

The Single Midlothian Plan 2022/23 and Single Midlothian Plan H2 Performance Report (Half year October 2021 to March 2022)

Report by Dr G. Vickers, Chief Executive

Report for Noting

1 Recommendations

The Community Planning Partnership Board would like Council to note the excellent partnership working which has produced the Single Midlothian Plan 2022/23, with a key focus to work with communities to secure improved outcomes and reduce poverty. In addition the community planning partnership would like you to note the H2 Performance Report 21/22 (October 2021 to March 2022), which highlights progress on indicators and actions in H2.

2 Purpose of Report/Executive Summary

The purpose of this report is to draw to elected members attention to the Single Midlothian Plan 2022/23 and the H2 performance report of Midlothian Community Planning Partnership. It is a statutory duty for the partnership to publish Local Outcome Improvement Plan and associated performance reports.

Date: 7th June 2022

Report Contact: Annette Lang, Group Service Manager (CPP & CLLE)

Email: annette.lang@midlothian.gov.uk

3 Background

- 3.1 Part 2 of the Community Empowerment Act 2015 sets out clear expectations for what the purpose of community planning is, and how it is to operate.
- 3.2 Statutory Guidance flowing from the 2015 Act makes clear that community planning is about “how public bodies work together and with the local community to plan for, resource and provide or secure the provision of services which improve local outcomes in a local authority area, with a view to reducing inequalities”.
- 3.3 **The 2015 Act specifically requires CPPs to:**
- prepare and publish a local outcomes improvement plan (LOIP) which sets out the local outcomes which the CPP will prioritise for improvement
 - identify smaller areas within the local authority area which experience the poorest outcomes, and prepare and publish locality plans to improve outcomes on agreed priorities for these communities (the outcomes prioritised for improvement in a locality plan may differ from those in the local outcomes improvement plan). In Midlothian these areas have been defined by the CPP as the areas of Mayfield/Easthouses, Gorebridge and Dalkeith Central/Woodburn communities. We are currently reviewing how we will work with communities going forward to address reduce inequalities and increase financial wellbeing.
 - review and report publicly on progress towards their LOIP and locality plans, and keep the continued suitability of these plans under review.
- 3.4 The CPP Board has an established annual planning and performance cycle which culminates in approval of its annual performance reports.
- 3.5 The Council agreed in 2013 to adopt the partnership’s shared plan as the strategic plan for the Council. This reduced the number of strategic planning documents in place at that time from 3 to 1 and committed the Council as a core partner to the shared goals of the CPP Board, chaired by the Council leader. All Council service plans are now expected to show connections to this strategic plan, known as the “Single Midlothian Plan”, which meets the statutory requirement for a local outcomes improvement plan for Midlothian.
- 3.6 The Community Empowerment Act’s statutory guidance requires CPP’s to set 3 year outcomes and to show one year measurable actions towards these. The top priorities of the Single Midlothian Plan (SMP) for the period 2022-23 are:
- Individuals and communities have improved health and learning outcomes
 - No child or household living in poverty
 - Progress is made towards net zero carbon emissions
- 3.7 The SMP encompasses 5 themes of work, identified through public engagement as main areas in which the public expected partners to make improvements. These are summarised as Adult Health and Care, Community Safety, Sustainable Growth, Improving Opportunities and Getting it Right for every Child. Performance against the outcomes in each of these areas is set out in the attached H2 Performance Report (Half year October 2021 to March 2022) which has been approved by the Community Planning Partnership Board at its meeting on 9th June 2022 for H2 (October 2021 to March 2022).

4. Next Steps

The Community Planning Partnership in Midlothian in 2022 is looking at moving towards a 5 year plan (1+4 year plan) to co-inside with Midlothian Council and other stakeholder's strategies and plans.

The Community Planning Partnership through its thematic leads will be consulting on how the 5 year plan would be shaped and what our shared top priorities would be and associated actions. These will be the focus of the Community Planning Collaboration Day on 8th November 2022.

5 Report Implications (Resource, Digital and Risk)

5.1 Resource

The planning cycle of the SMP provides information for resource planning processes, with priority actions being agreed in November each year with the explicit intention of influencing the budget setting of partners, including the Council, over the period of the Single Midlothian Plan.

5.2 Digital

We have recently established an interactive scorecard for community planning to support performance reporting. In addition a film has been produced on the impact of community planning in Midlothian in association with the thematic leads. The film can be viewed at:

<https://youtu.be/H9CpFtqiFsU>

5.3 Risk

Failure to publicly produce or report progress against the SMP is a breach of law. The Council is a core partner in the community planning partnership and, failure to produce a Local Outcome Improvement Plan (Single Midlothian Plan) and associated reporting of progress would therefore also impact negatively on the Council's performance management and responsibility to communities.

5.4 Ensuring Equalities (if required a separate IIA must be completed)

The SMP is subject to an equality impact assessment process. Key Priorities established by the partnership focus on reducing inequalities.

5.5 Additional Report Implications

APPENDIX A - Report Implications

APPENDIX B - Single Midlothian Plan 2022/23

APPENDIX C - Single Midlothian Plan Performance Reporting Scorecard

APPENDIX C - Single Midlothian Plan Performance Reporting Scorecard

APPENDIX D – Single Midlothian Plan Integrated Impact Assessment

APPENDIX A – Report Implications

A.1 Key Priorities within the Single Midlothian Plan

All Single Midlothian Plan Priorities

A.2 Key Drivers for Change

Key drivers addressed in this report:

- ☒ Holistic Working
- ☒ Hub and Spoke
- ☒ Modern
- ☒ Sustainable
- ☒ Transformational
- ☒ Preventative
- ☒ Asset-based
- ☒ Continuous Improvement
- ☒ One size fits one
- ☐ None of the above

A.3 Key Delivery Streams

Key delivery streams addressed in this report:

- ☒ One Council Working with you, for you
- ☒ Preventative and Sustainable
- ☒ Efficient and Modern
- ☒ Innovative and Ambitious
- ☐ None of the above

A.4 Involving Communities and Other Stakeholders

The core of community planning is partnership working, both between agencies in the public, private and voluntary sector and with the communities of place and interest that make up Midlothian. The publication of the Single Midlothian Plan and performance reports is an essential part of engaging citizens, as well as demonstrating collective accountability amongst the partners.

The Midlothian Community Planning Partnership Conference, took place in November 2021, with a focus on People, Place, Planet and Wellbeing. The conference also considered the updated Midlothian Profile, Strategic Analysis and Citizen Panel survey results which will inform the Single Midlothian Plan for 22/23. The partnership will be actively engaging with communities in 22/23 to consider if and how we can develop Community Wealth Plans in Midlothian and the future 5 year plan (1+4).

We will also be working with the Improvement Service, local communities and partners in 2022 to appraise the work and arrangements for community planning and areas for focussed attention going forward.

A.5 Impact on Performance and Outcomes

Performance is tracked using the “Pentana” performance management software system. This system is used by over 50% of Scottish Local Councils. A scorecard has recently been developed for the Single Midlothian Plan and the indicator and actions are reflected in the scorecard approach for H2 (21/22) and are noted in appendix C.

A.6 Adopting a Preventative Approach

The CPP is committed to adopting a ‘Preventive approach’. Preventive work takes place at a variety of levels including universal and targeted. Partnership work throughout 2022 has focused on key preventative areas for work for example young people’s mental health, community resilience and more recently in terms of climate change. The main focus going forward overall will be reducing poverty and supporting those most affected by the cost of living crisis.

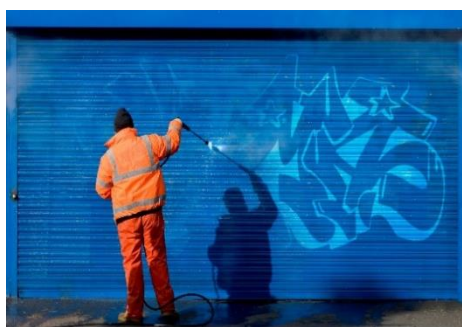
A.7 Supporting Sustainable Development

The theme of sustainable growth commits the CPP to achieving a balance between economic growth, environmental sustainability and meeting housing demand whilst protecting the planet. This connects physical development planning and community planning ambitions. Given the scale of physical development taking place and planned , this theme presents a significant challenge to all partner agencies to ensure new and established communities connect, services, facilities and employment opportunities keep pace with population growth and the natural environment is protected and enhanced .



Midlothian

A Great Place to Grow



Single Midlothian Plan 2022-23

**Community Planning
Partnership**

Contents

Our Vision **Error! Bookmark not defined.**

Who we are **Error! Bookmark not defined.**

Adult Health & Social Care **Error! Bookmark not defined.**

Community Safety & Justice... **Error! Bookmark not defined.**

Getting It Right for Every Child (GIRFEC) **Error! Bookmark not defined.**

Improving Opportunities **Error! Bookmark not defined.**

Sustainable Growth **Error! Bookmark not defined.**

Our Vision

By working together as a Community Planning Partnership, individuals and communities will be able to lead healthier, safer, greener and successful lives by 2030. No child or household need live in poverty. Midlothian will be a Great Green Place to Grow by achieving our net zero carbon ambitions.

Who we are

Community Planning is a way of working together to best use all of the available resources to improve people's lives. Key organisations, both statutory and third sector, work together, with communities to plan services that will deliver better outcomes for people.

In Midlothian our Community Planning Partnership makes sure people are involved in the decisions made on public services that affect them. Organisations work together to provide better public services.

Our Community Planning Partnership is led by the Community Planning Board. A number of organisations sit on the Board including:

- Police Scotland
- Edinburgh College
- East and Mid Lothian Chamber of Commerce
- NHS Lothian
- Newbattle Abbey College
- Midlothian Federation of Community Councils
- Ministry of Defence
- Federation of Small Businesses
- Department Working Pensions
- Skills Development Scotland
- Sustran (South East Scotland Transport Partnership)
- Scotent (Scottish Enterprise)
- Third Sector Strategic Interface/Midlothian Voluntary Action
- Scottish Fire and Rescue Service
- Representatives of Community Planning Working Group, Chief Officers' Group, Research, and Information Group and Faith Communities Partnership.

How we work together:

Armed Forces
Community
Covenant

Faith
Communities
Partnership

Poverty
Prevention

Research &
Information

Neighbourhood
Planning

Priority
Areas

Community Planning Working Group
Reports to Community Planning Partnership Board

Health &
Social Care



Community
Safety
& Justice



Getting it
Right for
Every Child



Improving
Opportunities



Sustainable
Growth



Health and Social Care

Community Safety & Justice

Getting it Right for Every Child

Improving Opportunities

Sustainable Growth

Groups:

MELDAP (Midlothian and East Lothian Drug and Alcohol Partnership)
Older People
Mental Health
Learning Disability
Physical Disability
Carers
Palliative Care

Groups:

Community Safety Delivery
Community Justice
Tactical & Coordination
Anti Social Behaviour and Offending
MIDSAFE
Road Safety
Youth Justice
MELDAP
Violence against women
Public Protection Committee
Offender Management

Groups:

Additional Support Needs
Early Years & Childcare
Vulnerable Children & Young People
Mental Health & Wellbeing
Public Protection Committee
Parenting & Family Support Group
Voluntary Sector Youth & Children

Groups:

Child Poverty
Employability & Learning
Midlothian Financial Inclusion Network
Developing Midlothian's Young Workforce
Youth Partners
Health Improvement Partnership
Voluntary Sector
Social Enterprise Action
Midlothian Federation of Community Councils

Groups:

Economy
Biodiversity
Tourism
Penicuik TSI
Access Forum
Housing Strategy & Homeless Review
Housing Associations
Fair Trade
Green Network
Small and Large businesses
Edinburgh Science Zone
Easter Bush
Borders Railway
Edinburgh and South East City Region Deal
National Planning Framework No. 4
Midlothian Community Planning Climate Emergency Group

Our Local Outcomes Improvement Plan

This plan is our shared plan of how we will meet the needs of our local communities and brings together all the priorities for Midlothian into one place. It shows how the Public, Private and Voluntary sectors and local communities will work together to make improvements in people's lives, by improving outcomes with individuals and communities, promoting preventative approaches that reduce demand for public services, and working with communities to increase their influence in decision making.

Our outcomes for the next 5 years are:

- **Individuals and communities have improved health and learning outcomes**
- **No child or household living in poverty**
- **Significant progress is made towards net zero carbon emissions by 2030**

We use a range of qualitative and quantitative data and consult with people who use and provide our services to plan and deliver services. We meet throughout the year to work together in a shared planning cycle:

- Revision of the data in the Midlothian Profile: April - June
- Public engagement (Citizens Panel, youth engagement, stakeholder events, and CPP planning day): July – November
- Achieving formal approval of plans and resources: January – March

Supporting all our communities

There is a gap in outcomes for people in different parts of the County. Some areas have poorer levels of employment; lower wage rates; lower average life expectancy, greater concentrations of people who are elderly or disabled; poorer access to physical amenities such as shops, health care, public spaces and play facilities; lower than average qualifications and higher levels of crime.

In Midlothian there are 3 communities in the top 20% of most deprived areas in Scotland. These are Central Dalkeith/Woodburn; Mayfield/Easthouses and Gorebridge.

The [Community Empowerment \(Scotland\) Act 2015](#) states that each of these areas must have a “Locality Outcome Improvement Plan” that local residents have been actively engaged in creating.

We are committed to ensuring our legislative requirements to equalities are met. We monitor the impact of any changes in service through Integrated Impact Assessments.

We want to develop a new approach to working with communities to develop locality outcome improvement plans. In the past we have had a dedicated group for priority areas and we also had neighbourhood plans which were very ambitious and covered all aspects of improvements in a community. In 2022 we would like to take a more focused approach to reducing poverty and working with communities to increase community wealth, reflecting the wellbeing and circular economy principles. We will work with the Midlothian Financial Inclusion Network and a new strategic poverty prevention group made up of elected members from across the different parties, public health and representatives from partners and communities. Our intention is to create supports around reducing poverty and increasing community wealth that all communities would benefit from. We will work with specific communities to have tailored plans for community wealth building.

We will support the production of the next Midlothian Local Development Plan and help encourage public engagement and consultation on the document. The Climate Emergency will need to be at the heart of the Local Development Plan. The draft fourth National Planning Framework was published in late autumn 2021. The final version of this document will set out the development requirements and policy direction for the second Midlothian Local Development Plan. Work on production of the next Midlothian Local Development Plan will occur in 2022.

Many of Midlothian’s 16 current Neighbourhood Plans are reaching their end date and there is an opportunity to review and celebrate the local achievements these plans have stimulated in our communities.

Moving forward, communities will be supported by Midlothian Council to produce a new type of plan, a Local Place Plan, under the new National Planning Framework. Local Place Plans are community led plans that set out desires for future land use in a local area. A starter pack to assist local communities is in preparation and will be circulated later this year.

Climate Challenge

The Climate Change (Emissions Reduction Targets) (Scotland) Act 2019, which amends the Climate Change (Scotland) Act 2009, sets targets to reduce Scotland's emissions of all greenhouse gases to net zero by 2045 at the latest, with interim targets for reductions of at least 75% by 2030, 90% by 2040. The elected members of Scottish Parliament and of Midlothian Council have declared that a “Climate

Emergency” exists and that this must be addressed by collective action to reduce carbon and other greenhouse gas emissions.

Child Poverty

Midlothian’s Child Poverty report 2020 sets out Midlothian’s commitment to achieving the Scottish Government’s vision of eradicating child poverty by 2030. The three drivers for achieving this are:

- reduce the cost of living
- increase income from employment
- increase income from social security and benefits in kind.

This group will work closely with the new Strategic Poverty Group which will focus on reducing poverty and by working together build community wealth.

Getting Involved with Community Planning

Getting involved with Community Planning gives people of all ages an opportunity to have a say on issues that matter to their neighbourhood and bring about real change to help improve the quality of life and wellbeing. Being involved in Community Planning with the partnership can be very rewarding.

There are also additional opportunities for young people to get involved in Community Planning through Midlothian Youth Platform ([Midlothian Youth Platform \(MYP\) | Midlothian Council](#)).

To find out more on how to get involved email Community.Planning@midlothian.gov.uk or keep a watch on our webpage and social media channels for workshops, conferences, and other events.
www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_Midlothian

Adult Health & Social Care



Who we are

Midlothian Integration Joint Board plans and directs health and social care services that are delivered by Midlothian Health and Social Care Partnership and by certain hospital-based services. The Partnership brings together parts of Midlothian Council and NHS Lothian to help everyone in Midlothian live well and get the right support when they need it. Further details on the [Midlothian Health and Social Care Partnership Website](#).

We have recently published our Strategic Plan for 2022-2025 which lays out how we plan to deliver all our health and social care service offers and supports over the next three years. We recognise there is work to be done to transform health and social care and that it won't all happen at once. While we will continue to work towards all of our aims and ambitions, in 2022-2023 we will put an additional focus on 5 'spotlight' areas to help accelerate change and see meaningful improvement in the following areas:

- workforce
- frailty
- Midlothian Community Hospital
- primary care
- learning disabilities

For this plan, we have focused on where we can work together to make improvements in people's lives. We will work alongside communities to improve the outcomes that matter most to people, and promote preventative approaches to help people remain well and avoid needing services in the future.

Strategic Analysis

Independent Review of Adult Social Care - this looked at outcomes for people who use services, their carers and families and the experience of those working in the sector. There are likely to be significant changes to care services as a result.

COVID-19 – this has impacted every aspect of people's lives and how we deliver services. The pandemic increased inequalities across our communities and this has often meant that those already experiencing health inequalities have been the most affected. The pandemic has made us change the way we think about and deliver services and influenced our workforce with large scale programmes such as mass vaccination. This will continue next year and increase pressure on already stretched resources.

Workforce and Financial Pressures - There is reduced availability of staff with appropriate qualifications or skills, including General Practitioners, Social Care Workers and Staff Nurses. This impacts on service delivery and development. We need to do things differently: the traditional approach to delivering health and care services is no longer financially sustainable. However, shifting resources from hospital and care home provision to community based services, and placing more emphasis on prevention, can be challenging especially with current financial constraints.

Digital - We live in a digital world that is changing the way we all live and work. Scottish Government have made digital transformation a key area of focus, but we also know good health and social care relies on strong human relationships. Digital technology cannot replace those but can enhance them by transforming how we connect and keep in touch with services or monitor our own health. It can help us capture and bring together information about people who use our services to help us plan and deliver them more effectively. We will make best use of digital technology and consider issues such as privacy, inclusion, choice, access, control and the environment.

What the Data tells us

We use local and national data to help assess and forecast the health and social care needs of the adult population of Midlothian and to plan services. This data is available at <http://www.midlothian.gov.uk/mid-hscp/info/4/data-1> and shaped the actions we have chosen to focus on.

For example, the Midlothian Learning Disability Data and national intelligence told us that the numbers of people with a learning disability or autism have grown and that ensuring good housing remains a consistent priority area of focus. We also know that physical inactivity is one of the leading causes of premature death in Scotland. Increasing the opportunities available to older people to take part in physical activities not only supports health and wellness but can also reduce social isolation.

