programmes that are available to women including the Psycho-educational Survive and Thrive Programme which deals with issues relating to trauma.</p> <p>Licensing</p> <p>Each licensing policy statement published by a Licensing Board must include a statement as to the extent which the Board considers there to be over provision of licensed premises, or of a particular description in any locality within the Boards area. In November, 2013 a licensing over provision statement working group was established within Midlothian to produce a statistical profile on the availability of alcohol within Midlothian area, and a consultation exercise was carried out on the localities and the level of harm caused by alcohol in those localities.</p>
<p>6. Every child in Midlothian has the best start in life and is ready to succeed</p> <p>Outcome Indicator</p> <ul style="list-style-type: none"> • Reduce the numbers of children and families in receipt of Specialist intervention such as Child Protection, (CP) Looked After Children (LAC), etc. 	<p>Ensure children have the best start in life by focusing on prevention and early intervention to address barriers to progress and deliver effective outcomes</p> <p>The Children & Young People's (Scotland) Act 2014 continues to drive forward the good work undertaken in Midlothian in ensuring that children and young people are kept safe and achieving better outcomes for them and their families.</p>

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Equality Outcome	Progress 2014/15
<p>7. We have improved the life chances for Midlothian's children, young people and families at risk</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> • We have increased the availability of multiagency support without the need for statutory involvement • There has been a reduction in substance misuse, teenage pregnancy challenging behaviour etc. <p>8. Our people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> • There has been an increase in the positive destinations of Midlothian's children and young people 	<p>The Public Protection Committee is now becoming more established. The commitment from Police Scotland to join the Public Protection Team at Brunton Hall, Musselburgh has been endorsed by senior management and we are hopeful this shall happen within the next few months.</p> <p>The care inspectorate recently visited our fostering service as part of a follow up inspection from May 2014. The visit found that the service was fully prepared which culminated in a successful inspection. The care inspectorate reassessed the previous fostering grades from earlier in the year from 'weak to good' and commented positively on the amount of work undertaken in the intervening period.</p> <p>The Self Directed Support Act (Scotland) 2013 is now being rolled out over both Adult and Children's Services. We are evaluating some work carried out by the Family Support Team over the summer around how we can improve our working relationships and offering more choices to families who are in need of support. The findings from this will inform future practice. A new stage 2 outcome focused assessment has been devised and training is under way for all children's service staff.</p> <p>Work is ongoing in relation the Integration of Children's Services into Adult Health & Social Care and there was a development session for health and children's services staff on 4th September 2014 which was successful in beginning conversations and sharing concerns and issues around what the service will look like in the future. Ongoing meetings and sessions will be held over the next 18 months to take</p>

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Equality Outcome	Progress 2014/15
	<p>this project forward.</p> <p>We are reviewing our residential services and this will look at how we do work differently. In addition to this we are reviewing what function Dalkeith House can play in the future planning of children's services. Once we have consulted with services users and undertaken more research we shall be able to shape this provision to meet the needs of our local community.</p> <p>Family Resilience Project</p> <p>The Family Resilience Project has been running for 15 months and is currently being independently evaluated. The 17 children all continue to live within Midlothian and with their families and over the summer we have seen a reduction of police referrals and anti-social behaviour being reported. The intensive support offered to the three families is proving to be successful and the multi-agency support from partner agencies is key in taking issues forward and thinking creatively and differently around how to resolve them.</p> <p>Early Years</p> <p>We continue to work closely with colleagues in East Lothian on ensuring progress in our shared work on the Early Years Collaborative. Together, we are reviewing the impact of this development and how we can proceed to ensure we make an even</p>

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Equality Outcome	Progress 2014/15
	<p>greater difference to children. Implementation of the Early Learning and Childcare Provisions of the Children and Young People (Scotland) Act 2014 continues to be a priority. This includes 600 hours provision for 3 and 4 year olds and for priority 2 year olds. In order to deliver this model, we have developed staffing structures including the new position of Senior Childcare Development Worker. Within the central team, we have also appointed a Team Leader for the Early Years which strengthens our capacity further. In short, the good progress in planning which was identified in earlier reports is now starting to make a difference.</p> <p>Raising attainment and achievement of children and adults</p> <p>Raising attainment continues to be our key priority. In Secondary education, progress in SQA results in Midlothian has been too inconsistent over a sustained period. Important development work continues. As noted previously, we are working closely with Education Scotland on the Scottish Government's new online benchmarking tool to help bring about improvements for pupils in the Senior Phase. Our strategy includes working closely with leaders at all levels (especially head teachers) though increasingly we are focusing our resources on the role of the class teacher as leader of learning. We have targeted research and evidence-based approaches to improving learning and teaching, and thus attainment.</p> <p>SQA results for August 2014 (pre-appeal) offer positive features, as well as area for continued focus. This includes:</p> <ul style="list-style-type: none"> • Improving trend over 3 years in S4 pupils gaining 5+ Level 4

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Equality Outcome	Progress 2014/15
	<p>awards;</p> <ul style="list-style-type: none"> • Significant improvement 2014 in S4 pupils gaining 5+ Level 5 awards; Small improvement over 3 years in S5 pupils gaining 5+ Level 5 awards • Decline in S5 pupils gaining 3+ Level 6 awards in 2014 compared with 2013 • Percentage of pupils gaining 5+ Level 6 awards remains static over 3 years at around 10% <p>Evidence from external scrutiny of Midlothian schools and centres (Education Scotland inspection reports) continues to be generally positive in nature. It should be noted that inspection evidence is limited due to the relatively small number of inspections being undertaken. Reports on early years provision from the Care Inspectorate are generally very positive.</p> <p>Improving pathways for learners through developing new courses and strengthening links with further education and employers</p> <p>Last session (2013-2014) saw the successful introduction of the new S4 National Qualifications as part of the Curriculum for Excellence reforms. These developments presented significant challenges to our staff, parents and pupils. The successful introduction of the new qualifications was a credit to staff at all levels. There remains a great deal of work still to be done to embed National 4 and National 5 courses and implement the full range of National Qualifications over the next few years. We are supporting schools as they prepare for the implementation of the replacement for Higher and Advanced Higher courses from the beginning of this session, 2014-15.</p>

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Equality Outcome	Progress 2014/15
	<p>Partnership working to strengthen links between education and further/higher education establishments remains a priority. One important element of this is the South East Scotland Academies Partnership (SESAP). Working with Queen Margaret University and Edinburgh College, the goal is to ensure a smooth transition between school, college and university. The programme for 16-18-year-olds aims to open up opportunities for those who might not have considered further or higher education. A significant number of Midlothian students have secured places on the new South East Scotland Sector Academies. This provision creates pathways into careers in growth areas of employment, including engineering, hospitality, travel and tourism, health and social care, and creative arts.</p>
<p>9. Reduce Poverty Levels in Midlothian relative to Scottish average</p> <p>Outcome Indicator</p> <ul style="list-style-type: none"> • Reduce the % of working age population on non-work benefits • Number of poverty indicators for which Scotland - Midlothian gap is maintained or improved 	<p>Financial Inclusion/Poverty</p> <p>The IOM partnership group Midlothian Financial Inclusion Network (MFIN) was successful across a range of individual agency and partnership bids to external funders achieving over £500,000 external funding to enhance local services mitigating the impacts of welfare reform on local people. The area has been held up as an example of best practice by Scottish Government in preparing for and implementing a response to welfare reform. This would not have been achieved without the effective partnership working evidenced in MFIN.</p> <p>Welfare reform training sessions have been taken up by 75 staff across the partnership, equipping them with the knowledge required</p>