What the consultation told us

We gathered the views of people who use our services, partners and staff throughout 2021. Planning leads for each area of our plan used a range of methods including surveys, focus groups, interviews, Question and Answer sessions and findings from existing consultations. **Over 3,000 people's views were included**, and these informed the first draft of our plan. A copy of this draft plan was made available in every library and uploaded to our website. It was shared with key stakeholders including neighbouring IJBs, NHS Directors, the Integration Joint Board and third sector partners. We invited people to comment on it by raising awareness on social media and posting information to every household in Midlothian. **Over 80 people gave their comments.**

There were a few common themes throughout the consultation including:

- **flexible support.** People spoke of how services could be improved to offer more flexible and joined up support.
- **feeling heard and valued.** People spoke of the need to feel safe, welcome, and heard. This included not having to repeat your story, and not feeling processed, judged, or rushed.
- **supported Self-Management.** People told us we can help them keep safe and well through better information on what is available and being able to access services directly

What will be achieved and how will Midlothian's future look different?

We want to see the best possible outcomes for the people and communities of Midlothian. Our aim is to support people to recognise and realise their human rights, and participate in community life free from fear, harassment, and abuse. We want people to stay well and live the healthiest lives possible, but also have confidence that flexible and adaptable service offers and supports are there when they need them.

Some of our actions are designed to raise awareness and help support people and communities to better understand and manage their own health, wellness, and wellbeing. Others address specific needs. For example, our commitment to increase awareness and understanding of trauma aims to see Midlothian become a more trauma informed community.

We also know that we need to reach out to people who may not know when or where support is available. An example of this would be our action to identify more people who are carers so they can access the support, information, and advice they need. By helping people continue to provide care for as long as they are able and wish to, we hope that carers are recognised as experts in their role and know they are valued as equal partners in care.

Some of our actions, like those relating to type 2 diabetes, work towards national goals. Others are to help strengthen health, wellbeing, and wellness. Our plans to provide local physical activity sessions are designed for people to enjoy the health benefits of regular exercise, make new friendships, and learn new skills.

We know that being able to access services supports recovery for people who use drugs and/or alcohol. We want to extend our outreach and create more SMART recovery groups to assist people in their own individual recovery. By improving treatment and support to people at all stages of their treatment and recovery, we also hope to make recovery more visible in our communities.

We want people to live at the heart of their community, support people with moderate to complex needs to live locally and reduce the risk of living in accommodation that is unsuitable. Our plans to improve housing options are best practice in housing design and aim to increase independence within a safe, comfortable, and homely environment.

We hope this plan will help people access the right services at the right time, in a way that is meaningful, and enables people do more of the things that matter to them most.

Our Priorities

Action	Due Date	Performance Indicator & Target	Ownership
Increase awareness of the caring role e.g.: <ul style="list-style-type: none"> Identifying as a carer/identification of carers The positive contribution of unpaid carers in supporting our services and communities. Carer rights Support available. 	March 2023	No of referrals to VOCAL Target: 400	Midlothian HSCP Midlothian Council Communications Team HSCP Training & Development Team Third sector Partners
Increase the opportunities for older people to be physically active by <ul style="list-style-type: none"> Continuing the Ageing Well programme 	March 2023	Return to pre-Covid levels of activity provision for Ageing Well, volunteering and participation by April 2023.	Sport and Leisure, Midlothian HSCP
Develop a greater range of Housing Options for people with Learning Disability and Autism.	(i) June 2023 (ii) Dec 2022 (iii) Dec 2022	(i) Completion of 8 units in Bonnyrigg (ii) Completion of 4 units in Loanhead, for people with Profound and Multiple Learning Disability. (iii) Completion of 2 respite units in Loanhead.	Midlothian HSCP Midlothian Council – Housing NHS Lothian.
Increase number of people who report feeling connected to others by: <ul style="list-style-type: none"> Continuing to provide 1:1 befriending support Volunteer 1:1 support for physical activity Supporting day services to offer creative ways to connect with clients who lack confidence Working with community-led groups to reach out to people 	March 2023	% of people aged 65+ who report feeling connected to others all or most of the time during the past 12 months Baseline (Citizen's Panel): Age 65-74: 90% Age 75 and over: 82% Target: Age 75 and over 85%	Community Lifelong Learning Community Councils Community Development Trusts Ageing Well Volunteer Midlothian British Red Cross Day Services Housing Associations

Action	Due Date	Performance Indicator & Target	Ownership
Increase the number of staff who are trauma informed <ul style="list-style-type: none"> Work with learning and development to support the delivery of training and the co-ordination of trauma informed practice within the Midway. 	March 2023	Numbers trained Level 1 trauma trained - 400 Level 2 trauma training - 40	Midlothian HSCP Midlothian Council Third Sector
Increase the number of people participating in Get Moving with Counterweight and Let's Prevent (Pre-diabetes programme)	March 2023	Get Moving with Counterweight: Number of participants- 40 per quarter Let's Prevent: Number of participants- 7 per month	NHS Lothian Dietetics Midlothian Council Primary Care, Third Sector Organisations
Increase opportunities for people to volunteer at Midlothian Community Hospital	March 2023	A minimum of 6 volunteer posts filled	NHS Lothian Volunteer Service Midlothian Volunteer Centre Senior Charge Nurses, MCH
Increasing uptake of 0 to 5yrs vaccinations: <ul style="list-style-type: none"> Delivering core vaccination programme for under 5s utilising Child Health Information to provide timely and accessible services, Deliver flu and seasonal vaccination programmes Proactively support families who do not bring children for immunisation 	March 2023	Meet targets/ improve performance Delivery of seasonal flu vaccination programmes with improved uptake (>57%)	Midlothian HSCP HV data quality group Midlothian Education Services Third Sector
Improve geographical access to substance use recovery support <ul style="list-style-type: none"> Increase the number of SMART recovery groups in 2022-23 to improve outreach across Midlothian's communities 	March 2023	Increase the number of SMART recovery groups from 1 to 3 by March 2023	MELDAP Midlothian HSCP MELD Health in Mind

Action	Due Date	Performance Indicator & Target	Ownership
Increase the number of staff in the Physical Disability Team supported to develop their skills in having <i>Good Conversations</i> with Disabled People	March 2023	<p>Hold 4 peer support sessions for staff in 2022-23</p> <p>Over 55 of the cases audited through the case file audit system will have personal outcomes clearly identified</p>	<p>MVA and Third Sector Forward Midlothian Enable VOCAL</p>

Community Safety & Justice



Who we are

Community Safety and Justice Partnership: A multi-agency partnership that works together to reduce re-offending & proactively works to promote community safety

Community Justice is about reducing offending and supporting people to stop re-offending. Agencies work in partnership with local communities to make a positive change for people with an offending history, their families and victims of crime.

Community Safety is how safe people feel and how safe they are from becoming a victim of crime. It includes a range of issues including antisocial behaviour, violent crime, violence against women, protection of children and adults, misuse of alcohol and drugs, theft, road safety, home safety and fire safety.

Strategic Analysis

The Scottish Government has recently consulted with a range of partnership groups to review legislation on 'Bail & Release'. The consultation highlights the ineffectiveness of short term custodial sentences and has encouraged the justice system to look at alternative interventions that promote desistance and public safety. Consideration has also been given to victims of crime and how bail and release impacts on their recovery and trauma. The Community Safety and Justice Partnership has been involved with the consultation and some of the key themes they have recommended are:

- promote a victim led justice system
- highlight the importance of third sector organisations
- promote a trauma-informed approach for all aspects of justice
- establish professional relationships with individuals in custody prior to release

What the data tells us

Violent and sexual crime is less than 5% of crime recorded in Midlothian. Violence against woman and girls (VAWG) continues to rise which places a growing demand on statutory and third sector services. Midlothian recorded 572 (2021-2022) domestic abuse cases reported to Police demonstrating a similar theme to the national figures. This continues to be a core priority of the partnership from supporting victims and support organisations but also in providing interventions with men to desist from VAWG.

What the consultation told us

The community planning citizen's panel survey carried out in late 2021 identified key themes that people identified as priorities:

- **Making Communities Safer**
 - 84% of participants felt that 'reducing violent crime' should be a priority in making communities safer.
 - 80% of participants felt that 'reducing violence against woman and girls' should be a priority in making communities safer.
- **Ways to Reduce Re-Offending**
 - 67% of participants felt that 'supporting individuals to attend school and gain qualifications' would be most effective in reducing re-offending.

What will be achieved and how will Midlothian's future look different?

The outcomes included in this report are three examples of the Community Justice Vision and actions that we hold central to community justice within Midlothian. Our intention is that these will impact communities in the following ways:

- demystify misconceptions and stigmatisation of justice services
- ensure access to employment, education, housing and services are available to improve outcomes for individuals involved in the justice system (see CJOIP for actions)
- promote community awareness of community justice including alternatives to custody and their benefits to communities and impact on re-offending
- increase community awareness of services available to individuals that have or are likely to offend and survivors of crime
- promote a survivor led justice system
- promote early intervention for individuals affected by substance use

Our Priorities

Action	Due Date	Performance Indicator & Target	Ownership
Improve awareness with communities and businesses by: <ul style="list-style-type: none"> • Stories about Community Payback Orders(CPOs) & Unpaid Work on social media • Advertising campaign on the link between education/training, employment, health inequalities, substance misuse, housing, positive attitudes, relationships and (re)offending • Second Chancers spin off with press – voices of unpaid work telling their story (film) • Rebrand CJ logo with Midlothian secondary school • Launch ALISS database of services for Midlothian • Publish Community Justice Directory. 	2022 – 2023	Increase the number of combined followers on Community Safety & Justice Partnership social media platforms (Facebook and Twitter) by 5% Positive feedback received from pupils ALISS publicised to all Community Councils in Midlothian Number of Midlothian searches carried out on ALISS (target tbc)	<ul style="list-style-type: none"> • Justice Social Work • Community Safety & Justice • Third Sector Partners • Education and further education
Improve support for people after a Community Payback Order by: <ul style="list-style-type: none"> • Develop a volunteering pathway • Develop an after care service 	2022 – 2023	25% justice social work clients involved in volunteering, training or employment at the point of completion of order. New process initiated for recording of telephone calls 6 weeks post completion - Attempt made to contact 100% of clients 6 weeks post CPO	<ul style="list-style-type: none"> • Justice Social Work • Community Safety & Justice • Community Lifelong Learning • Third Sector Partners
Improve access to Mental Health and Substance misuse services for people on a CPO by: <ul style="list-style-type: none"> • Automating the referral process to third sector support agencies with a focus on males aged 18-26 	2022 – 2023	Referral process designed 80% of relevant individuals on CPOs referred to Number 11 Practitioners Forum	<ul style="list-style-type: none"> • Community Safety & Justice • Third Sector Partners • Health • Justice Social Work

Getting It Right for Every Child (GIRFEC)



Who we are

The Midlothian GIRFEC Board oversees effective delivery of the Integrated Children's Services Plan (also known as the GIRFEC 3-Year Plan) and the actions outlined below.

Our vision is for children and young people in Midlothian to have the best possible start in life and live safe, healthy, active, happy and independent lives. All of our work is supported by the Midlothian Third Sector Children's Services Network.

We are fully committed to realising a children's rights approach to all of our work and ensuring that we embed the principles of the United Nations Conventions on the Rights of the Child (UNCRC).

Strategic Analysis

Getting It Right for Every Child and the GIRFEC wellbeing [indicators](#) underpin our approach. We strive to improve how we support children, young people and families based on their needs and adapting our services to their needs. We aim to work better and in a more joined-up way across services, re-allocating budgets to better support the creative and innovative approaches that came about in response to the additional needs created by COVID-19.

Our work is also influenced by the principles summarised in **The Promise**. It shifts the focus from protecting against harm to protecting all safe, loving and respectful relationships. Behind The Promise is an ambitious 10 year plan to effect change to culture and legislation.

The Children and Young People's (Scotland) Act 2014 continues to provide the statutory framework for the delivery of children and young people's services.

Our focus on reducing inequalities has been strengthened by **Midlothian's Child Poverty Action Report**, which sets out Midlothian's commitment to achieving the Scottish Government's vision of eradicating child poverty by 2030.

What the data tells us

Between 2018 and 2028, the number of households in Midlothian is projected to increase at a faster rate than the rest of Scotland. Children and young people aged 21 years and under account for **25.5%** of the population of Midlothian.

Educational attainment varies across Midlothian secondary schools, with some schools achieving above the Virtual Comparator (a virtual school whose characteristics reflect the socioeconomic make up of Midlothian), and others below. This generally reflects levels of deprivation and social exclusion in each area. The percentage of children registered for free school meals is slightly lower than the national average. Free school meals are available to children whose families are on low incomes or who receive benefits themselves. From August 2022 free school meals will be available to all P1-P7 pupils. The rate of temporary exclusions from Midlothian schools has continued to reduce.

National and local research and evidence tells us that we need to work towards ensuring more children and young people receive timely and effective mental health support when they need it. The data tells us that we need to continue increasing our preventative approaches and early interventions that support children and young people's mental health and wellbeing.

What the consultation told us

A small consultative group of children and young people has told us what matters to them and this has strongly influenced the actions in our plan. This includes:

- Joined up service provision across mental health services, with greater information sharing and clear referral pathways.
- Accessible early intervention and prevention options for young people to prevent escalation of issues.
- Services that are well resourced enough that waiting lists are short and fast moving, with support and information available whilst young people are on waiting lists.
- Positive physical environments for young people, for indoor recreation and informal learning (such as youth clubs) and safe and pleasant outdoor spaces to promote wellbeing.

This brings together what is already known about current mental health needs and supports, with new insights and concrete opportunities for change.

What will be achieved and how will Midlothian's future look different?

These actions are designed to increase the numbers of children and young people who feel safe, healthy and resilient in Midlothian. In future, children's human rights will be embedded in all aspects of our work. More children and young people will have the tools to address their own alcohol and drug use and/or to minimise the impact of others' alcohol and drug use on their lives. Fewer families will be living in poverty. More adults will have the skills and knowledge to help more children and young people feel safe. Young people will have access to more positive physical environments. Families will receive support when they need it and for as long as they need it, through the Whole Family Wellbeing Service in Midlothian.

These actions are designed to ensure that more children and young people receive timely and effective mental health support when they need it. In future, children and young people will be able to access all levels of support for mental health and wellbeing when they need it. There will be more capacity within early intervention and prevention mental health supports and services to meet local need. More children and young people who are "looked after" will receive timely and appropriate supports for their mental health and wellbeing.

These actions are designed to reduce the inequalities in learning for children and young people. In future, family members will be able to learn together, and more parents will feel confident in supporting their children's learning and development. Educational equality and equity will be closer, through inclusion and more effective use of local resources.

Our Priorities

Action	Due Date	Performance Indicator & Target	Ownership
More children and young people are safe, healthy and resilient <ul style="list-style-type: none"> Continue to support children and young people affected by domestic abuse, parental alcohol or drug misuse - by supporting children and young people to address their own alcohol and drug use and/or to minimise the impact of others' alcohol and drug use on their lives (via MELDAP-commissioned services). 	March 2023	<ul style="list-style-type: none"> Number of children and young people reporting improved family relationships (target 27). Number of children and young people provided with support (target 55). 	<ul style="list-style-type: none"> Midlothian Council Third Sector Partners NHS Lothian
<ul style="list-style-type: none"> Deliver responsive and accessible income maximisation support to reduce the number of families that are living in poverty. We will do this by mapping existing services, using lived experience to influence service delivery and redesign the delivery of income maximisation services in Midlothian to meet the needs of the residents. 	March 2023	<ul style="list-style-type: none"> Existing Income maximisation services are mapped and evaluation of impact is completed. Delivery of income maximisation services are re-designed in Midlothian to meet the needs of the residents. Increased income received through benefits claimed 	
<ul style="list-style-type: none"> Increase the proportion of children and young people who feel safe. We will do this by evaluating the work undertaken during 21/22 and developing the next stage of work, to commission and embed our <i>Positive Approaches</i> framework. 	March 2023	<ul style="list-style-type: none"> Evaluation report completed. Work plan has been developed. Partners are commissioned and delivered commissioned work Monitor through school wellbeing surveys 	
<ul style="list-style-type: none"> The Partnership will further embed the children's rights approach to all of our work, including rights relating to health and education, leisure and play, fair and equal treatment, protection from exploitation and the right to be heard. 	March 2023	<ul style="list-style-type: none"> Actions identified and undertaken Evidence gathered on our progress made in incorporating children's rights into our work. 	

Action	Due Date	Performance Indicator & Target	Ownership
<ul style="list-style-type: none"> Identify positive physical environments for young people, including indoor recreation and informal learning (such as youth clubs) and safe and pleasant outdoor spaces to promote wellbeing. 	March 2023	<ul style="list-style-type: none"> Working with the Midlothian Learning Estates Team, positive physical environments for young people identified. Plans co-designed with young people, on use of the positive spaces identified. Actions taken to future-proof these positive physical environments for young people. 	
<ul style="list-style-type: none"> Establish a Whole Family Wellbeing Service in Midlothian, that provides preventative, needs-based support for families when they need it, and for as long as they need it. 	March 2023	<ul style="list-style-type: none"> Develop a multi-agency and multi-disciplinary approach that draws in support across the partnership. 	
More children and young people receive timely and effective mental health support when they need it			
<ul style="list-style-type: none"> Deliver quick and easy access to all levels of support for mental health and wellbeing - by establishing a Single Point of Access to mental health and wellbeing supports and services. 	April - March 2023	<ul style="list-style-type: none"> Blueprint for a Single Point of Access approved by GIRFEC Board. Work commenced on establishing a Single Point of Access. 	<ul style="list-style-type: none"> Midlothian Council Third Sector Partners NHS Lothian
<ul style="list-style-type: none"> Build capacity within early intervention and prevention mental health supports and services to meet local need. We will do this by further investing in community-based activities that support mental health and emotional wellbeing in children and young people. 	March 2023	<ul style="list-style-type: none"> The number of children and young people who receive support from additional early MH support provision as a result of Community Framework and MEAP early action funding (target 300). 	

Action	Due Date	Performance Indicator & Target	Ownership
<ul style="list-style-type: none"> • Increase the percentage of children and young people who receive a comprehensive assessment of their health needs within 4 weeks of becoming “looked after”, to increase chances of timely and appropriate supports being put in place. We will do this by introducing a comprehensive and timely assessment process that is responsive to the needs of each young person. 	March 2023	<ul style="list-style-type: none"> • New process is implemented. • Percentage of children and young people who receive a comprehensive assessment of their health needs within four weeks of becoming “looked after” (target 95%). 	
Inequalities in learning are reduced <ul style="list-style-type: none"> • Develop a Midlothian Family Learning Strategy and plan that encourages family members to learn together, with a focus on intergenerational learning, and enables parents to learn how to support their children’s learning/development. 	March 2023	<ul style="list-style-type: none"> • Midlothian Family Learning Strategy and plan is in place. 	<ul style="list-style-type: none"> • Midlothian Council • Third Sector Partners • NHS Lothian
<ul style="list-style-type: none"> • Develop an Equity and Inclusion Strategy and plan, which focuses on actions to reduce educational inequalities through local and inclusive actions and resources. 	March 2023	<ul style="list-style-type: none"> • The Equity and Inclusion Strategy and plan is in place and implemented. 	
<ul style="list-style-type: none"> • Develop a system of sharing information from the Child Health Reviews, which ensures that the partnership is able to identify and articulate how the educational experiences and health and wellbeing of children has been impacted by the pandemic and introduce local strategies to make progress for children in their early years. 	Dec 2022	<ul style="list-style-type: none"> • System in place to share information on the health visiting pathway 	<ul style="list-style-type: none"> • Midlothian Council • NHS Lothian • Third Sector Partners

Action	Due Date	Performance Indicator & Target	Ownership
<ul style="list-style-type: none"> Improve children's early language and communication skills through embedding the Circle Up, Up and Away approach in early learning and childcare provision and other early years support services. 	March 2023	<ul style="list-style-type: none"> The number of Early Learning and Childcare establishments using the Up, Up and Away approach (Baseline and target will be established) The number of children that make over 30% progress on the early literacy assessment (target 50%) 	<ul style="list-style-type: none"> Midlothian Council NHS Lothian Third Sector Partners

Improving Opportunities



Who we are

We build resilient and empowered communities, grow and support investment in the third sector and reduce poverty and inequalities. Our vision is to eradicate child poverty by 2030. Through collaboration, co-production and innovation, we will work on the priorities of reducing the gap in learning, health and economic circumstances to deliver better outcomes for communities.

We lead and report on Midlothian's Child Poverty Action Report, the Local Employability Partnership (LEP), the Community Learning and Development (CLD) Plan and the Midlothian Financial Inclusion Network (MFIN).

Strategic Analysis

IOM members have been at the forefront of volunteering led community resilience during the Pandemic. Covid restrictions have changed the way partners deliver services with a move to more digital and online opportunities. The digital infrastructure in Midlothian and the lack of access to free Wi-Fi severely impacts on our most vulnerable residents. The pandemic has highlighted the need for an increased focus on the physical and mental health and wellbeing of the population.

Poverty, including child poverty, has continued to increase due mainly to a rise in the cost of living, in-work poverty and the withdrawal of the Universal Credit uplift. Rapidly rising energy costs and the significant increase in the price cap will have a detrimental impact on households.

Some occupational sectors and the travel to work area are experiencing challenges in recruiting suitably qualified and experienced staff. This increasing skills gap presents a challenge for Midlothian residents wishing to secure employment or secure a better paid job, fair work or career.

Financial challenges and increase in demand will mean that we will have to continue to grow and invest in the third sector to deliver better outcomes with communities.

What the data tells us

In Midlothian 24% of children are living in poverty, many living in working households. The areas of Central Dalkeith/Woodburn, Gorebridge and Mayfield/Easthouses are in the 20% most deprived datazones (SIMD) with parts of Loanhead, Penicuik and Rosewell in the 20-30% most deprived datazones. Child poverty levels vary across Midlothian according to the 2018-19 data available. Dalkeith has the highest rate at 35% and Bonnyrigg has the lowest rates at 11%.

During the Pandemic 4,340 referrals were made to Foodbanks with the majority coming from single people, families and single parents and today referrals remain high.

Positive destinations of young people leaving school have remained steady at 93.9% with the majority of young people moving into further education and employment, although numbers entering higher education are increasing. In January 2022, participation levels were above the Scottish average. Adults of working age have lower levels of qualifications at degree/HNC/HND levels and a lower proportion achieve qualifications at Scottish Vocational Qualifications (SVQ) 3 and 4 levels compared to the Scottish average. Midlothian residents earn less on average than the Scotland average, with women having a bigger gap in

earnings compared to men.

There are 3,095 people claiming out of work benefits, the highest level of claimants since the 1990's. In November 2020, a total of 7,155 households in Midlothian were on Universal Credit.

There was a significant increase in the number of adults volunteering in Midlothian's communities throughout the Pandemic, linked to grassroots and neighbourhood resilience initiatives. Conversely, the number of volunteering opportunities available in Midlothian has dropped by around 50% due to Covid restrictions.

What the consultation told us

The top 3 priorities identified by the Citizens Panel are:

- reduce the number of households in poverty - particularly those with children;
- increase the number of young people over the age of 16 engaged in training, employment, volunteering or education;
- reduce health inequalities.

The Community Planning Conference also highlighted the need for digital inclusion (access to free Wi-Fi and devices for all); supporting people to develop skills and employability options including volunteering; involving young people and those with lived experience in shaping services and provision; and a focus on food and fuel poverty.

What will be achieved and how will Midlothian's future look different?

The actions of the IOM are designed to reduce the gap in learning, economic circumstances and health outcomes for all Midlothian residents.

As a partnership, we are working together to ensure that young people, adults and families are supported to move out of poverty through providing employability support, digital skills and devices, access to qualifications and opportunities to ensure good mental health and wellbeing. This will lead to people being able to secure employment and better paid jobs or increase their income from benefits and other sources of support. We will also work together to ensure that everyone has easy access to affordable, nutritious food and opportunities to live well in their local community.

Through our shared endeavour, we will work with communities to build strong, cohesive places where people feel a sense of belonging and pride and can build networks to support each other.

We want individuals of all ages and communities to shape the future direction of services in Midlothian through giving them a voice and influence to ensure that all services meet their needs and aspirations.

Our Priorities

Action	Due Date	Performance Indicator & Target	Ownership
Priority 1: Deliver the actions in the Child Poverty Action Plan <ul style="list-style-type: none"> • Deliver responsive and accessible income maximisation support to reduce the number of households that are living in poverty. • Reduce food insecurity and fuel poverty through co-ordinating services and working in partnership 	March 2023	<ul style="list-style-type: none"> • Existing income maximisation services are mapped, baseline of income achieved is recorded and evaluation of impact is completed • Delivery of income maximisation services are re-designed to meet the needs of the residents • Those with lived experience of poverty are consulted • Mapping of existing provision to establish a baseline • Implement new projects from Food and Health Alliance food insecurity recommendations 	<ul style="list-style-type: none"> • CPWG • MFIN
<ul style="list-style-type: none"> • Improve qualification levels for adults at National Vocational Qualifications (NVQ) levels 3 and 4 	March 23	<ul style="list-style-type: none"> • Track number of qualifications for adults through NOMIS • Increase accredited adult learning opportunities. Target: 500 	<ul style="list-style-type: none"> • CLLE
<ul style="list-style-type: none"> • Support adults into employment through partnership working 	March 23	<ul style="list-style-type: none"> • Number of Midlothian residents gaining positive outcome through accessing Regional Skills Centres (Target 20) • Number securing employment through participation in employability programmes (Target: NOLB - ; PES - ; YPG - ; LTU – 20 places; IFS - 6) • Reduce the number of adults aged 16 to 64 economically inactive in Midlothian (tracking only) 	<ul style="list-style-type: none"> • Regional Skills Centres / K Hall • CLLE

Action	Due Date	Performance Indicator & Target	Ownership
Priority 2: Participation measures for young people over 16 increased <ul style="list-style-type: none"> Ensure that transitional support is offered to young people in S4, 5, 6 who are at risk of leaving school without a destination 	March 23	<ul style="list-style-type: none"> 'Unknown's' on list average below 100 Sustain Participation Measure at 1% above national average Care experienced / young carers % positive destinations is monitored and increased above national average (Tracking only) 	<ul style="list-style-type: none"> CLLE/SDS
Priority 3: Improve qualification levels for adults at levels Scottish Vocational Qualifications (SVQ) 3 and 4	March 23	<ul style="list-style-type: none"> Track NOMIS data and measure against Scottish average (Target: above Scottish average) 	<ul style="list-style-type: none"> CLLE
Priority 4: CLD Partnership Plan aims to increase skills for learning life and work.	March 23	<ul style="list-style-type: none"> CLD Strategic Plan Actions are on target which will contribute to: <ul style="list-style-type: none"> a) Covid-19 recovery and engagement b) Improving social interaction, health, wellbeing and poverty c) Pathways to learning, personal development and employment d) Digital and resilient communities of the future e) Contribute to Midlothian being carbon neutral by 2030 f) Enhancing our workforce and volunteer skills 	<ul style="list-style-type: none"> Annette Lang
Priority 5: Increase opportunities for Midlothian residents to be digitally included	March 23	<ul style="list-style-type: none"> Map provision and produce Midlothian Digital Pathway with routes into support networks Number of digital opportunities 	<ul style="list-style-type: none"> Digital Partnership Group

Action	Due Date	Performance Indicator & Target	Ownership
		offered (new target: establish baseline) increased	
Priority 6: Third Sector organisations and volunteers have improved skills, resources, and knowledge to achieve positive change	March 23	<ul style="list-style-type: none"> • Deliver an annual TSI training programme (target 10 training events) • Deliver one to one business support, information and training to around 300 third sector organisations and individuals per year (target 300) • Deliver the 1 year actions in the revised Midlothian Third Sector Compact (target: co-produce Council and third sector grants schemes) 	<ul style="list-style-type: none"> • TSi / Midlothian Council
Priority 7: Health inequalities for people in Midlothian are reduced	March 23	<ul style="list-style-type: none"> • Review draft IOM plan of action for whole system approach to Type 2 Diabetes and agree priorities (Target: October 2022) • Support Midlothian organisations to develop a prevention confident staff by providing learning sessions to statutory and third sector partners. • (Target: 80 staff from the HSPC, Council and Third Sector trained in Good Conversations by March 2023) • Increase awareness and action on health inequalities. (Target: 12 bitesize workshops delivered by 	<ul style="list-style-type: none"> • Midlothian Public Health Team

Action	Due Date	Performance Indicator & Target	Ownership
		April 2023).	
Priority 8: Reduce the cost of the school day for families	March 23	<ul style="list-style-type: none"> • Support the implementation of COSD measures in Penicuik, Dalkeith and Gorebridge Area School Groups. • Involve families in the development of local measures. • Deliver poverty awareness-raising sessions across participating schools. 	<ul style="list-style-type: none"> • Child Poverty Working Group

Sustainable Growth

Climate Emergency, Economic Development and Housing



Climate Emergency

Who we are

The Climate Emergency Group's vision is to make sure significant progress is made towards net zero carbon emissions by 2030. Our values are to get to net zero equitably, taking into account different people and communities capacities and abilities to get there.

Strategic Analysis

Scotland's national target is to be Net Zero by 2045: the CPP Board in January 2020 agreed to make meeting the Climate Emergency target of '*Reducing Midlothian Carbon emissions to net zero by 2030*' a priority in its shared partnership work. The Board has set up a Climate Emergency partnership, built from and replacing the existing sustainable environment partnership grouping, to focus collective effort on meeting this commitment.

The draft fourth National Planning Framework was published in autumn 2021. The document gives a very strong indication of the development requirements for Midlothian and policy direction for informing production of Midlothian Local Development Plan number two. Work on this will occur in 2022 and the Council will actively seek to engage a wide range of partners, including community planning partners, in its consultation and production.

What the data tells us

While industry and commerce account for 21.2% of carbon emissions in Midlothian, the biggest sources of carbon emissions are still domestic heating (36.9%) and transport (36.6%). Therefore, we will concentrate in reducing carbon emissions in the areas of domestic heating and transport to get to Net Zero. The 2019 Midlothian annual carbon emissions from domestic heating were 137.73 kilotons and from transport 136.70 kilotons.

What the consultation told us

The concerns of communities raised through the 2021 annual community planning day included:

- the need for rapid parallel investment in infrastructure, retail, health, education and community facilities to match new development in Midlothian;
- value and enhancement of green spaces and natural environment and supporting their use;
- improve the layout of the built environment to encourage more engagement, integration and active travel;
- improve Midlothian town centres, including provision of local produce and presence of locally owned businesses, and incorporate the drive to net zero;
- improve local sustainable transport links across Midlothian to employment, learning, leisure and health facilities;
- integrate new and old communities;
- need to work to reduce food and fuel poverty and promotion of schemes to assist with this and sourcing and distribution of food.

What will be achieved and how will Midlothian's future look different?

Our actions focus on the key Climate Emergency issues of energy, food and travel. They are designed to increase awareness plus promote reflection and action in these specific areas as well as the Climate Emergency in general. They will lead to a better understanding of carbon emissions plus greater knowledge of electricity supply and energy matters, which in turn will help focus investment and policy support for these things in Midlothian. They will help inform and give people the opportunity to get involved in actions that can make a difference. Midlothian's future will be different through having more people aware and engaged in Climate Emergency issues, both consciously and subconsciously. This will make Midlothian more resilient to the effects of Climate Change and in addition help contribute more widely to Climate Change resilience.

Our Priorities

Action	Due Date	Performance Indicator & Target	Ownership
Agree and implement a standard methodology and tool(s) for measuring and accounting for carbon emissions in Midlothian: <ul style="list-style-type: none"> Review the range of extant carbon calculation methodologies and tools in use in government, academia and the private sector 	31/3/23	<ul style="list-style-type: none"> Review undertaken 	<ul style="list-style-type: none"> Midlothian Climate Emergency Group
20 minute neighbourhoods in Midlothian: <ul style="list-style-type: none"> Promote the principles of the '20 minute neighbourhood' concept within all partner organisations, including layout and make up of new development for local services Work with local shop owners and service providers to identify opportunities for new local premises and outlets to serve currently unmet need - work to producing a directory highlighting Midlothian produce and how/where it can be obtained 	31/3/23	<ul style="list-style-type: none"> Promotional work and awareness raising undertaken with relevant partners Engagement has taken place with local shop owners and service providers and directory is in production 	<ul style="list-style-type: none"> Midlothian Climate Emergency Group

Action	Due Date	Performance Indicator & Target	Ownership
Climate Emergency Awareness Raising and Community Engagement: <ul style="list-style-type: none"> Promotion of Climate Emergency issues through a programme of engagement activities, including a sustained social media presence and investigation of setting up Climate Emergency Hubs Development of locally-owned Climate Emergency projects Learn from other Climate Emergency related projects and Community Planning Partnerships on Best Practice on Net Zero and Housing to prompt action and involvement Work with Midlothian Council education services, and youth platforms, to engage young people in Climate Emergency matters 	31/3/23	<ul style="list-style-type: none"> Promotion group established and is operational Work progressed to take forward development of locally-owned Climate Emergency projects Relevant projects identified and understood Climate Emergency group partners liaise with Midlothian Council Education service 	<ul style="list-style-type: none"> Midlothian Climate Emergency Group
Development of Renewable Energy: <ul style="list-style-type: none"> Explore developing a plan for decarbonising the electricity and hot water output from the Millerhill Energy from Waste Plant Review electricity grid capacity across Midlothian and assess its ability to handle predicted growth in electric vehicles, electric heating etc. Identify bottlenecks and engage with relevant bodies to invest in upgrades Identify potential sites on Council and other partners land for renewable energy generation Inc. solar and exploration of potential for community-owned schemes and joint ventures 	31/3/23	<ul style="list-style-type: none"> Work undertaken with Midlothian Energy to take forward the action Assess electricity grid capacity in Midlothian Consideration given by partners to potential sites for renewable energy 	<ul style="list-style-type: none"> Midlothian Climate Emergency Group

Action	Due Date	Performance Indicator & Target	Ownership
Support and Promotion of Biodiversity: <ul style="list-style-type: none"> Work with schools on biodiversity projects in their local areas, including on establishment of B-line projects 	31/3/23	<ul style="list-style-type: none"> Climate Emergency group partners liaise with Midlothian Council Education service and other relevant bodies 	<ul style="list-style-type: none"> Midlothian Climate Emergency Group
<ul style="list-style-type: none"> Take forward community driven citizen science projects and investigate potential locations and interested parties in taking forward a community woodland including “Tiny Forest” proposals, or managed open space 		<ul style="list-style-type: none"> Promotion group established and is operational Work progressed to take forward development of locally-owned Climate Emergency projects 	
<ul style="list-style-type: none"> Promote wildlife corridors that connect urban and rural areas and across local authority areas 		<ul style="list-style-type: none"> Climate Emergency group partners work with Midlothian Council, adjacent local authorities and relevant bodies 	
<ul style="list-style-type: none"> Promote local food growing 		<ul style="list-style-type: none"> Climate Emergency group partners help take forward the Midlothian allotment and food growing strategy 	
Place the Climate Emergency as the Central Theme of the Midlothian Local Development Plan no. 2: <ul style="list-style-type: none"> Investigate possibilities for peer review of the climate emergency credentials of the next Midlothian Local Development Plan 	31/3/23	<ul style="list-style-type: none"> Climate Emergency Group members to work with Midlothian Council (Planning) to take forward 	<ul style="list-style-type: none"> Midlothian Climate Emergency Group

Action	Due Date	Performance Indicator & Target	Ownership
Transport: <ul style="list-style-type: none"> Work with car dealers, approved EV charger installers, Energy Saving Trust etc. to establish a 'one stop shop' for EV buyers in Midlothian to improve uptake, make the process of buying an EV and establishing the charging infrastructure seamless and smooth 	31/3/23	<ul style="list-style-type: none"> Work undertaken with car dealers to investigate how purchase of electric vehicles can be simplified 	<ul style="list-style-type: none"> Midlothian Climate Emergency Group

Economic Development

Who we are

Sustainable Growth is comprised of three parts: Housing, Economy and Climate Emergency. We work with, and seek to bring together, public sector key agencies and partners, community groups, third sector groups/agencies, umbrella organisations and individuals.

Strategic Analysis

As Scotland's fastest growing and 4th most resilient local authority in Scotland, in part due to its diverse business base, Midlothian continues to face challenges following Brexit and the Coronavirus pandemic.

The Strategy for Growth 2020-25 seeks to harness opportunities in partnership with the CPP, national business support partners and the local business base to ensure we build back inclusively and sustainably.

The Scottish Government published its 10-year [National Strategy for Economic Transformation](#) in March 2022. This sets out the steps we need to take to deliver a green economic recovery and push forward on existing programmes and strategies including Covid-19 Recovery, EU Exit, Transition to Net Zero/Sustainability, Fair Work and Technological changes. The vision is 'To build an economy that will maximise Scotland's economic, social and environmental wellbeing in the face of opportunities and challenges that Scotland faces now and in the future'.

The £1.3bn Edinburgh and South East Scotland City Region Deal published the Regional Prosperity Framework in September 2021 to be used as a basis to guide and integrate public, private and third sector decisions, actions, collaborations, strategies, policies and investments across areas including sustainability, climate change, energy, transport, planning, housing, infrastructure, education, digital, services, equalities, well-being, economic development, procurement and delivery. It states that rebuilding the economy must support:

- People – to access fair work, to learn and develop new skills and to live happy and healthy lives
- Places – that are sustainable, and attractive to live and work in and where enterprise thrives
- Planet – meeting our needs in a way that will allow future generations to meet theirs, with a focus on reduction of greenhouse gas emissions (sustainability).

Midlothian Council will produce a new Economic Strategy in the summer of 2022. The strategy will reflect the national and regional priorities and expand the scope of our current work on community wealth building activities, the transition to net zero, fair work first and green skills development.

The Economic Development priorities for the 2022/23 Single Midlothian Plan align to the social, environmental and economic aspirations of the wellbeing economy with people focussed outcomes that will also deliver economic benefits.

What the data tells us

The Midlothian business base comprises a mix of sole traders, micro enterprises and Small Medium Enterprises with Midlothian Council the largest employer in the County.

In 2020 the Business Index register listed 2,720 enterprises in Midlothian, this data is drawn from VAT & PAYE records so does not include sole traders that do not employ or trade above the VAT threshold. Midlothian had **4300 self-employed** people registered between October 2020 and September 2021 which is lower than the national average.

Small businesses accounted for **89.9%** (lower than the Scottish average of 99%) of the enterprises and employed **44%** of the workforce in 2020.

Those who are economically active **increased by 2.3%** from 46,900 in September 2020 to 48,000 in September 2021. Proportionally, Midlothian has a slightly higher rate than Scotland and Great Britain.

Midlothian's unemployment rate (model based) between October 2020 to September 2021 stands at **3.4%** and it is below the Scottish (4.2%) and Great Britain (4.8%) rates.

In September 2021 there were 900 more people in employment than in September 2020.