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Equality Outcome	Progress 2014/15
	<p>to advise and support clients. A Hardship Directory has been created for front-line staff to use offering an integrated overview of 30 relevant organisations. 1-2-1 budgeting support has been provided to 150 clients, 69 % saying they felt more in control of their own budget after advice.</p> <p>Employability</p> <p>23 employers used the partnership's Single Employer Offer (April 2014 to August 2014). Number of employers marketed (148).this is on target.</p>
<p>10. Citizens are engaged with service development and delivery</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> • Voluntary organisations are better able to recruit, retain and manage volunteers • Build the capacity of third sector agencies <p>11. Reduce Inequality in Health Outcomes</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> • Decrease the total percentage of those who never or rarely engage in physical activity 	<p>Evidence of development will be reported in the next progress report.</p> <p>Reducing Health Inequality 20 isolated older people have received a 6 week session of one-to-one home tuition over last 6 months (target 40 per annum) in IT use. The Joint Shadow Board has been engaged in discussion regarding health inequalities on three occasions, which is on target. Celebration event for Food for Thought 1 May 15th 2014. All projects completed the pilot. All work</p>

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Equality Outcome	Progress 2014/15
<ul style="list-style-type: none"> • Increase the availability of support for those experiencing mild to moderate mental health issues • Increase the number of visits to C Card Midlothian by clients aged 16+ • Reduce the gap in life expectancy between the 30% most deprived areas in Midlothian and the average in Midlothian 	<p>sustainable and 2 projects secured further funding. Learning translated into Food and Health Alliance Action Plan. Bibliotherapist Improving Opportunities for People in Midlothian Creating opportunities for all and reducing inequalities. 6 appointed and carrying out consultations with partners and potential service users. Five taster sessions held in various venues. A wide range of activities have been offered by Ageing Well and MAC</p>
<p>12. Midlothian residents are successful learners and young people go on to positive destinations when they leave learning</p> <p>Outcome Indicator</p> <ul style="list-style-type: none"> • % of school leavers with positive & sustained destinations (progressing to employment training further or higher education or volunteering) • Increase percentage of working age population with qualifications above SCQF4 • Increase percentage of working age population with qualifications above SCQF5 • Increase percentage of working age population with qualifications above SCQF6/7 	<p>Positive Destinations</p> <p>A supported self-evaluation approach with secondary schools has been completed with each school examining its approach to preventing negative destinations. A full report with recommendations for further development has been completed. School leaver destination figures for the October 2014 SLDR are not yet available and will be reported in the next progress report. The 16 + data hub is now operational with data uploads by schools and colleges having taken place. This should ensure more accurate and continuing tracking of young people as they leave school and enter post school destinations. 104 pupils took part in the Schools Vocational and better college engagement programme</p> <p>457 young people registered with Volunteer Midlothian between April and September 2014. This compares to a figure of 393 for the same period last year. Beadazzling – the shop opened in May. 32 young volunteers have been involved since the project began in</p>

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Equality Outcome	Progress 2014/15
<ul style="list-style-type: none"> • Increase percentage of working age population with qualifications above SCQF8/9 	<p>January. It has been encouraging to see them grow in confidence and skill and to have a real sense of ownership of the shop. Volunteer centre now have 7 weekly IT clubs running in Auchendinny, Rosewell, Loanhead, Dalkeith, Penicuik Library and Cowan Court and have run 4 six week blocks of “I Pad for Beginners” courses since October 2013 with an average attendance of 10 learners. 30 volunteers have been involved with the project over the last year, either by delivering one-to-one home-visits or by assisting with a local computer club.</p>
<p>13. Citizens are engaged with service development and delivery</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> • Voluntary Organisations are better able to recruit, retain and manage volunteers • Reduce the percentage of working age population with no qualifications • Increase the number of young people achieving personal development goals through accredited awards in informal settings • Maintain the percentage of trainees completing courses through training and employability sources 	<p>Building community capacity</p> <p>245 organisations received some form of support through the work of Midlothian third sector interface partnership (Midlothian Voluntary Action, the Volunteer Centre and Social Enterprise Action Midlothian). 8 training sessions to upskill voluntary organisations have been delivered, which is on target, with topics covered included Volunteers & the Law; Recruitment; and Handling Challenging Situations. SEAM has supported 16 start up and existing social enterprises through a combination of one to one business support and group training and workshop activities. Recent training has included support for community cafes, community asset transfer and public sector procurement. This work is on target.</p>
<p>14. Improve opportunities to access public services</p>	<p>Evidence of development will be reported in the next progress</p>

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Equality Outcome	Progress 2014/15
<p>Outcome Indicator</p> <ul style="list-style-type: none"> • Number of physical and virtual Library visits per 1000 population 	<p>report.</p>
<p>15. We will provide access to quality, affordable housing by delivering affordable homes for rent and sale</p> <p>Outcome Indicators</p> <ul style="list-style-type: none"> • Number of completions by Midlothian Council • Number of completed units by development partners • Designate housing for particular needs within existing and new build stock 	<p>Phase 2 Housing</p> <p>Main construction works have commenced on the first three sites following advance works to eradicate Japanese Knotweed. Design work and programming has commenced on Greenhall following agreement that this site be accelerated in response to the issues at Newbyres Crescent.</p> <p>Housing Allocation Policy outcomes</p> <p>The revised Housing Allocation Policy was implemented in April, 2013 and an analysis of the lettings outcomes was assessed in Q2. The 2013 policy adopted a group and points model in which three waiting lists were created to reflect applicant circumstances with yearly letting targets set for Homelessness, General Needs and the Choice Lists. As demand for social housing continues to outstrip supply it is necessary to assess each housing applicant's housing need according to their circumstances and then prioritise them according to the Allocation Policy. It is monitored regularly to ensure that equality requirements are met in terms of access to and allocation of housing. Allocation outcomes have matched the current policy intentions as detailed in the Lettings Analysis report to Cabinet.</p>

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Equality Outcome	Progress 2014/15
<p>16. Prevention of homelessness and ensure that people threatened with homelessness can access through housing options, or advice and support services and settled accommodation as appropriate</p> <p>Outcome Indicator</p> <ul style="list-style-type: none"> • Increase housing options 	<p>As above and:</p> <p>Travellers Site refurbishment.</p> <p>A Gypsy Travellers site is currently operational at Smeaton on the East Lothian/ Midlothian border. Midlothian Council and East Lothian Council currently lease the site which is a rural setting, approximately 1km south of the East Lothian village of Whitecraig and approximately 1.5km north of the town of Dalkeith. The site was opened in October 1994 with 20 pitches for Gypsy/Travellers. In recent years, conditions on the site had deteriorated.</p> <p>The refurbishment project is completed and involved the commitment, dedication and team work of Midlothian Council, East Lothian Council and Shelter, who have overcome huge challenges, including complex leasing negotiations, to deliver an upgraded gypsy/travellers' site that more than meets the statutory requirement in the Local Housing Strategy to provide suitable accommodation for this group within our community. By consulting extensively with the gypsy/travelling community on, for example, prioritising the work schedules and even colours for the new portacabins, relations between the authorities and this community has improved significantly. Securing a permanent site for the travelling people will also help them access education, health and employment opportunities and make for a more balanced and equal community in Midlothian. Further benefits to the council and wider community include increased rent revenue and a rise in the number people applying for a place on the site.</p>

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Equality Outcome	Progress 2014/15
<p>17. Midlothian's economy and businesses are thriving in an integrated manner; and</p> <p>Midlothian is known for its opportunities for new and expanding businesses</p> <p>Outcome Indicators:</p> <ul style="list-style-type: none"> • Number of businesses receiving support locally • No new businesses in Midlothian / business survival rates • Improved GVA • Gross weekly residents earnings (median) gap reduced • Number of new business starts • Business survival rates • Instances of businesses to trade out with Scotland • Availability of employment land • Leverage of external funding/ jobs created/ safeguarded by investment projects • Town centre vacancy rates 	<p>Evidence of development will be reported in the next progress report.</p>

4.0 Next Steps 2015 – 2016

4.1 As mentioned in section 3.4 this is the last year that our equality outcomes will totally mirror outcomes in the Single Midlothian Plan as the Equality & Human Rights Commission (EHRC) are encouraging us to have a set of independent equality outcomes that we monitor and report on.