What the consultation told us

- need to improve Midlothian town centres, including provision of local produce and presence of locally owned businesses, and incorporate the drive to net zero;
- need to work on reducing food and fuel poverty and promotion of schemes to assist with this and sourcing and distribution of food;
- the need for rapid parallel investment in retail, health, education and community facilities to match new development in Midlothian.

What will be achieved and how will Midlothian's future look different?

Social Enterprise Development sessions – these events will bring community organisations and residents together to discuss challenges and opportunities in their localities with the aim of developing new social enterprises with long term support from Business Gateway.

Employer Engagement Surgeries – these sessions will be promoted to Business Gateway clients and are an opportunity for them to learn about the different employability support mechanisms that are available to them and meet the teams that provide the support. This will also be an opportunity for businesses to raise other employee related challenges, for examples skills or labour shortages, and will enable us to work with colleagues and partners to identify solutions.

MTF Roundtable sessions – These sessions bring together a mix of businesses to discuss specific challenges in the tourism sector which can often lead to opportunistic solutions. We hope to see new ideas for events and activities that will further promote Midlothian to visitors as well as develop collaborations with the businesses in attendance to realise increased trade.

Our Priorities

Action	Due Date	Performance Indicator & Target	Ownership
Social Enterprise Development: <ul style="list-style-type: none"> • Work with communities to identify service gaps or community ideas suited to the social enterprise model. • Support the development of new models via Business Gateway and MVA 	6 Month Review: November 2022 End date: March 2023	No of community events held Target: 6	<ul style="list-style-type: none"> • Midlothian Council Economic Development team. • Midlothian Voluntary Action • Third sector Partners
Employer Engagement Surgeries: <ul style="list-style-type: none"> • Access to employability initiatives • Access to training opportunities for staff • Business Gateway support 	6 Month Review: November 2022 End date: March 2023	No of sessions held Target: 6	<ul style="list-style-type: none"> • Midlothian Council Economic Development team. • Midlothian Council CLLE team. • DWP • Skills Development Scotland • Capital City Partnership • Access to Work
Tourism Roundtable Events: <ul style="list-style-type: none"> • MTF membership offer for businesses to share collectively, or individually, challenges and opportunities to access support at early stage. 	6 Month Review: November 2022 End date: March 2023	No of sessions held Target: 6	<ul style="list-style-type: none"> • Midlothian Council Economic Development/Business Gateway team. • Midlothian Tourism Forum

Housing

Who we are

Our vision is that individuals and families will be able to access housing that is affordable and of good quality in sustainable communities.

We provide housing and homeless services working to support people in the community to alleviate homelessness, increase access to housing across a mix of tenures, support independent living and promote tenancy sustainment to support the wellbeing of our customers and sustainment of our communities.

There continues to be a substantial demand for affordable housing across Midlothian despite the success achieved at significantly increasing the new supply of affordable housing. To address this the supply of new affordable housing across all tenures needs to increase.

We continue to work on supporting our most vulnerable households who are affected by homelessness through our Rapid Rehousing Transition Plan (RRTP). Our vision for the Rapid Rehousing Transition Plan is that by 2024: “An increased number of homeless households will obtain permanent accommodation, no homeless household will be accommodated in bed and breakfast accommodation, and the average time taken for the Council to complete its homeless duty will have halved from 105 to 52 weeks.”

What the data tells us

There continues to be high demand for affordable housing.

- the level of housing need has increased with 4,363 households on the Housing List (01/02/2022) including 706 homeless households.
- to address this rapid increase in housing need the supply of new affordable housing across all tenures needs to increase.
- Midlothian’s Strategic Housing Investment Plan (SHIP) 2021- 26 identifies the main strategic investment priorities for affordable housing. The SHIP details potential sites for 2,446 new affordable homes to be built during 2022-27 and the approach to promoting affordable housing investment and meeting housing supply targets identified in the Strategic Development Plan for Edinburgh and South East Scotland.

What the consultation told us

The feedback from the Community Planning Partnership Conference 2021, indicated that there was a strong consistent focus on ensuring fewer households live in, or at risk of, fuel poverty and that the supply of new affordable housing increases across all tenures in Midlothian. These continue to be key priorities for Midlothian residents which has been the case for some years. These two themes are closely aligned to the Council’s Local Housing Strategy, 2021-26 aims and actions.

Feedback from the conference also highlighted that communities want to feel connected to the services being provided by the Council. Housing Service will continue to work with local people, through our Tenant Participation activities and our Tenants’ Satisfaction Survey to ensure we are providing opportunity for local communities to provide feedback on services and contribute to the shaping of future services.

What will be achieved and how will Midlothian's future look different?

The actions set out in the plan contribute to Midlothian's Local Housing Strategy's strategic vision that:

"All households in Midlothian will be able to access housing that is affordable and of good quality in sustainable communities."

Housing plays a crucial role in the everyday lives of many people in Midlothian. This includes addressing homelessness, maximising access and availability of housing advice services, tackling poverty, and improving health and wellbeing.

Through the outcomes of the plan we want to work to ensure that everyone can access services through the delivery of high quality housing, support and advice services.

By aiming to increase the number of single people and families who access our advice services, at an early stage, we hope to support and prevent homelessness where possible. This not only helps promote individual wellbeing but also supports us in achieving sustainability within our communities.

The level of housing across all tenures in Midlothian is increasing and working with partners we are able to provide higher numbers of affordable, warm and accessible housing that meets individual needs over the course of their lives. We continue to work to ensure our housing stock is responsive and flexible enough to respond to the changing needs of our communities and the people who live in them.

Our Priorities

Action	Due Date	Performance Indicator & Target	Ownership
1. Ensure households, including the private sector, are supported to access a wide range of housing advice	31/3/23	Number of advice and assistance cases Current baseline: 821 (A&A cases between 1 st Mar 21 and 28 th Feb 22) Target: 1000	<ul style="list-style-type: none"> MC Housing
2. Increasing the number of housing advice cases where homelessness was prevented	6 month review: Nov 2022 End date: 31/3/23	% of prevented cases Baseline: 44% (1 st Mar 21 and 28 th Feb 22) Target: 55%	<ul style="list-style-type: none"> MC Housing
3. Provide more social housing - taking account of local demand, including specialist housing - in partnership between the Council, Registered Social Landlords and private developers.	31/3/23	Number of new homes completed, including specialist housing Target: 300	<ul style="list-style-type: none"> MC Housing RSL's Developers
4. Increase the number of households accessing energy saving or fuel poverty advice and assistance schemes.	31/3/23	Number of households accessing advice. Target: 150	<ul style="list-style-type: none"> MC Housing Changeworks

COMMUNICATING CLEARLY

We are happy to translate on request and provide information and publications in other formats, including Braille, tape or large print.

如有需要我們樂意提供翻譯本，和其他版本的資訊與刊物，包括盲人點字、錄音帶或大字體。

Zapewnimy tłumaczenie na żądanie oraz dostarczymy informacje i publikacje w innych formatach, w tym Braillem, na kasecie magnetofonowej lub dużym drukiem.

ਅਸੀਂ ਮੰਗ ਕਰਨ ਤੇ ਖੁਸ਼ੀ ਨਾਲ ਅਨੁਵਾਦ ਅਤੇ ਜਾਣਕਾਰੀ ਤੇ ਹੋਰ ਰੂਪਾਂ ਵਿੱਚ ਪ੍ਰਕਾਸ਼ਨ ਪ੍ਰਦਾਨ ਕਰਾਂਗੇ, ਜਿਨ੍ਹਾਂ ਵਿੱਚ ਬਰੇਲ, ਟੇਪ ਜਾਂ ਵੱਡੀ ਛਪਾਈ ਸ਼ਾਮਲ ਹਨ।

Körler için kabartma yazılar, kaset ve büyük nüshalar da dahil olmak üzere, istenilen bilgileri sağlamak ve tercüme etmekten memnuniyet duyarız.


اگر آپ چاہیں تو ہم خوشی سے آپ کو ترجمہ فراہم کر سکتے ہیں اور معلومات اور دستاویزات دیگر شکلوں میں مثلاً بریل (تاہم افراد کے لیے ابھرے ہوئے حروف کی لکھائی) میں، ٹیپ پر یا بڑے حروف کی لکھائی میں فراہم کر سکتے ہیں۔

Contact 0131 270 7500 or email: enquiries@midlothian.gov.uk

APPENDIX B – Single Midlothian Plan Performance Reporting Scorecard October 2021 to March 2022 (H2)

SMP Reducing the gap in Learning Outcomes-



SMP Reducing the gap in learning outcomes off target						
...	Code & Title	Gauge	Value	Target	Last Update	History
	E.P.4.1b Percentage of Midlothian Care Experienced school leavers progressing to p...		80.95%	89.23%	2021/22	
1 of 1						

SMP Reducing the gap in Economic Circumstances-



SMP Reducing the gap in economic circumstances off target						
...	Code & Title	Gauge	Value	Target	Last Update	History
	P.IOM.CE.1.4a Relative to Scotland, Midlothian can demonstrate a 1% reduction in c...		23.9%	21.5%	2021/22	
1 of 1						

SMP Reducing the gap in Health Inequalities-



SMP Reducing the gap in health inequalities off target						
...	Code & Title	Gauge	Value	Target	Last Update	History
	P.G.CSPC.3.5a Children & Young People's Wellbeing and Mental Health Strategy ap...		No	Yes	H1 2021/22	
	P.AHSC.2.3a Number of people attending activity groups hosted by Midlothian Active...		3,966	10,000	H2 2021/22	
	P.AHSC.5.2a Number of people on Unpaid Work Programme attending at least one ...		4	10	H2 2021/22	
	P.G.CSPC.3.3a Annual percentage seen within 18 weeks for first treatment		56.8%	90%	2021/22	
	P.AHSC.2.2a Total number of people attending activity groups hosted by Ageing Well...		18,394	20,000	2021/22	

← 1 of 1 →

SMP Adult Health and Social Care-



SMP Adult Health and Social Care INDICATORS Off Target						
...	Code & Title	Gauge	Value	Target	Last Update	History
	P.AHSC.2.3a Number of people attending activity groups hosted by Midlothian Active...		3,966	10,000	H2 2021/22	
	P.AHSC.5.2a Number of people on Unpaid Work Programme attending at least one ...		4	10	H2 2021/22	
	P.AHSC.3.1a The number of people who participated in level 1 awareness training		90	200	H2 2021/22	
	P.AHSC.2.3b Number of people attending one to one sessions with Midlothian Active...		568	950	H2 2021/22	
	P.AHSC.6.1a Number of people who engage with the Bibliotherapy Programme 'Bra...		86	100	H2 2021/22	
	P.AHSC.2.2a Total number of people attending activity groups hosted by Ageing Well...		18,394	20,000	2021/22	
	P.AHSC.7.1a Number of staff trained.		75	80	H2 2021/22	

← 1 of 1 →

SMP Adult Health and Social Care ACTIONS Off Target						
...	Code & Title	Progress	Status	Due Date	...	Type
	P.AHSC.7.2 Voluntary sector and Primary Care collaborations to support people iden...	<div><div></div></div>	50% Overdue	31 Mar 2022		Action
← 1 of 1 →						

SMP Community Safety and Justice-

3
Indicators that are On Target

2
Indicators that are Off Target

29
Indicators that are Data Only

4
Indicators that have No Data Available

28
Actions that are On Target

5
Actions that are Off Target

SMP Community Safety and Justice INDICATORS Off Target						
...	Code & Title	Gauge	Value	Target	Last Update	History
	P.CSJ.2.2a Increase the average weekly attendance at Horizons Cafe	<div><div></div></div>	0	80	H1 2021/22	
	P.CSJ.6.1a All statutory partners engage in the self-evaluation process by attending ...	<div><div></div></div>	0%	70%	2020/21	
← 1 of 1 →						

SMP Community Safety and Justice ACTIONS Off Target						
...	Code & Title	Progress	Status	Due Date	...	Type
	P.CSJ.4.1 Educate people regarding speeding, drink driving and responsibly parking	<div><div></div></div>	0% Overdue	31 Mar 2022		Action
	P.CSJ.5.1 Ongoing engagement with local communities and business through social ...	<div><div></div></div>	50% Overdue	31 Mar 2022		Action
	P.CSJ.5.2 Plan and deliver a seven day period of community justice advertising cam...	<div><div></div></div>	80% Overdue	31 Mar 2022		Action
	P.CSJ.6.1 Commitment from CJ partners to participate in self-evaluation using the C...	<div><div></div></div>	20% Overdue	31 Dec 2021		Action
	P.CSJ.6.5 Encourage Midlothian Community Justice partners to support the Y2K 180...	<div><div></div></div>	50% Overdue	31 Mar 2022		Action
← 1 of 1 →						

SMP Getting It Right For Every Child-

8

Indicators that are On Target

6

Indicators that are Off Target

7

Indicators that are Data Only

0

Indicators that have No Data Available

9

Actions that are On Target

4

Actions that are Off Target

SMP GIRFEMC INDICATORS Off Target

...	Code & Title	Gauge	Value	Target	Last Update	History
●	P.GIRFEMC.3.1a Appropriate support is being provided, based on data in place that i...	<div><div></div></div>	No	Yes	H2 2021/22	
●	P.GIRFEMC.3.2a Accurate data-set is consistently used in all schools to monitor, trac...	<div><div></div></div>	No	Yes	H2 2021/22	
●	P.GIRFEMC.3.3a Strategic plan approved by GIRFEMC Board	<div><div></div></div>	No	Yes	H2 2021/22	
●	P.GIRFEMC.3.4a Data sharing agreement in place	<div><div></div></div>	No	Yes	H2 2021/22	
●	P.GIRFEMC.3.5a Strategy in place with identified actions	<div><div></div></div>	No	Yes	H2 2021/22	
●	P.GIRFEMC.1.1c Child/young person is at a reduced risk of harm as a result of pare...	<div><div></div></div>	48	55	H2 2021/22	

1 of 1

SMP GIRFEMC ACTIONS Off Target

...	Code & Title	Progress	Status	Due Date	...	Type
●	P.GIRFEMC.3.3 Launch five-year Equity and Inclusion Strategy	<div><div></div></div>	50% Overdue	31 Mar 2022	●	Action
●	P.GIRFEMC.3.4 Improve information sharing to support children that are identified as...	<div><div></div></div>	40% Overdue	31 Mar 2022	●	Action
●	P.GIRFEMC.3.5 Create a Midlothian Family Learning strategy that encourages famil...	<div><div></div></div>	50% Overdue	31 Mar 2022	●	Action
●	P.GIRFEMC.3.6 Collaboratively implement the Circle Up, Up and Away approach as ...	<div><div></div></div>	75% Overdue	31 Mar 2022	●	Action

1 of 1

SMP Improving Opportunities for People In Midlothian-



SMP IOM INDICATORS Off Target						
Code & Title	Gauge	Value	Target	Last Update	History	
P.IOFPM.2.3b Take up of 150 place alternative curriculum offer to leavers intending ...		0	100	H2 2021/22		
P.IOFPM.3.2a Numbers of individual supported / % successful outcomes from joint ...		0	14	H2 2021/22		
P.IOFPM.7.3a Number of volunteers co-ordinated by the Health and Social Care Par...		0	3	H2 2021/22		
P.IOFPM.1.3a The Child Poverty Act sets out four statutory, income-based targets (a...		23.9%	10%	H2 2021/22		
P.IOFPM.2.2a Number of places taken across 500 course options by Midlothian resi...		2,088	3,000	H2 2021/22		
P.IOFPM.1.1i Number of parents achieving increase in income through PESF		26	29	H2 2021/22		
P.IOFPM.2.3o Number of young people who volunteer with Transform Project		39	40	H2 2021/22		
P.IOFPM.2.3i Anticipated leave date (100%)		99.6%	100%	H2 2021/22		

SMP IOM ACTIONS Off Target					
Code & Title	Progress	Status	Due Date	Type	
P.IOFPM.3.2 City Region Deal IRES programme offered in Midlothian		0% Overdue	31 Mar 2022	Action	
P.IOFPM.7.1 Deliver actions to contribute to the whole system approach to type 2 di...		0% Overdue	31 Mar 2022	Action	
P.IOFPM.7.3 Number of direct opportunities for volunteering in the Health and Socia...		0% Overdue	31 Mar 2022	Action	

1 of 1

SMP Sustainable Growth-



SMP Sustainable Growth INDICATORS Off Target						
...	Code & Title	Gauge	Value	Target	Last Update	History
	P.SG.1.1a Prospectus published		No	Yes	H2 2021/22	
	P.SG.1.2a Digital Marketing Campaign		No	Yes	H2 2021/22	
	P.SG.12.4a Relevant partners work together to consider the action (to note this indic...		No	Yes	H2 2021/22	
	P.SG.12.6a Relevant partners work together (to note this indicator forms part of a thr...		No	Yes	H2 2021/22	
	P.SG.2.3a Sessions with 1-2-1 / group follow up support if requested in partnership w...		0	6	H2 2021/22	
	P.SG.3.1a Pilot project commenced		No	Yes	H2 2021/22	
	P.SG.4.3a Develop a new strategy for Midlothian		No	Yes	H2 2021/22	
	P.SG.6.1a Review undertaken (to note this indicator forms part of a three year plan)		No	Yes	H2 2021/22	
	P.SG.6.3a Methodologies publicised (to note this indicator forms part of a three year ...		No	Yes	H2 2021/22	
	P.SG.7.4a Engagement has taken place with local employers (to note this indicator f...		No	Yes	H2 2021/22	
	P.SG.8.3a Work progressed to take forward development of locally-owned Climate E...		No	Yes	H2 2021/22	
	P.SG.9.1a Work undertaken with Midlothian Energy to take forward the action (to not...		No	Yes	H2 2021/22	
	P.SG.9.2a Work undertaken with Midlothian Energy to take forward the action (to not...		No	Yes	H2 2021/22	
	P.SG.9.4a Work undertaken with Midlothian Energy to take forward the action (to not...		No	Yes	H2 2021/22	
	P.SG.4.3b Business Gateway membership referrals to MTF		40	120	H2 2021/22	

← 1 of 2 →

APPENDIX C – SINGLE MIDLOTHIAN PLAN PERFORMANCE REPORTING FROM OCTOBER 2021 TO MARCH 2022 (H2)

Adult, Health and Social Care



Summary of successes

21/22:

Midlothian Integration Joint Board plans and directs the services that are delivered by Midlothian Health and Social Care Partnership (HSCP). The HSCP is a partnership between NHS Lothian and Midlothian Council and is responsible for services that help Midlothian residents to live well and get support when they need it. This includes all community health and social care services for adults in Midlothian and some hospital-based services such as Accident and Emergency. Third and independent sector organisations are key partners.

Work on the IJB Strategic Plan 2022-25 continued in H2 and this our plan will be published in April 2022 summary of the consultation and engagement across the development of the plan can be found in the [Midlothian Integration Joint Board Strategic Plan 2022-2025 Consultation Report](#). The HSCP is responsible for overseeing the delivery of this plan and is a thematic group of Midlothian Community Planning Partnership.

A sample of developments during H2 are noted below.

HSCP Covid-19 Response

The COVID-19 pandemic brought many challenges and much disruption to the Health and Social Care Partnership, its partners and the communities it serves. There was increased anxiety and pressure on many service users, unpaid carers and staff. While the challenges we face may have changed since 2020, the need to adapt and flexibly respond to both new and evolving challenges in health and social care has continued throughout 2021, and into 2022. The Omicron variant resulted and changes to restrictions have further added to the pressures already felt across the whole system.

The Partnership continues to hold the safety of clients, carers, communities, and staff as its top priority. Services have been able to continue to adapt and find new and innovative ways to deliver service offers effectively and safely. Some services adapted how they operate with, for example, increased use of video consultations. Some services again had to adapt in how they operated with changes to service delivery and reduced face to face contact where feasible. Many services have increased the number of video consultations, adopted new digital approaches and taken a proactive outreach approach.

Despite the challenges faced by all our services, staff and partners, the opportunity to work together in new ways has helped develop our existing and build new community connections. Volunteering programmes continued and were further supported by the Partnership. Even in the most challenging of circumstances, teams have continued to work flexibly, collaboratively, and innovatively to manage this demand. By working together, services taken steps to reduce inappropriate admissions, reduce length of stay, facilitate earlier appropriate discharge and reduce unnecessary delay wherever possible.

The Health and Social Care Partnership also leads the ongoing COVID vaccination programme which includes Evergreen (1st and 2nd COVID doses), 12-15 years old, 3rd dose for people who are immunosuppressed and the Booster programme.

The Midlothian vaccination programme commenced the covid spring booster programme for those aged 75+, care home residents and those 12+ years who are severely immunosuppressed. The vaccination team have begun a programme of work to reach housebound people over the age of 75. The 5–11-year-old vaccination clinics commenced in March with an uptake of around 25% to date. By end of March 2022, 59,099 adults in Midlothian had received a booster, including 94.1% of adults over 70 years or age

Gorebridge vaccination centre closed, and the building is once again operating as a Leisure Centre. All vaccinations are now being delivered from Midlothian Community Hospital (MCH) until the new permanent vaccination centre is open.

As part of the Vaccination Transformation Programme, and in collaboration with the Community Treatment and Assessment (CTAC) team, work progressed across Q4 to ensure the delivery of all vaccinations will transfer from GPs to the HSCP from the 1st April 2022. This is with the temporary exception of unscheduled vaccinations which will continue to be delivered by GPs until the end of April 2022.

The team have developed and progressed work on the future vaccination model, planning for winter 2022/23, and our inclusivity plans for covid vaccinations across Midlothian.

Unpaid (Family) Carers

Midlothian IJB and Health and Social Care Partnership acknowledge that the health and care system is very dependent upon the contribution of unpaid carers. The shift towards self-management and care at home will depend upon the ability of carers to continue in their role and they must be supported to do so. It is vital that carers are identified; that there is recognition of what carers do and the physical, emotional and financial impact that their caring role can have on them whilst providing support, information and advice, aiming to make caring roles sustainable.

In early 2021 services were re-commissioned in line with changes in Carer's Act legislation and the carer support service review and consultation undertaken in 2020. The new contracts were implemented 1st July 2021 with VOCAL Midlothian and British Red Cross as key agencies. The key themes of the contracts are: (i) Carer Identification, Information and Advice Services (including financial advice) and (ii) Carer Health and Wellbeing (including breaks from caring).

A series of workshops held in the summer of 2021 supported collaborative discussions on how best to utilise the Scottish Government's announcement of additional funding for carers. Feedback and consideration of how proposals met strategic aims or supported existing work was fed back to SMT and the Performance and Finance group. Progress is now being made towards payment of carer additional resource allocations to community partners; target would be for this to be in place for payment during Q1.

The 3 year Carers Strategic Plan and associated action plan developed this year sets out the activity being undertaken in the partnership to reduce barriers and inequalities, such as: access to information and advice services (income maximisation); accessing health and wellbeing supports (counselling services; access to Community Health Inequalities Team nurses); and supporting breaks from caring.

In recent weeks the newly developed residential respite resource within Cowan Court has started to accommodate people to enable carer respite on a limited basis (Monday to Friday stays). Lack of residential respite for older people remains a particular challenge, and demand for access and carer stress remains evident. Short Breaks funding that is provided by the HSCP and distributed by VOCAL remains in significant demand.

Multidisciplinary Approach to Mental Health, Substance Use and Community Justice Services

Staff from across mental health, substance misuse, Justice and Third Sector are co-located in 'No.11' in Dalkeith. The service is part of the Scottish Government's Trauma Informed Workforce Pilot and by working together are creating new and collaborative ways to work with and support individuals, particularly those with multiple and complex needs.

Mental Health

Community services in Midlothian continued to shift the balance of care to the community and reduce admissions. Midlothian became a member of the new associate programme for Distress Brief Intervention (DBI), and recovery practitioners are actively working alongside the Midlothian Intensive Home Treatment Team (IHTT) to support individuals experiencing distress, emotional pain and crisis. Dialectical Behavioural Therapy (DBT) has continued to provide essential support for those who are at most risk of serious self-harm to remain in the community through 1:1 and group intervention.

As part of our work to ensure people can access the right care at the right time, the Mental Health service has established a working group to support people who have difficulty with emotional regulation. This pathway aims to help improve how people can access the right services offers and supports.

With funding secured through redesign of urgent care, the Mental Health and Resilience Service (MHARS) is in the final stages of implementation. Progress also continued within the OT service to develop new group pathways for Autism and ADHD. Continuing to work within the limitations of covid-19, more groups have now restarted including the 'Drop In' service. All other groups that have been paused are being reviewed with the intention to restart as soon as possible.

Substance Use

Substance Use Services continued to operate an assertive outreach model to those most at risk. Drug Related Deaths remained a concern, as did Alcohol Related Deaths.

A proposal submitted by the Midlothian and East Lothian Drug and Alcohol Partnership was successful in securing funding to support the implementation of the Medication Assisted Treatment (MAT) Standards. The funding allocation will not fully meet local requirement but MELDAP, the Near Fatal Overdose Pathway and Assertive Outreach services are working in new and collaborative together to deliver the required service offers and supports.

As key areas for intervention and prevention in relation to near fatal and fatal overdose, this work will provide rapid access to services at our No.11 Hub and outreach into the communities in Midlothian that are most effected by deprivation.

Community Justice

The Midlothian Community Justice Outcome Improvement Plan 2020-2023 set out 40 actions that Midlothian Community Justice Partnership would take forward over the three years to deliver better outcomes for those affected by the justice system. One action contained within the plan was to 'Develop a trauma informed service that focuses on tailored, structured intervention and access to wraparound services for men on Community Payback Order (CPO) supervision'.

The 'Stride' service has been established to meet this identified need and been operational for the past year. All men on CPOs or on statutory supervision are considered for the Stride programme which aims to build emotional capacity, focus on positive outcomes and life choices, and promote desistance utilising 'The Decider' framework. To date, Stride has supported 9 men in a group setting, 4 men in 1:1 intervention, and facilitated 4 groups. Stride is provided by social workers (in Justice and Substance Use Service) and a justice practitioner. The Stride team have a range of skills and incorporate lived experience to promote engagement. Future planning for the group will explore additional programmes based on qualitative evaluation from group feedback which will identify future programme delivery based on need.

Work to develop Peer Support across all No 11 services continued to be developed and progressed including the recent appointment of a Peer Support Coordinator.

Improving Services for Older People

Extra Care Housing is a model of accommodation and care that supports people to live in their own tenancy. Work has progressed on 3 sites (Dalkeith, Bonnyrigg and Gorebridge) to provide 106 ECH bungalows or flats. Timescales were impacted by Covid 19 with completion dates now estimated at 2023. As with many other areas, Midlothian faces many challenges in addressing the housing and care needs of an ageing population with increasingly complex requirements.

Care Homes in Midlothian consist of 10 older people's care homes, 2 of which are HSCP run with one being an intermediate care facility. The remaining 8 are privately run either by private companies, charitable organisations or independent care homes. Health Boards and local Health and Social Care Partnerships continue to carry responsibilities for the clinical and professional oversight of the care provided to people resident in care homes in line with the Scottish Government guidelines (May 2020).

The Care Home Support Team have continued to provide assurance and support to care homes for older people. This has included the provision of direct support to meet staffing challenges, input to support people with the most

complex care needs, vaccinations, testing of staff and residents, and providing practical and emotional support to staff affected by the ongoing impacts of the pandemic.

Care at Home continues to be a key element in the HSCP vision for people to receive the right care in the right place; delivering care as close as possible to home. The team support efforts to avoid unnecessary admissions as well as reduce the length of time someone is in hospital when it has been necessary to receive care this way. This service is currently provided by the HSCP and external providers.

In line with the challenges experienced across Scotland in recruiting care staff, Care at Home continue to manage significant peaks of pressure with ongoing open recruitment. Despite this, Care at Home have successfully work closely with our other services to ensure people receive the care they need at home as part of our Home First approach.

Work with Aging Well to support older people included 58 volunteers working alongside people to support them to return to group activities with almost 4000 hours of volunteering.

Learning Disability, Autism and Complex Needs Housing

Work continues to ensure Midlothian compliance with the national timescale for the reduction of inappropriate hospital admissions, delayed discharge, and out of area placements for people with complex care needs. Midlothian remains in a relatively good position in this respect as a result of the housing programme, the work overseen by the Positive Behavioural Support Steering Group, partnerships with third sector organisations specialising in support for people with Complex Care needs in local communities, and the development of local intelligence about people at high risk of family or placement breakdown.

The tenancies at Teviot Court were cited as an example of good practice in 'Coming Home Implementation: report from the Working Group on Complex Care and Delayed Discharge' (Scottish Government- Feb 2022). The flats at Bonnyrigg High Street are scheduled for completion mid 2023. Designs for Primrose Lodge in Loanhead are complete and the property is now vacant. The Midlothian Learning Disability Planning Group is supported by 'Expert Panels' that draw together experts, including people with lived experience, to develop solutions in implementing specific areas of our Strategic Plan. As part of Equal Midlothian Week the Human Rights Panel, led by People First Midlothian, held the first of a series of Human Rights sessions focussing on Supported Decision Making and how we can support people to feel fully engaged in decisions about their lives.

The Day Service review and redesign work has been somewhat held up by the limitations imposed by COVID 19 guidance, but we now expect services to be at or near capacity over the coming two months.

Primary Care

GP Practices continue to experience extremely high demand. Practices are seeing people either in person, by video (Near Me), or by telephone. Work has continued to implement the Primary Care Improvement Plan. This work has included both the successful transfer of flu and covid-19 vaccinations from GP practices to the HSCP and the increase in pharmacotherapy within primary care.

Community Treatment and Care (CTAC) service has expanded and now work alongside all of our 12 GP practices. The CTAC team are providing care in a range of areas including chronic disease data monitoring, wound care, phlebotomy, ear irrigation, and vaccinations.

Midlothian Community Respiratory Team (CRT) has completed preparations to launch the Dynamic Scotland project. This is a digital service offer targeting patients who frequently attend our unscheduled care services, and those who are admitted to hospital due to COPD but not currently known to the CRT team. This project takes a proactive outreach approach aiming to reduced hospital attendances and avoid admissions or reduce length of stay by supporting people to be able to better self-manage COPD in the community.

Hospital at Home capacity has also increased, and the team have worked closely with our GP colleagues to provide care at home and prevent admissions. Providing increased levels of care closer to home has seen better outcomes particularly for people with heart failure and cellulitis. Hospital at Home is now working alongside Healthcare Improvement Scotland (HIS) and the Scottish Government to further increase capacity by March 2023 and augment the current model.

The Thistle Foundation (Wellbeing Service) and VOCAL, third sector organisations, continued to work alongside Primary Care Teams in GP Practices to offer supported self-management and carer support.

Public Health

Midlothian HSCP remains committed to tackling inequalities and investing in preventative work as a priority. The Health Inclusion Team (HIT) nurses continued to work with people most vulnerable to poor health and health inequalities. This included people living in temporary accommodations, challenges related to mental health, substance use and community justice, and individuals who frequently attend A&E. The HIT nurses also supported people to improve and manage their health and access local services, such as drug treatment or welfare rights. Between October 2021 and March 2022, the Welfare Rights Team supported a further 570 people and generated £1,991,027 additional income for these Midlothian HSCP clients. For the full year April to March the team supported a total of 1022 people and an additional 89 phone enquiries where advice was provided. The benefit income generated for the full year for our Midlothian HSCP clients totals £4,320, 270.

Of the 570 people supported in the second half of the year 95 people with cancer received direct support from the Macmillan Welfare Rights Officer taking the total number of clients in Midlothian with cancer who have been supported to 270 in 2021/2022. Work is continuing to progress on the Whole Systems Approach to Type 2 Diabetes in Mayfield and Easthouses. The focus is on increasing the money in people's pockets, access to healthy food and keeping physically active. Community engagement is planned with participatory budgeting to agree a bid of up to £50,000 to invest in the community through proposals that will help prevent and mitigate risk factors associated with Type 2 Diabetes.

The Green Prescribing project is firmly back up and running with an event planned on the 21st April aiming to connect, promote learning and sharing and to experience an activity. 55 people are signed up so far.

Work has started to check on the status of existing breastfeeding friendly locations in Midlothian post-pandemic, and also enrol new venues including any NHS or council locations that do not already have this status.

The Public Health Team has also delivered training on Good Conversations, health inequalities and money worries.

Cancer

Midlothian HSCP commenced work on Improving the Cancer Journey (ICJ) during 2021-22. ICJ is a partnership between Macmillan and the four Lothian Health and Social Care Partnerships. Midlothian Council hosts the Programme on behalf of the four HSCPs. The ICJ Programme aims to meet the non-clinical needs of people living with cancer and promotes self-management and person-centred solutions. The service in Midlothian has been operational for one year and has strong links with the Wellbeing Service in GP practices and the MacMillan Welfare Rights Advisor in the Welfare Rights Team.

The target for year one was to reach 30% of people who had received a new diagnosis of cancer. Within Midlothian a total of 119 referrals were received and 91 people have used the service. This is representative of the service reaching 75% of the target population for year one, and an overall uptake rate for services of 76%. The uptake rate in the last quarter has increased to over 90%.

Although the service did not meet the target reach in 2021-22, referrals have increased gradually. People most often require support with money, anxiety & managing symptoms. Fatigue and physical difficulties such as mobility, weight loss and breathing problems were the most commonly reported symptoms.

Referrals in Q3 were mostly commonly from CNS colleagues as well as third sector services. Self-referrals have been the fastest growing referral type with 47% of the totally referral by this mean in the last quarter. 42% of people living in Midlothian being represented in SIMD deciles 1 & 2. This this context, data suggests that the service has achieved good reach with over 50% of referral from these two groups.

The focus in year two is to increase referrals, continue to evaluate the impact of the service offers and supports, and seek opportunities for further integration with the wider Wellbeing Service.

Services for People Under 18 Years

Midlothian Health Visiting teams have been working to ensure the Universal Pathway can be delivered in full from 31st May 2022. A working group has been set up with Early Years Services colleagues to focus improvement work around the early identification of children with Additional Support Needs and subsequent delivery of appropriate interventions.

Midlothian is a pilot site for the development of interventions from the newly established Perinatal and Infant Mental Health Service. This includes staff training in the Solihull Approach, 'Working with the parent-infant relationship' and a separate 'Newborn Behavioural Observations' training as a 'Test of Change' with 2 staff, to assess effectiveness in practice.

Workforce

The Midlothian Interim Workforce and Development Plan 2021/22 to ensure that the right people, are in the right roles, with the right skills at the right time approved by the IJB in June 2021 and the first draft of the HSCP workforce development plan 2022 – 2025 is now well underway. This is currently being developed to ensure it more closely aligns with the MIJB Strategic Commissioning Plan for 2022 – 2025.

Covid -19 continues to present significant challenges for the workforce in terms of both absence and changes to practice. A lack of available workforce continues to limit recruitment options, and this is a challenge felt in health and social across Scotland.

Wellbeing Lead recruited in September 2021 to support the ongoing challenges to wellness and wellbeing experienced by our workforce. Key strategic priorities in terms of staff wellbeing were identified from a staff survey and this has resulted in a number of new initiatives to support the things that staff told us matter to them most an initiative to provide free leisure passes to staff with salaries below grade/band 4.

Wellbeing focus groups in areas where staff sickness remains high have continued. The workforce teams that are impacted the greatest are care at home, care homes and nursing. To support those teams working in the community, a review of public buildings is underway to develop Rest, Refresh and Refuel wellbeing hubs in partnership with local communities and businesses. These safe wellbeing hubs will be easily identifiable and digitally mapped to ensure staff can access information using their phone to locate where the nearest hub is and know exactly what is available. With the Period Products (Free Provision) (Scotland) Act 2021 coming into being in January 2022 these wellbeing hubs and other public buildings will also have free accessible period products.

Certain HSCP training opportunities continued to be made available across the Community Planning Partnership, for example training on Good Conversations, health inequalities, health literacy, suicide prevention, and weight stigma. Midlothian continued to implement the Trauma Awareness Framework.

Summary of major challenges and actions to address them

21/22:

COVID-19

The Health and Social Care Partnership, its partners and the communities it serves continued to be impacted by the COVID 19 pandemic. Covid continued to influence how the HSCP delivered core services, it impacted on staff absence and deployment, and it required additional resource, for example to deliver vaccination clinics, coordinate staff testing for HSCP and other staff, and manage PPE provision locally.

Many of the challenges in achieving our ambitions have been related to the restrictions placed on services during the pandemic and the reduced opportunity for active participation in the way services have traditionally been offered. As a result, services have adapted to find new and innovative ways of delivering meaningful solutions where this has been possible, but one to one and group activities have been limited in capacity and frequency. As restrictions are lifted, more activities will resume and activity in these are will increase.

A growing and ageing population

Midlothian is the second smallest Local Authority in mainland Scotland but the fastest growing. This will continue to pose challenges for health and social care services whilst also changing some local communities. As people live for

longer many more people will be living at home with frailty and/or dementia and/or multiple health conditions. An increasing number of people live on their own, and for some this will bring a risk of isolation. Proactive identification and support for people with mild frailty was constrained due to the Covid-19 pandemic but it has been recognised there are opportunities to better support people escalating between mild, moderate, and severe frailty, and provide tailored support. Work is underway to review and redesign the frailty programme recognising the need to consider the impact of the pandemic, including deconditioning/falls risks, robust anticipatory care planning and alternative methods for identifying people with frailty

Higher rates of long-term conditions

Managing long-term conditions is one of the biggest challenges facing health care services worldwide, with 60% of all deaths attributable to them. Older people are more susceptible to developing long-term conditions; most over 65s have two or more conditions and most over 75s have three or more conditions. People living in areas of multiple deprivation are at particular risk with, for example, a much greater likelihood of early death from heart failure. They are also likely to develop 2 or more conditions 10-15 years earlier than people living in affluent areas.

Higher rates of mental health needs

Many mental health problems are preventable, and almost all are treatable, so people can either fully recover or manage their conditions successfully and live fulfilling healthy lives as far as possible. The incidence of mental health issues in Midlothian, while similar to the rest of Scotland, is a concern. Living in poverty increases the likelihood of mental health problems but also mental health problems can lead to greater social exclusion and higher levels of poverty. People who have life-long mental illness are likely to die 15-20 years prematurely because of physical ill-health.

Our services are under pressure

People place a high value on being able to access effective health services when they need them. People expect to receive high quality care services when these are needed whether as a result of age, disability, sex, gender or long term health conditions. Yet there are a number of pressures on our services.

Financial pressures

Financial pressures on public services are well documented. There is no doubt that we need to do things differently: the traditional approach to delivering health and care services is no longer financially sustainable.

Workforce pressures

The Covid-19 pandemic has and will continue to influence the demand for, and deployment of, the health and care workforce for the foreseeable future. Mass vaccination programmes and other large scale recruitment programmes related to COVID 19 have increased pressure on already stretched resource.