4.2 Consultation on these equality outcomes will take place Midlothian-wide in the late summer/autumn of 2015

4.3 Prior to consultation the Council's Equality & Diversity Officer will liaise on these with the EHRC.

4.4 The next Equality Outcome Progress Report will be for the period 2015 – 2017 and will be published by 30 April 2017.

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Communicating Clearly

We are happy to translate on request and provide information and publications in other formats, including Braille, tape or large print. Please contact 0131 270 7500 or email: enquiries@midlothian.gov.uk

Equality Act 2010 & Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012 Listed Bodies

Scottish Administration

- The Scottish Ministers
- Keeper of the Records of Scotland
- Keeper of the Registers of Scotland
- Registrar General of Births, Deaths and Marriages for Scotland
- Scottish Court Service

National Health Service

- A Health Board constituted under section 2 of the National Health Service (Scotland) Act 1978
- A Special Health Board constituted under that section

Local Government

- A council constituted under section 2 of the Local Government etc. (Scotland) Act 1994
- A joint board within the meaning of section 235(1) of the Local Government (Scotland) Act 1973
- A joint fire and rescue board constituted by a scheme under section 2(1) of the Fire (Scotland) Act 2005
- A licensing board established under section 5 of the Licensing (Scotland) Act 2005, or continued in being by virtue of that section
- A National Park authority established by a designation order made under section 6 of the National Parks (Scotland) Act 2000
- Scottish Enterprise and Highlands and Islands Enterprise, established under the Enterprise and New Towns (Scotland) Act 1990

Other educational bodies

- An education authority in Scotland (within the meaning of section 135(1) of the Education (Scotland) Act 1980)
- The managers of a grant-aided school (within the meaning of that section)
- The board of management of a college of further education (within the meaning of section 36(1) of the Further and Higher Education (Scotland) Act 1992) which is a fundable body (within the meaning of section 6(2) of the Further and Higher Education (Scotland) Act 2005)
- In the case of such a college of further education not under the management of a board of management, the board of governors of the college or any person responsible for the management of the college, whether or not formally constituted as a governing body or board of governors
- The governing body of an institution within the higher education sector (within the meaning of Part 2 of the Further and Higher Education (Scotland) Act 1992) which is a

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fundable body (within the meaning of section 6(2) of the Further and Higher Education (Scotland) Act 2005)

Police

- A police authority established under section 2 of the Police (Scotland) Act 1967

Other bodies and offices

- Accounts Commission for Scotland
- Audit Scotland
- Board of Trustees for the National Galleries of Scotland
- Board of Trustees of the National Museums of Scotland
- Bòrd na Gàidhlig
- A Chief Constable of a police force maintained under section 1 of the Police (Scotland) Act 1967
- A chief officer of a community justice authority
- A Chief Officer of a relevant authority appointed under section 7 of the Fire (Scotland) Act 2005
- Commissioner for Children and Young People in Scotland
- The Common Services Agency for the Scottish Health Service
- A community justice authority
- Creative Scotland
- Healthcare Improvement Scotland
- The Mental Welfare Commission for Scotland
- A regional Transport Partnership created by an order under section 1(1) of the Transport (Scotland) Act 2005
- Scottish Children's Reporter Administration
- The Scottish Criminal Cases Review Commission
- Scottish Environment Protection Agency
- Scottish Further and Higher Education Funding Council
- The Scottish Legal Aid Board
- Scottish Natural Heritage
- Scottish Qualifications Authority
- The Scottish Social Services Council
- The Scottish Sports Council
- Scottish Water
- Skills Development Scotland
- Social Care and Social Work Improvement Scotland
- The Trustees of the National Library of Scotland
- VisitScotland