There is reduced availability of staff with appropriate qualifications or skills, including General Practitioners, Social Care Workers and Staff Nurses. This impacts on service delivery and development.

Review of Adult Social Care

The Independent Review of Adult Social Care (published in February 2021) was set up to recommend improvements to adult social care in Scotland. It looked at these in terms of the outcomes for people who use services, their carers and families and the experience of those working in the sector. There are likely to be significant changes to care services as a result of this review.

Unpaid carers

Unpaid carers fulfil significant, valuable and wide-ranging roles within Midlothian communities, helping to keep people with care and support needs within our communities. During the pandemic many people became carers for the first time, or saw changes to their caring role, resulting in them providing significantly more care for their elderly, sick or disabled family, friends and neighbours. Through this period services supporting carers continued to offer a range of support, including digitally, and by telephone, though services supporting the person they provide support to may have been reduced, e.g. respite and day services, impacting on carers. Further work is required to reduce the


significant pressure and impact of caring that carers reported, by continuing to explore innovative options to enable support to be given to both carers and the cared-for, and for there to be opportunities for breaks from caring.

Acute hospitals




Acute hospitals are under huge pressure due to unsustainable demand and financial restrictions. Investing in community based services and work with carers is required to minimise avoidable and inappropriate admissions and facilitate earlier discharge. By treating people closer to home, or in their own home the HSCP can support admission avoidance and improve people's outcomes.


Adult, Health and Social Care Actions and PIs 21/22

01. Isolation - Develop approaches to prevent or address isolation and reduce the detrimental impact on physical and mental health




Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.AHSC.1.1	Strengthen both formal and informal approaches to addressing isolation. This will involve working with voluntary organisations; local communities; and improving information about community resources	<p>21/22: On Target</p> <p>Services continue to provide support to minimise isolation, in a variety of creative ways including: bespoke radio shows, online, distanced or outdoor groups. A new outdoor befriending group has been initiated by the Connect Project. Some online groups continue to be provided, offering diversity. The British Red Cross produce a community calendar which lists all groups and activities for older people. This shows an ongoing increase in the number and range of activities on offer as groups restart following the pandemic.</p> <p>The community mental health and wellbeing fund, administered by MVA, was able to provide funding to a range of local organisations some of whom have a focus on older people and reducing isolation. This included awarding micro grants for some small community groups to overcome barriers they had identified. A campaign to promote volunteering opportunities was carried out in January 2022. An online session held in partnership with CLL for community groups to discuss any issues or concerns about reopening.</p>	100%	The number of older people using local services, facilities and activities through participation in 1:1 or group sessions	739	830		1,166	21/22: On Target

02. Physical Activity - Contribute to the implementation of a local strategy by working with older people, people with disabilities and those at greatest risk of inequalities


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.AHSC.2.1	Deliver Weight Management Programmes to help address and prevent obesity and type 2 diabetes	21/22: On Target Hybrid model up and running for delivery of face to face and digital for all programmes. WMS have secured digital devices for people referred so they are able to decide what options best suits their needs	100%	Number of people referred to Weight Management Triage. (Tier 2 and Tier 3)		200		508	H2 21/22: On Target
P.AHSC.2.2	Work with Ageing Well to support older people	21/22: On Target The Ageing Well programme of activities is nearly back to pre-covid levels in terms of the range of activities on offer. Participation and volunteering levels have been good but there has been an inevitable turnover of participants who cannot or who do not yet wish to return and the case is the same for volunteers, however the resumption of a much fuller programme has also seen a good number of new participants and volunteers access the project.	100%	Total number of people attending activity groups hosted by Ageing Well each year		20,000		18,394	21/22: Off Target The project currently delivers 45 activities per week supported by up to 58 active volunteers who contributed 1059 hours of volunteering during the quarter. Uptake of activities has increased in Q4 from a steady level in Q2 & Q3.
P.AHSC.2.3	Work with Midlothian Council Active Choices to support people with longer term health needs including Mental Health	21/22: On Target MAC is delivering a weekly activity programme from Newtongrange Leisure Centre, Danderhall Community Hub, The Penicuik Centre and Loanhead Leisure Centre. Ongoing Covid restrictions in place in schools has not allowed	100%	Number of people attending activity groups hosted by Midlothian Active Choices (MAC)		10,000		3,966	H2 21/22: Off Target Impact of ongoing Covid restrictions has not allowed the return of activities at the largest sites of Newbattle Community Campus and Lasswade Centre. Increased access to these sites is expected from mid-April 2022.




Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		the return of activities at the largest sites of Newbattle Community Campus and Lasswade Centre. Increased access to these sites is expected from mid-April 2022.		Number of people attending one to one sessions with Midlothian Active Choices (MAC)		950		568	H2 21/22: Off Target

03. Workforce - Support teams to work in an integrated way and address the workforce challenges including recruitment and retention of health and social care staff



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.AHSC.3.1	Deliver bespoke training plan for the cross sector Scottish Government trauma training programme	21/22: On Target The Midlothian Trauma Training pilot finished at the end of June 2021. Due to the Covid restriction the training had been delivered remotely via MS Teams.	100%	The number of people who participated in level 1 awareness training		200		90	H2 21/22: Off Target The Midlothian Trauma Training pilot finished at the end of June 2021. Due to the Covid restriction the training had been delivered remotely via MS Teams. Total number trained during pilot 359.
P.AHSC.3.2	Increase skills and knowledge of the CPP workforce in Midlothian in relation to suicide prevention	H2 21/22: On Target Suicide prevention training being delivered online due to continue Covid restrictions.	100%	Number of people attending suicide prevention training (Safe Talk or ASIST)		120		162	H2 21/22: On Target
				Number of organisations with representative(s) attending suicide prevention training		10		22	H2 21/22: On Target



04. Financial Inclusion - Work with MFIN to maximise income of people who are vulnerable or at particular risk of inequalities

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.AHSC.4.1	Deliver Welfare Rights service to people with health	21/22: On Target Service continues for people receiving a Health and Social	100%	Number of people supported with Cancer - Welfare Rights Service (cumulative)		250		270	21/22: On Target


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	and social care needs	care service. Referrals remain steady. Positive outcomes continue.		Number of people supported with Mental Health needs		250		415	H2 21/22: On Target
				Amount of household income gained by the Welfare Rights Team	New for 16/17	£3,000,000		£4,320,090	H2 21/22: On Target
P.AHSC.4.2	Work with Red Cross to support people who are frail to access financial support available to them.	21/22: On Target This is part of the Midlothian e-frailty programme and data is collected bi-annually. E Frailty work continues and people are benefiting for additional financial help though accessing Attendance Allowance.	100%	Additional benefit income to Midlothian residents identified as frail		£150,000		£216,112	H2 21/22: On Target


05. Health Inequalities - Develop a programme of work across agencies to reduce health inequalities in Midlothian


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.AHSC.5.1	Work in partnership with Community Pharmacies to increase the 12 week quit rate through their services.	21/22: On Target Midlothian 12 week rate for 21/22 is 16%. Increased from 13% and slightly more than target (Lothian average of 15%). We are still to identify the QI resource within Board Pharmacy - QYW specialist has agreed to realign staff - await recent recruited vacancies to start to enable release of Quit Your Way staff for QI.	100%	Increase the 12 week quit rate in Midlothian Community Pharmacies		13%		16%	Q4 21/22: On Target
P.AHSC.5.2	Deliver a holistic health assessment to people	21/22: On Target Due to Covid the Unpaid work team did not operate face to face during April to June and	100%	Number of people on Unpaid Work Programme attending at least one appointment with a		10		4	H2 21/22: Off Target Due to Covid the Unpaid work team did not operate face to face during April to June and

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	undertaking Unpaid Work Programme	started group activity in September.		nurse from the Health Inequalities Team (HIT)					started group activity in September.
P.AHSC.5.3	Contribute to Housing First for people with multiple and complex needs. This includes people who have a range of experiences including childhood and early years trauma, mental ill health, addictions as well as time spent in local authority care or prison.	21/22: On Target 22 people have been supported out of a total of 23 people who moved in to a tenancy.	100%	Number of people supported through Housing First, receiving a service from adult health and social care		10		22	H2 21/22: On Target
P.AHSC.5.4	Deliver specialist employment project for people with mental health issues	21/22: On Target Support delivered through a blended model of phone, NHS near me and some face to face. The service provides assessment and support to individuals who are seeking employment and/or Further Education.	100%	Number of people in employment or education following intensive intervention		6		7	H2 21/22: On Target





06. Engaging Communities

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.AHSC.6.1	Work closely with local libraries on the Midlothian Libraries Bibliotherapy Programme 'Braw Blether'	21/22: On Target Braw Blether and Words for Wellbeing initiatives continued to be delivered remotely using Zoom and Teams from April – July, moving gradually to in person groups from August to November. In person groups ceased again during the Omicron scare in December and	100%	Number of people who engage with the Bibliotherapy Programme 'Braw Blether' service		100		86	H2 21/22: Off Target Impact on initiatives due to Covid restrictions.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		<p>recommenced in February. There has been a gradual increase in attendance at these library groups since February.</p> <p>A weekly zoom group 'Words on Wednesdays' remains an option for some.</p> <p>Two online sessions 'Picture this', using art for conversation were planned, delivered and co facilitated with partnership with a colleague from Day Care services.</p> <p>6 Walking groups 'A Way with Words' were planned and delivered in partnership with The Ranger Service and 8 of these are planned from spring and summer 2022.</p> <p>A session with Midlothian Equalities group was planned, delivered and co facilitated with the Equalities Officer.</p> <p>Two events were delivered in libraries during Book Week Scotland in November and were well attended.</p> <p>Outreach groups are now being allowed in some locations – Grassy Riggs will begin in April. A successful funding bid has allowed for a two new strands of Bibliotherapy to be planned in 2022 – Writing with people living with long term health conditions, and a read aloud group for people living with Dementia and their carers. The funding also allows for a part time assistant.</p>							
P.AHSC.6.2	Effective and engaged dialogue with community	21/22: On Target Programme of planned engagement in place. Includes	100%	Number of consultation engagement events across the service areas e.g. older people,		5		5	21/22: On Target Wide and varied public engagement undertaken for

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	members around local services and approaches that support health and wellbeing	the following: mental health, frailty, carers, ageing well, learning disabilities, and older people. Future activity also includes human rights, palliative care, and extra care housing.		carers, learning disability etc (Accumulative)					the development of the new HSCP Strategic Plan taking in the views of over 3000 people. This included a public awareness campaign to invite people to share their views consisted of links with third sector providers, social media posts, copies in local libraries and 43,000 postcards delivered - one to every household in Midlothian.
P.AHSC.6.3	Work with Community Planning Partners, in particular community & third sector partners to identify opportunities for integrated working that supports people to stay healthy and independent	21/22: On Target Two Third Sector summits across 2021/2022. The next one taking place in the summer of 2022.	100%	Number of Voluntary Sector Forums		2		2	H2 21/22: On Target

07. Support people to live at home

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.AHSC.7.1	Train frontline staff on Housing Solutions to encourage earlier conversations about housing - focusing on staff who are often the first point of contact such as podiatrists practice nurses, and district nurses.	21/22: On Target Activity will progress in 2022. Review scheduled for April 22 to review training package and timetabling / number of training sessions, and identification of additional trainers. February review postponed due to staff availability to meet.	100%	Number of staff trained.		80		75	H2 21/22: Off Target Activity will progress in 2022. Review scheduled for April 22 to review training package and timetabling / number of training sessions, and identification of additional trainers. February review postponed due to staff availability to meet.
P.AHSC.7.2	Voluntary sector and Primary Care collaborations to support people identified with mild frailty in order that they are able to stay well at home for longer	21/22: Off Target Proactive identification (e-frailty) and support for people with mild frailty was constrained during 2021 owing to the Covid-19 pandemic. 277 people identified with frailty were supported by the British Red Cross to stay well at home during 2021-22. It is recognised there are opportunities to better support people escalating between mild, moderate, and severe frailty, and provide tailored support. Work is underway to review and redesign the frailty programme recognising the need to consider the impact of the pandemic, including deconditioning/falls risks, robust anticipatory care planning and alternative methods for identifying people with frailty. This action is now complete.	50%	Number of assessments for home adaptations by Red Cross Link Workers, as part of frailty assessment.		40		122	H2 21/22: On Target
P.AHSC.7.3	Deliver support for carers that is personalised and builds on people's strengths and what matters to them	21/22: On Target Adult Carer Support Plans (ACSP) continue to be delivered by the HSCP and VOCAL. Reporting schedule and monitoring & evaluation framework has been completed and is in use. The HSCP has met with VOCAL and Red Cross to discuss the offer of ACSPs and recording of carer census – referral pathways from Red Cross in to VOCAL to enable this work to be	100%	Number of Carers receiving 1:1 support by newly commissioned carer support services (Starting July 2021)		500		2,685	H2 21/22: On Target
				Number of Adult Carer Support Plans completed by newly commissioned carer support services (starting July 2021)		500		1,930	H2 21/22: On Target

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		done and information captured is in hand.							

Summary of successes

H1 21/22:

On 1 April 2020 the Midlothian Community Justice Outcomes Improvement Plan 2020-2023 (CJOIP) was published. This sets out an ambitious programme for the next three years with the aim of making Midlothian communities safer and helping to prevent and reduce offending. The plan brought together statutory partners, third sectors partners, service users with lived experience of the justice system, elected members and Board members. Rich data was collected that formed the basis for joint actions, resulting in a service user and partner led CJOIP that is fit for the purpose of serving those involved in or affected by the justice system in Midlothian.

Our Communication and Engagement Strategy, for 2020-23 was developed in Spring 2020 which outlines the partnerships approach towards National Outcome 1 (Communities improve their understanding and participation in community justice) along with an ambitious performance framework of seventeen consultation and engagement actions that will be taken forward over the next three years.

One action contained within the plan is to 'Develop a trauma informed service that focuses on tailored, structured intervention and access to wraparound services for men on Community Payback Order (CPO) supervision'. The first step in designing the new holistic service was to consult with those individuals who would be most impacted by the service. One part of this was an online questionnaire devised to capture feedback from clients currently in the Justice system. The survey found that 44% of all clients who responded reported 'feeling anxious', and 39% of clients reported 'feeling low and depressed', making up the largest proportion of issues felt by clients. Over a quarter of clients who responded reported 'feeling bored', and were struggling to cope with issues from childhood. Taking into account the results of the survey, a screening tool was developed which indicates areas of therapeutic intervention. This tool will also be used as a referral process to the Men's Group. Structured interventions that will initially be offered via the Men's Group are separated into three phrases:

Phase 1 is 4 sessions based on MBT skills and Decider Skills; phase 2 will be the Emotional Resources Group, which is a 6-session course developed by the NHS with evidence that it has positive effects on emotional regulation, wellbeing and self-efficacy. Phase 3 will be a 10-week, psycho-educational intervention course 'Survive and Thrive'. This course is designed for people who have experienced trauma, focusing on their safety and supporting efforts to create stability. The general purpose of the group is to help participants develop a better understanding of trauma and common reactions to trauma as well as to learn and practice coping strategies for dealing with some of the impacts of traumatic experiences.

The Men's Group will be facilitated by social workers (from Justice and the Substance Misuse Service) and peer support workers with lived experience. The expectation is that all men placed on a CPO will be considered for the Men's Service. It is hopeful that as the group develops, other external services that aim to promote better outcomes for men will become involved. The Men's Group is set to start in mid-June 2021.

The Spring service has continued to develop as an example of a trauma informed and gendered specific service, supporting women who are affected by histories of complex trauma and have issues with substance use, mental health and/or offending behaviour. Spring is a collaborative service, involving staff from Women's Aid East and Midlothian (women's support worker), Access to Industry (Shine worker), Health in Mind (Peer support worker), NHS (Spring Occupational Therapist and Health Inequalities Team nurse) and Justice Social Work (Spring Social Worker, Caledonian Women's Worker and Justice Social Worker). Research indicates that there are significant benefits to creating a 'one stop shop', where women can access support for all of their needs under one roof.

This holistic approach continues with the No 11 Allocations Service. This visionary forum brings together Health, Substance Misuse, Social Work, Housing, and third sector agencies to develop bespoke packages of care/support/treatment to individuals who use No 11 recovery hub. This innovative forum further evolved to include

voluntary through care provision for those returning to Midlothian having served a custodial sentence. With a signed information sharing agreement with the Scottish Prison Service, Midlothian is now aware of individuals returning to our communities. The forum has some excellent examples of holistic support being offered to services users. In-reach work in the prisons and then transitioning support to the community is now coordinated, person-centred and solution focused; involving Midlothian specific services, resources and agencies. The forum has also been invaluable on planning for early release prisoners coming out of custody during the Covid-19 crisis.

Summary of major challenges and actions to address them

H1 21/22:

Challenges

The **Covid-19** crisis has challenged all services including Justice Social Work and Community Justice. Adapting service delivery will be a demanding and ever changing task in the months that come. The limited face to face contact has impacted on both service users and staff. Use of technology has been at the forefront of service delivery to provide consistency of contact giving some predictability in the pandemic. As stated previously the fact that we already had a regular multi-agency meeting (the No.11 Allocations Service) has helped us to plan for the release of prisoners during the crisis.

It is projected that **unemployment** will rise by 10%-20% in Midlothian as a result of COVID-19. This will cause even more challenge to individuals with experience in the justice system obtaining employment post prison sentence or post Community Payback Order. An action agreed in our three-year CJIOIP is to implement the project Recruit with Conviction – a project that promotes safe, suitable and sustainable employment for people with convictions. Training is also taking place with locally based employers and awareness raising among Justice staff and those in the Justice system on the legislative changes within the Management of Offenders Act (Scotland) Act 2019 which came into force on 30 November 2020. The overall aim remaining that this project will support access to employment for the 20% of adults who have criminal convictions.

Community Safety and Justice Actions and PIs 21/22






01. Reduce Violent Crime


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.1.1	Work with partner agencies to prevent violent behaviours, manage violent offenders and develop a programme of interventions to reduce levels of violent crime.	20/21: Complete We have recently recruited a Desistance Team Leader to work with men on Community Payback Orders. Part of this role will be to develop programmes that tackle attitudes that support the use of violence.	100%	Number of violent crimes recorded by Police	17/18 = 69			487	H1 21/22: Data only <i>Baseline and Target n/a due to data collection changes</i> Group 1 (serious crimes of violence): 68 ; Common assaults: 389 ; Common assault of police officer: 30 Common assault of retail worker (new legislation from Aug 2021): 0

02. Reduce Substance (Drug and Alcohol) Misuse


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.2.1	Undertake a range of communication and engagement activity regarding responsible alcohol consumption	20/21: Complete	100%	Reduce the number of (all) alcohol related hospital stays (patients per 100,000 population)	17/18 = 537	537		N/A	H1 21/22: Annual measure
P.CSJ.2.2	Develop substance misuse services to reduce immediate harm, future harm and promoting recovery	H1 21/22: Off Target Starfish remains closed due to Covid restrictions. Prior to this attendance was approx. 80 to 90 per week.	100%	Increase the average weekly attendance at Horizons Cafe	80 per week	80		0	H1 21/22: Off Target Starfish remains closed due to Covid restrictions. Prior to this attendance was approx. 80 to 90 per week.

03. Reduce Domestic Abuse and Protect Women and Girls






Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.3.1	Raise awareness of Violence Against Women and Girls with services and communities	H1 21/22: On Target The Domestic Abuse Referral Pathway received 111 referrals from Midlothian. This was 20% of the 565 incidents of domestic abuse in Midlothian recorded by Police Scotland. Midlothian Marac heard 46 cases of which 60% involved a total of 90 children. All 6 planned Maracs were held and one additional Marc due to demand. Our VAWG multi-agency training has resumed via MS Teams. During H1 we provided 4 training sessions with a total of 75 participants: 2 x Improving our Practice on VAWG: Spotlight on Domestic Abuse 1 x Trauma, Domestic Abuse and Children And Young people under 18 1 x Protecting people from Serious Harm from Domestic Abuse, assessing risk and referring to Marac Of those who returned an evaluation 94% reported an increase in their knowledge. Uptake of our 'Introduction to Gender Based Violence' LearnPro continues to be quite limited at 2 in Q1 (Q2 is pending). Midlothian has continued to embed the Safe & Together model into practice, which is led by the Children & Families Service Manager. Communications: During H1 EMPPC established a multi-agency communications group and a Twitter account, which is	100%	% of repeat referrals to MARAC within one year	Baseline: H1 14/15: 100% Target: 15/16 Target: 100% 14/15 target: 100%	40%		32%	H1 21/22: Off Target Slightly below the recommended repeat referral rate of 28%-40%
				Number of domestic abuse incidents recorded by the police	16/17 H1 549 17/18 H1 488			572	H1 21/22: Data only
				Proportion of men who successfully complete the Caledonian programme who do not have any crime reports completed for domestic abuse in the following 12 months	First year reporting on measure			N/A	H1 21/22: Data only Annual measure. Data will be available at year end. In addition to the Caledonian programme for non-court mandatory work Midlothian will offer a voluntary service for perpetrators of IPV from the Midlothian Families First Service.



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		improving the circulation of VAWG information publicly and within the Council.							
P.CSJ.3.2	Equally Safe Priority 4 'Men desist from all forms of VAWG and perpetrators of such violent receive a robust and effective response'. Action for a pathway group to be initiated between CJ and WAWG to take forward priority 4.	H1 21/22: On Target Approved by CJ Board that community justice will be responsible for the implementation of Priority 4.	100%	Development of Pathway and action plan				N/A	H1 21/22: First year reporting that will gather data from statutory and voluntary cases.

04. Road Safety






Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.4.1	Educate people regarding speeding, drink driving and responsibly parking	H1 21/22: <i>await update</i>	0%	Consult on and deliver a Midlothian road safety plan consult on and deliver a Midlothian road safety plan					H1 21/22: <i>data not yet available</i>

05. Communities improve their understanding and participation in Community Justice







Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.5.1	Ongoing engagement with local communities and business through social media - good news stories regarding CPOs and unpaid work beneficiaries	H1 21/22: On Target The CSJP continue to tweet on a regular basis to ensure communities are kept updated on CJ matters. A new set plan has been made to further engage the community via social media.	50%	The number of combined followers on CSJP social media platforms (Facebook and Twitter)		420.5		681	H1 21/22: On Target New set plan has been made to further engage the community via social media.
P.CSJ.5.2	Plan and deliver a seven day period of community justice advertising campaign focusing on case studies. This will highlight the link between education/training/employment, health inequalities, substance misuse, housing, positive attitudes, relationships	Q4 21/22: Partnership working with Edinburgh college to release media students short films on community justice which will support the seven day campaign.	80%	7 days of CJ campaign completed				No	H1 21/22: Initial planning with partnership is ongoing.
P.CSJ.5.3	Set up a standalone input on community justice in the quarterly Midlothian Health and Social Care Partnership Newsletter	H1 21/22: Off Target Not yet in progress. Held back due to COVID.	100%	CJ input in every Midlothian Health and Social Care Partnership Newsletter				No	H1 21/22: HSCP newsletter not currently being published. Discussions have taken place for CJ to provide input when it is restarted.
P.CSJ.5.4	Publish a Community Justice E-learning toolkit for all Council staff	H1 21/22: Complete E-toolkit is completed and online.	100%	Percentage of relevant partnership staff completing e-toolkit		50%		N/A	H1 21/22: E-Learning toolkit complete and mandatory to staff groups. First year recording data not yet available
P.CSJ.5.5	Redesign and develop measurable outcomes for beneficiaries of Unpaid Work Projects, and market online application form for unpaid work	H1 21/22: Complete	100%	Analysis of evaluation forms from beneficiaries of unpaid work. Increase positive feedback from beneficiaries				N/A	H1 21/22: Annual Indicator Delayed due to COVID – data will be collated in April 2022.



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.5.6	Review and renew the Communication Action Plan for 2020-23	20/21: Complete Signed off by CSJP Board	100%	Communications Plan 2020-23 produced and signed off by Community Justice Board				Yes	H1 20/21: Data only Complete and signed off by CSJP Board.
P.CSJ.5.7	Commitment from the Partnership to co-produce where possible	20/21: Complete Coproduction in CJOIP and several other projects. Plans in place for regular flow of information between CJ and Justice Clients. 6-week meetings being held.	100%	Level of involvement of partners and service users in planning and delivering services				Yes	H2 20/21: Complete Coproduction in CJOIP and several other projects. Plans in place for regular flow of information between CJ and Justice Clients. 6-week meetings being held.

06. Partners plan and deliver services in a more strategic and collaborative way


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.6.1	Commitment from CJ partners to participate in self-evaluation using the Care Inspectorate template	20/21: Off Target Initial meetings have taken place to discuss best methods of self-evaluation and communication has been made with CJ Scotland re prospective inspection outcome. Delayed due to COVID. This indicator will be merged with 5.2 and 5.3 and actioned in 2021/22.	20%	All statutory partners engage in the self-evaluation process by attending a workshop or completing an evaluation form		70%		0%	20/21: Off Target Delayed due to COVID. This indicator will be merged with 5.2 and 5.3 and actioned in 2021/22.
P.CSJ.6.2	Develop a shared vision for all partners	H1 21/22: On Target Progressed and a theory of change exercise planned with working group to develop vision.	100%	Vision developed and clearly communicated				No	H1 21/22: On Target
P.CSJ.6.3	Review membership and operation of Community Justice Board and Working Group	20/21: Off Target No progress. Delayed due to COVID. This indicator will be merged with 5.1 and 5.2 and actioned in 2021/22.	100%	Qualitative data from partners				No	H2 20/21: Delayed due to COVID. This indicator will be merged with 5.1 and 5.2 and actioned in 2021/22.
P.CSJ.6.4	Develop the Alcohol Problem Solving Court in Midlothian building on working relationship between health, justice services and third sector agencies	H1 21/22: Complete Alcohol PSC is now in operation but we have had no referrals (due to COVID and courts begin closed). Referrals will come from the sheriff to Justice.	100%	Number of assessments requested by the court				0	H1 21/22: Data Only No referrals due to COVID and courts begin closed. Referrals will come from the sheriff to Justice.
P.CSJ.6.5	Encourage Midlothian Community Justice partners to support the Y2K 180 Project by delivering relevant input	H1 21/22: Off Target Several partners have agreed to be involved and several inputs have already taken place. Discussion has taken place at providing CJ input to 180 project on a regular basis once the youth work resumes from COVID recovery.	50%	Level of CJ partnership involvement in Y2K 180 project. Positive feedback from service users of the 180 project				60%	H1 21/22: Data only Continued inputs when COVID-19 restrictions decrease contact to be made with Y2K to plan a programme of inputs from the partnership when service resumes fully.

07. People have better access to the services they require, including welfare, health and wellbeing, housing and employability


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.7.1	Launch ALISS database of services for Midlothian to raise awareness and understanding of the range of community based services that are available	H1 21/22: Complete All Midlothian services have been input onto ALISS which is live searchable. CJ communicated with ALISS and partners in gaining their own organisational editing rights. We now have a full directory via the online system.	100%	Number of Midlothian searches carried out on ALISS					H1 21/22: Complete Data to be collated in April 2022
P.CSJ.7.2	Publish free booklet - Community Justice directory for Midlothian	H1 21/22: Complete Booklet designed however print company can no longer maintain contract as a result of Covid. Booklet marketed electronically and through social media.	100%	Free booklet published, distributed and marketed online				Yes	H1 21/22: Data only
P.CSJ.7.3	Implement 'Housing First' in Midlothian	H1 21/22: Complete Housing first implemented.	100%	Number of individuals in tenancies receiving a package of support				6	H1 21/22: Data only On track to deliver 20 over the year. 12 currently have been approved for housing first.
P.CSJ.7.4	Build stronger links with Department of Work and Pensions, Welfare Rights and Skills Development Scotland and ensure better access to their services by creating drop-in clinics at Number 11	H1 21/22: Complete SDS and DWP are attending the No. 11 allocations meeting.	100%	Meetings held fortnightly via Microsoft teams with multi-agency team in attendance.		Yes		Yes	H1 21/22: On Target
P.CSJ.7.5	Continue the No 11 Practitioners Forum and develop a protocol	20/21: Complete Protocol/ISP signed off by legal department.	100%	Protocol developed and implemented				Yes	H2 20/21: Complete
P.CSJ.7.6	Create / develop an automatic referral process to third	H1 21/22: On Target	100%	Number of referrals to the No. 11 Practitioners Forum				N/A	H1 21/22: On Target



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	sector support agencies with a focus on males aged 18-26 with mental health and substance misuse issues (who are on CPOs)	The STRIDE service is now in operation and has initiated support and referrals.							Data analysis will be collected after year one of service delivery.
P.CSJ.7.7	Develop the Fresh Start worker's role within the wider justice context	20/21: Complete Fresh Start worker has been working to address poverty in conjunction with various organizations including Midlothian Council, Recovery Cafe; MELDAP, MELD, food banks and Social Bite Also working to reduce digital exclusion through Connecting Scotland, NHS, MELDAP. Fresh Start services are also being provided to refer unpaid work clients with complex needs.	100%	Fresh Start worker involved in increased partnership working - qualitative			 Yes		H2 20/21: Complete Providing mobile phones and top ups, food and fuel vouchers. Food delivered by various staff in SMS, NHS and unpaid work to various people including homeless accommodation Working with partners to ensure those excluded have computers, tablets and smart phones as well as data. Providing digital support. Assisting with completion of hours through other' category.
				Number of people taking up the Fresh Start service			 54		H1 21/22: Data only CGL staff attendance at St Leonards on Sundays to offer support for arrest referral services as of June 16th. All detainees go to St Leonard's as Dalkeith Custody suite remains closed.

08. Effective Interventions are delivered to prevent and reduce the risk of further offending


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.8.1	Redesign exit questionnaires for all individuals on Community Payback Orders to gain feedback on the service delivery of the justice team	20/21: Complete	100%	Annual analysis of completed questionnaires with findings used to inform future service delivery				N/A	H1 21/22: First analysis will be completed in April 2022 to provide 12 months data set.


09. Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.9.1	Develop new ways to engage with and support younger people in substance misuse treatment services	<p>20/21: Complete MYPAS has developed new ways to engage with young people during lockdown with a number of services moving online. When appropriate face-to-face meetings were arranged out of doors.</p> <p>Additional funding has been allocated to MYPAS to develop a young people's app to provide up to date and relevant information on services to support young people across Midlothian and East Lothian.</p> <p>MYPAS organised three cluster training sessions for a range of staff from different services on the Midlothian document, Positive Attitudes to Risk.</p>	100%	Number of young people supported across Midlothian in substance misuse treatment services				28	<p>H1 21/22: Data only In the period April to September 2021 a total of 28 young people received on-going individual support over this period. 332 appointments were offered and 249 undertaken. 71% of young people reported reductions in drug/alcohol use.</p>




Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.9.2	Increase the range of substance misuse treatment and recovery interventions available for individuals and their families delivered through Number 11	20/21: Complete Number 11 continued to provide a number of core services and increased its assertive outreach work through the appointment of an additional nurse. The number of high risk clients using Buvidal has increased and working in partnership with MELD people have been provided with a basic smart phone and /or data top ups to minimise their social isolation and help them 'keep in touch'. The Women's Supper Club stopped because of Covid-19 restrictions. A women's peer worker, based at Health in Mind has provided online support to women.	100%	Number of new interventions being delivered at Number 11				N/A	H1 21/22: Number 11 continued to provide a number of core services and increased its assertive outreach work through the appointment of an additional nurse. The number of high risk clients using Buvidal has increased and working in partnership with MELD people have been provided with a basic smart phone and /or data top ups to minimise their social isolation and help them 'keep in touch'. The Women's Supper Club stopped because of Covid-19 restrictions. A women's peer worker, based at Health in Mind has provided online support to women.
P.CSJ.9.3	Develop the role of peer workers, volunteers and other MELDAP services within Number 11	20/21: Complete This work is now completed with an agreed 3-tier pathway for peers. This pathway describes the three tier model, the requirements including additional qualifications required to progress and the salary levels attached to each of the three tiers.	100%	Number of peer workers and volunteers contributing to service delivery within Number 11					20/21: Not available due to COVID.


10. People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.10.1	Implement the programme designed by Recruit with Conviction	H1 21/22: On Target There was a delay in facilitating the RWC training inputs. These	100%	Number of representatives from relevant businesses (including Midlothian Council HR,				0	H1 21/22: Data only Workshops and training dates agreed and underway. Due to be completed by Dec 21.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		are now planned for Nov21 and Dec 21.		Business Gateway) who attend recruit with conviction training					
P.CSJ.10.2	Use Midsafe money to fund a youth project with specifics around supporting parents and family relationships	20/21: Complete Applications received and funding awarded to Stay for Play organisation. Awarded money in Dec 2020.	100%	Evaluation of project after one year				No	H1 21/22: Evaluation will be carried out in December 2021.

11. Individuals resilience and capacity for change and self-management are enhanced

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.11.1	Develop the SPRING service - specifically develop 'Stepping Stones' and the 'Next Steps' phase of SPRING	H1 21/22: On Target	100%	Increase the number of referrals to SPRING service for women				5	H1 21/22: Data only 5 new referrals have been received during the reporting period of April-September. The previous waiting list has now been reduced from 22 to 6. Women with involvement with Justice remain prioritised. This has been noticeable with those women who are subject to Structured Deferred Sentences (SDS).
				The number and percentage of women who attend Spring Service initial appointment who go on to engage with the service for at least three months				2	H1 21/22: Data only 30%. Women are now offered Stepping Forward (previously known as Stepping Stones) with greater flexibility. Further to the initial assessment women are encouraged to attend group and if this is not possible due to trauma response 1:1 work which mirrors the group work is offered until introduction to the group can be successful given thereby offering a tailored service approach.
				Number of women engaging with the Next Steps phase				3	H1 21/22: Data only Support from Stepping On is similar to Stepping Forward in that if women have a period of non-attendance at group then Spring's OT will reassess offering 1:1 support or if more appropriate signpost to other agencies. This is to ensure women have continued support once the Spring Service has ceased involvement.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.CSJ.11.2	Review and develop the structured programme Stepping Stones to incorporate elements of Cognitive Behaviour Therapy and Decider skills, in partnership with psychological therapies.	H1 21/22: Complete The Stepping stones programme materials and resources have been updated. They are currently being piloted within the group setting and feedback from participants has been positive.	100%	Feedback from women that demonstrate positive change for individuals.				Yes	H1 21/22: Positive feedback received. Psychological services have now committed to be part of the Spring Steering Group. The Spring service has made direct referrals to psychological services e.g. DBT. Spring staff are all trauma level 2 training. The Spring Team Leader and Spring Social Worker now facilitate trauma training.

Summary of successes

21/22:

Improving children and young people's mental health supports has continued to be a key focus this year. Over 500 children and young people have received support from additional early mental health support provision as a result of Community Framework and Midlothian Early Action Partnership (MEAP) funding. Further Community Framework funding for 22/23 was confirmed in December and this has been awarded to enable third sector organisations to continue delivering agreed activities from April '22 to March '23.

Feedback from beneficiaries, including families, carers and school staff – over 600 of whom have also received training, information, advice and practical support via the MEAP funded **Jigsaw Project** and **Community Framework projects** – has been overwhelmingly positive and has helped inform the decision to offer continuation funding to a number of current projects funded through the Framework, enabling them to continue offering effective support throughout 22/23.

Knowing how to access mental health supports in a timely way is a key priority and a blueprint for establishing a **single point of access** for requesting support has been drafted; funding is in place to recruit two key roles to take this work forward.

The actions and priorities of the **Early Years GIRFEC Subgroup** for 2021/22 have complemented the publication of the Public Health Scotland COVID-19 Early Years Resilience and Impact Survey (CEYRIS) which aimed to find out about the experience, and impact of COVID-19 and the associated restrictions on our young children (2-7 year olds) across Scotland. The research analysed the significant impact that the pandemic is having on children and families.

The early year's subgroup actions prioritised the following areas, all of which feature significantly in the CEYRIS impact report. **Healthy Start:** The Henry approach has been successfully rolled out to partners in the private, voluntary and public sectors. 30 practitioners have received the basic training from Henry and built the approach into their early intervention work with families. This includes Midlothian Sure Start who delivered online sessions to families which included inputs and discussions on meal planning, healthy eating habits, the 'eat well plate', weaning and breastfeeding, sleep support, healthy activities, wellbeing and practical cooking sessions where ingredients and utensils were provided. Feedback from the summer work was very positive and partners are interested in undertaking further training with HENRY to increase practitioner's skills and knowledge in terms of healthy eating and lifestyle work with families. Alongside this, Midlothian colleagues have contributed to the evaluation of the NHS pilot. The evaluation will be published imminently and will shape collaborative work on larger roll out and parent engagement. Consideration will be given to how the approach can be strengthened for 2022/23 in conjunction with the priorities of the Midlothian Mayfield Types 2 diabetes prevention test of change.

Family Learning

This year, our focus has been on evaluating the impact of the Parent's Involved in their Children's Learning approach which has been embedded in many Early Learning and Childcare settings and adopted by colleagues in health and the third sector. The University of Stirling has concluded the research which will be published following the May election. Overall, the evaluation of the approach found that "PICL has a constructive impact on the wellbeing of families with early year's children". It is an approach that is "succeeding to support key aspects of the parent-child relationship". This is the case especially for "parents' representations of their children's behaviours". The research found that as children's development progresses the outcome of a strengthened parent-child relationship is endeared. The research will also be presented at the annual conference for the European Early Childhood Education Research Association (EECERA) in July in Glasgow.

Early Language and Play skills project

Building upon an action from the 2020/21 plan to develop a consistent, early intervention approach to early language and play skills, this year has seen the roll out of the **Circle Up, Up and Away approach**. There has been significant

interest from organisations supporting children and their families to adopt this approach with 133 practitioners from across the private, public and third sectors completing the training. Baseline assessments for 77 children from the 6 pilot sites have been completed. Follow up data will be collected in May to establish impact. Anecdotal evidence is that the use of this approach is having an impact on the environment within the playroom and outdoors with a clearer focus on promoting early communication; interactions of the staff – more focused, more eye contact with the child, an awareness of developmentally appropriate interventions; and bringing consistency to all staff. Positive feedback on the approach was provided at a Care Inspectorate inspection at one of the phase 1 pilot settings in the private sector.

Another success to highlight this year was the implementation of the **increase in Early Learning and childcare funding** to 1140 hours per annum. Legislation came into effect on 1 August 2021 that places a statutory duty on education authorities to make 1140 hours of funded ELC available to eligible children. Midlothian Council introduced the expanded hours to all Midlothian families in the last academic year and continues to be able to deliver this duty. This expansion will improve children's outcomes, help to close the poverty-related outcome gap, improve family wellbeing and support parents and carers into work, study or training as we recover from COVID. Partners in the private, third, independent and childminding sectors across Midlothian have worked extremely hard to deliver this commitment in the difficult circumstances of the pandemic.

The **Equity and Inclusion GIRFEC Subgroup** has well established membership and is progressing actions for our key priority areas including reviewing partnership approaches to *ASN, Attendance, Poverty and Attainment, Nurture and Family Learning*. What has become progressively more evident is how interconnected the priority areas are and that consultation and planning and actions work to support the varied needs of our children young people and families. COVID, staffing and service restructures have impacted on the speed that work has progressed but the group has solidified the vision for the future and the need for all the work streams to be aligned.

The **Nurture strategy** was approved by the GIRFEC board and launched across the partnership. A nurture strategy group was established with representation across High Schools, Primary Schools and Early Years settings, Children and Families, the Inclusion and Well-Being Service, Community Life-Long Learning and third sector services. There are now 73 Nurture leads across services and 8 Collaborative Peer Support Network Groups. Further training and resources have been offered over the year to support the shared understanding of nurture in Midlothian. Training was held over 2 school in-service days with approximately 100 staff attending. 2 additional sessions were held with third sector services to discuss how their staff can be involved in supporting nurture in schools and council services. A digital platform has been created to share nurture based resources, this is advertised through the nurture newsletter and networks.

Education is undertaking a major review of how **Additional Support Needs** are understood, addressed and responded to in education and wider partnership services. 3 education staff have been seconded into the central team to support this work happening in a timely manner. Plans are in place to restructure staff and resources to ensure that all children across Midlothian have equal access to local supports for their needs. The final structure is awaiting financial approval before it is shared with wider partners. While the structure is an important part of this work other work is also progressing. New SEMIS guidance has been produced to support schools to ensure accurate recording of individual children's needs. This provides services with a data set to better understand the needs of our children and young people and ultimately plan and allocate resources.

Progress actions related to **attendance and attainment** is supported is closely linked with the plans for ASN. As such much of this work has been paused to ensure it will align with changes in the ASN pathway. Two pieces of research have been completed by Educational Psychology team to understand the use and impact of part time timetables and children and young People who have 0% attendance. This research has informed planning for the ASN review and future supports.

Plans to use the £700,000 of PEF money for a pilot project have been further developed into a final proposal for a sustainable **Whole Family Support Team**. This proposal has been developed with support from key partners across the partnership. The proposal now ensures that families can receive support for children from birth to 16, and will be enhanced with commissioned financial and therapeutic supports from third sector partners. The intention is for this service to be in operation by August 2022.

A reconfigured **Family Learning** working group has been established to review the need for a Midlothian Wide Family Learning Strategy/Approach. This working group is now a joint endeavour across the Early Years and the Equity and Inclusion Subgroups. This strategy is now in draft with a view to further consultation regarding the

commitments across the partnership and the key actions to achieve the ambition of having a sustainable offer of family learning across the age span and across Midlothian.

Further work has begun across the partnership to consider Solihull as a single theoretical model to underpin to family learning across Midlothian.

Children and young people have been supported to address their own alcohol and drug use and/or to minimise the impact of other's alcohol and drug use on their lives. Partners have been successful in engaging with young people and their families, promoting children's capacity to be heard within their family, and for partners to be able to have high challenge, high support conversations with parents. The mix of peer support and practitioner involvement is a key success in this, in supporting parents' empathic understanding of the impact of their substance use. Children 1st have used children's voices to support change, whether this has been parents accessing residential recovery, becoming more connected to support or where their voice has meant being removed from their parents care. An example is that of one child who used the Children Harmed by Alcohol toolkit "I don't like it when my dad is sick in the morning when he drinks". The father subsequently opted into residential rehab following the sharing of his child's experience of the impact of his alcohol use. During H2, 42 young people engaged in on-going MYPAS support for drugs/alcohol related issues, with a total of 482 appointments attended (average of 11.5 meetings attended per young person). Of these, 69% of young people reported reductions in drugs/alcohol use and 7 young people reported becoming drug/alcohol free.

The **Vulnerable Children and Young People GIRFEC Sub-Group** has been focusing on a variety of priorities. This includes an evaluation that was undertaken on the work around **Positive Approaches to Risk** guidance, which includes recommendation and areas for future developments. The guidance has been well received, is useful to practitioners and it addresses areas that concern practitioners and also explores areas they feel they have limited understanding/experience of.

The **Midlothian House Project**, which supports young people leaving care to live independently, has been very successful. The team are now in the process of developing an evaluation report to highlight the successes and outline future recommendations in terms of any continued work with Midlothian.

Work continues to progress actions outlined in the **Corporate Parenting Plan** and the Corporate Parent Strategy lead has been working with the Care Inspectorate strategic lead, to ensure our future plan is the best it can be.

A range of training programmes were offered across Midlothian, through excellent local partnership working, including:

- **Young people's Sexual Health Core and Confident RSHP training** programmes delivered to staff and volunteers from a range of settings to support them to be able to meet young people's sexual health needs. These programmes included current, relevant relationship, sexual health and parenthood (RSHP) education with confidence.
- **Relationship, Sexual Health and Parenthood (RSHP) training for practitioners working with Primary aged children:** 'Train the Trainer' programme was developed to support primary education to embed the RSHP into their health and wellbeing curriculum.
- **LGBT+ Awareness Training:** Sexual Health, MYPAS and the Inclusion and Wellbeing services delivered a LGBT+ awareness training programme which focused on increasing the knowledge around the needs of the LGBTQ+ community; increasing confidence in common terms used and practical ways to support LGBTQ+ young people in a school environment. 20 practitioners from education attended a 2 hour interactive online session on 16th August 2021.
- **Relationships, sexual health and parenthood training for practitioners working with young people with additional needs:** This training is currently being developed and will be delivered online through a series of short, recorded modules which you can access via a link. This would then be followed up by a short, 'live' Q&A session on Microsoft Teams. Further information please contact HealthyRespectTraining@nhslothian.scot.nhs.uk

There are currently 183 young people identified in Midlothian as **young carers**. Young Carer activities this year include 17 group-work sessions; 12 summer activity events and 25 young carers attended the drumming project delivered as part of the Youth Arts funding. Young carers also received 1-1 supports where appropriate. CLLE are now looking to recruit a Grade 7 post to continue the young carer work streams. This worker will continue to seek external funding for young carers. The team successfully obtained funding from the Carers Trust, Diamond Fund - Duke of Edinburgh Award. CLLE will continue to work with individual schools to ensure they can identify and more

accurately record young carers. Recently, 12 young carers were identified within primary schools as a result of this work stream.

In response to the Scottish Government's *A Rights Respecting Approach to Justice for children and young people: Scotland's Vision and Priorities Action Plan 2021-2022*, The **Midlothian Youth Justice Strategy** focuses on outcomes that must be achieved by 2024; Rights, Participation, Victim Support, Diversion from prosecution, no under 18's in YOI, improved use of data and improved communication. For the year 21/22, there were 202 referrals to youth justice and out of these, 54 were referred to children's services for an assessment of need and 7 were referred directly to SCRA. The number of repeat offenders has reduced significantly, indicating that our multi-agency approach to diversions is working.

The **Community Reach and Inclusion Bus (CRIB)** run by Heavy Sound was situated near Newbattle High School on Fridays between 11am – 3pm. This partnership venture provided support to young people who were not engaging in school and have been part of or are at risk of taking part in anti-social behaviour. An evaluation of the project will be undertaken during 2022.

The Midlothian Care Homes Manager, Police Scotland and the Early Intervention and Prevention Development Officer successfully piloted a **new project in relation to young people going missing from care**. This included the development and implementation of robust protocols which are being rolled out across other authorities. The pilot was innovative in that we agreed children's practitioner in the care homes workers would interview young people who were reported as missing and that they would seek further information or intelligence. This same approach is being rolled out and our staff have supported the delivery of training for return interviews in both East and Midlothian. A recent update has been added to the local protocol to include the use of taxis should a young person be required to be picked up and staff are unavailable to do this. The statistics for young people going missing in Midlothian continues to decline.

Summary of major challenges and actions to address them

21/22:

For the work led by Children 1st, on supporting children and young people to **address their own alcohol and drug use and/or to minimise the impact of other's alcohol and drug use on their lives**, the main challenge has been around **complexity of need**; the impact of COVID on parents' mental health and stability around substance use has been significant, meaning that they are supporting families for longer. We are also seeing **more co-working with social work**, with an increase in the number of families with child protection or looked after status referred into the service.

For those **Community Framework funded projects** seeking to deliver interventions via the creation of new posts there have been challenges in recruiting candidates with the requisite skills and experience during the lockdown periods; however, in each case it has been possible to arrange project extensions to accommodate these initial difficulties. The **Jigsaw Project** funded through the Midlothian Early Action Partnership was effectively paused for much of 2021 due to COVID restrictions and the resultant closure of schools, so a funding extension was negotiated enabling the project to continue on into Autumn 2022.

Significant financial investment is required to establish a **single point of access for mental health support**. The source of all of the funding has yet to be agreed.

COVID has continued to have an ongoing impact on staff absence, work pressures and priorities across the Partnership. Throughout the **Equity and Inclusion Subgroup** and related working groups this has impacted on the consistency of work and the progress with the agreed plan. Over the past year, we have seen a significant impact from extended periods of staff absence and staff moving on from key roles in Education, EPS and Children's Services. These changes in staff have had a direct impact on the working groups with leads of three Equity & Inclusion priority areas (Attendance, Nurture, and Family Learning) moving on to new roles. Again this has resulted in several actions being delayed.

Despite the delay, the sub group has continued to meet and refine the work required and have been able to examine where the work overlaps and how actions and priorities can be aligned. This has meant plans for consultation are more efficient and should avoid children, young people and families being consulted multiple times about similar

themes. Early 2022 has seen a number of key roles being recruited and new staff being introduced to the E&I sub group, this has enabled us to review the incomplete actions from 21/22 and develop achievable plans for 22/23.

In relation to Early Years, the publication of the CEYRIS study illustrates the importance of having localised information on children's development. Analysis of the Strengths and Difficulties Questionnaire results at a national level reveals that COVID19 has a negative impact on children's early language development. Looking at this information at a local level would help the subgroup plan for early interventions to support children and families with early language development. This year we set an action to improve data sharing. Unfortunately this is yet to be progressed mostly due to changes in organisational structures and staff absence. However, a meeting has been organised to discuss the challenges of data sharing and agree how information can be shared to ensure families get the right support at the right time.

As with other groups, the **Vulnerable Children and Young People's YP Group** are challenged with meeting the ever-increasing demands of the various work streams. The Group strive to ensure sustained and meaningful buy in from all partners.








Getting it Right for Every Midlothian Child Actions and PIs 21/22





01. Increased numbers of children will be safe, healthy and resilient






Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.GIRFEMC. 1.1	Children and young people supported by MELDAP commissioned services to address their own alcohol and drug use and/or to minimise the impact of other's alcohol and drug use on their lives	21/22: MELDAP funds two Midlothian services MYPAS and Children 1st. MYPAS works with young people aged 12-22 to provide information on the use of alcohol and other drugs including support to young people wishing to address their unhealthy use of these substances; primarily alcohol and cannabis. Children 1st provide whole family support to families where parental alcohol and drug use is a risk factor. While ensuring the children are safe and have the opportunity to thrive there is support for adults to improve their parenting skills. Children 1st works closely with adult treatment and recovery partners to help parents address their substance use.	100%	Number of children and young people provided with support		110		139	H2 21/22: On Target H1 = 61, H2 = 78
				Number of children and young people reporting improved family relationships		55		58	H2 21/22: On Target H1 = 21, H2 = 37
				Child/young person is at a reduced risk of harm as a result of parental drug and alcohol misuse		55		48	H2 21/22: Off Target H1 = 21, H2 = 27





02. Increased numbers of children and young people will receive timely and effective support when they need it

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.GIRFEMC. 2.1	Introduce additional earlier, community-level mental health supports	21/22: The Community Framework and Midlothian Early Action Partnership (MEAP) continue to fund additional earlier, community-level mental health services and supports	100%	The number of children and young people who receive support from additional early MH support provision as a result of Community Framework and MEAP early action funding				510	H2 21/22: Data Only C350 from Community Framework Services C160 from MEAP Project
P.GIRFEMC. 2.2	Pilot and evaluate a single referral pathway in an area of Midlothian (Penicuik)	21/22: It has been agreed that a Midlothian-wide roll-out will be the best way forward, as evidence already shows this works when done properly. Significant financial investment is required to undertake this work and the source of all of the funding has yet to be agreed. Blueprint drafted for a Midlothian-wide single referral pathway and presented to GIRFEC Board. Funding in place to recruit two key roles to take forward single referral pathway plans.	100%	Pilot in place and involving all key stakeholders		Yes		Yes	H2 21/22: On Target Instead of a pilot, research was undertaken to gather evidence of what works, which was shared with key stakeholders and a way forward was agreed.
				Interim evaluation of pilot completed with recommendations to GIRFEMC Board		Yes		Yes	H2 21/22: On Target Blueprint drafted for a Midlothian-wide single referral pathway and presented to GIRFEC Board. Funding in place to recruit two key roles to take forward single referral pathway.
P.GIRFEMC. 2.3	Identify and undertake earlier interventions that respond to the needs of individuals and reduce the numbers of 'inappropriate' referrals to CAMHS	21/22: The mapping work commissioned by MEAP was completed in April 2021 and the insights shared widely across Midlothian, including GIRFEC Board, CYP MH Strategic Planning Group	100%	Children and young people's feedback via Systems Mapping exercise (evidence-based, identification of supports needed and deemed a priority by children and young people)				49	H2 21/22: Data Only
				Percentage of referrals to CAMHS deemed as 'appropriate' referrals'				79.5%	H2 21/22: Data Only
P.GIRFEMC. 2.4	Pilot tier 1 intervention approach towards healthy eating and good nutrition in the Mayfield area,	21/22: 30 practitioners have been trained in the approach from across the public, private and third sectors. Local delivery partners have built the HENRY	100%	Number of practitioners trained in Henry approach		16		30	H2 21/22: On Target
				Number of families with children in the early years engaged in				44	H2 21/22: Data Only

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	ensuring a consistent message across services that support families with children under 5	approach into family work. Midlothian colleagues have contributed to the evaluation of the NHS pilot. The evaluation will be published in early 2022 and will shape collaborative work on larger roll out and parent engagement. Consideration will be given to how the approach can be strengthened for 2022/23 in conjunction with the priorities of the Midlothian Mayfield Types 2 diabetes prevention test of change.		healthy lifestyle family learning activities					
P.GIRFEMC. 2.5	Develop and embed best practice to support pregnant women who smoke to quit.	21/22: On target. 35% uptake of engagement well above the 10% target. This has been achieved through partnership with Quit your Way, midwives and third sector organisations.	100%	Increase the percentage of women identified as smoking at maternity booking who subsequently set a quit date with Midlothian's Quit your Way Service		30%		35%	H2 21/22: On Target
P.GIRFEMC. 2.6	Increase the availability of trauma-informed supports available to children and young people	21/22: Training on trauma-informed practice continues across Midlothian.	100%	Trauma informed workforce - number of staff trained across all services and organisations that support children and young people in Midlothian				466	H2 21/22: Data Only 359 trained at Level 1 107 trained at Level 2

03. There will be reduced inequalities in learning

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.GIRFEMC. 3.1	Create accurate data-set, to monitor and track CYP with additional support needs' progress in learning and attainment	21/22: New guidance has been shared with all schools to support more accurate data collection via SEEMIS. The current data set allows the central team to understand Midlothian's ASN profile	100%	Appropriate support is being provided, based on data in place that identify needs, leading to improved attainment over time		Yes		No	H2 21/22: Off Target Data set in place. Quality assurance of data underway. This will inform new structure, resource provision and quality assurance visits to schools.
P.GIRFEMC. 3.2	Data-set being consistently used to monitor and track CYP with additional support needs' progress in learning and attainment	21/22: Data set now in place this will be used for QA over coming year to track and monitor attainment.	100%	Accurate data-set is consistently used in all schools to monitor, track and evidence of CYP progress in learning and attainment		Yes		No	H2 21/22: Off Target It has been agreed this target was too ambitious and without a review of how data was collected it cannot be used to report and measure progress. This action will be carried forward to 22/23 Review is in progress
P.GIRFEMC. 3.3	Launch five-year Equity and Inclusion Strategy	21/22: Final draft of strategy has been shared with partnership for comment. Key partners were are not in post until April/June 22 so action will be carried over. Strategy is no longer a 5 year strategic plan but a framework for service delivery.	50%	Strategic plan approved by GIRFEMC Board		Yes		No	H2 21/22: Off Target Draft is in final stages
				Level of school attendance of care-experienced children and young people				91%	H2 21/22: Data Only
P.GIRFEMC. 3.4	Improve information sharing to support children that are identified as not meeting all their developmental milestones at the time of their health checks	21/22: Work is under away to improve the sharing of information. An initial meeting is arranged for 2nd May to discuss how this can proceed.	40%	Data sharing agreement in place		Yes		No	H2 21/22: Off Target This is ongoing

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.GIRFEMC. 3.5	Create a Midlothian Family Learning strategy that encourages family members to learn together, with a focus on intergenerational learning, and enables parents to learn how to support their children's learning and development	21/22: The FLS was a shared action with EY and E&I sub-groups. Given the focus of Family Learning across the age range, it has now been agreed that this action will be led by E&I. The working group has been recreated and draft is in place for comment across partners. Evaluation of PICL approach has concluded. The report will be launched at a celebration event in June 2022. The research findings will also be shared at the EECERA Conference in July. Overall, the evaluation of the approach found that "PICL has a constructive impact on the wellbeing of families with early year's children". It is an approach that is "succeeding to support key aspects of the parent-child relationship". This is the case especially for parents' representations of their children's behaviours. As their development progresses the outcome of a strengthened parent-child relationship is endeared.	50%	Strategy in place with identified actions		Yes		No	H2 21/22: Off Target Draft is in final stages and will be carried forward until 22/23.
				Evaluation of the implementation of Parents Involved in their Children's Learning Approach by Stirling University		Yes		Yes	H2 21/22: On Target
P.GIRFEMC. 3.6	Collaboratively implement the Circle Up, Up and Away approach as an early intervention for children in their early years who are at risk of language and communication delay	21/22: 133 practitioners from across the private, public and third sectors have been trained in the approach. Baseline assessments for 77 children from the 6 pilot sites have been completed. Follow up data will be collected in May to establish impact	75%	Number of Practitioners (education, health, private/voluntary sector) trained in approach				133	H2 21/22: Data Only
				Children that have been identified as at risk are assessed to have improved in their language and play development		Yes		Yes	H2 21/22: On Target Baseline information collected

Summary of successes

21/22:

Child Poverty Working Group has completed Year 3 Report. The governance to form a strategic child poverty group has been secured to drive a more strategic approach to poverty across the Council and CPP.

Youth volunteering recovery is improving in relation to volunteering opportunities available and work with schools and recovery targets are approaching pre-pandemic levels.

Local Employability Partnership has worked collaboratively to produce No One Left Behind Delivery Plan for Scottish Government for 2022/23 funding. Organisations secured employability grants to meet employability targets in 2022. This will continue for 2022/23. The increase in the number of parents, both in and out of work, who have engaged with Parental Employability Support has increased substantially over the second half of 2022.

Front line advice given by CABx has seen a huge increase and the amount of money gained for local residents through the CABx and Welfare Rights Team has vastly exceeded targets set.

Participation measure shows Midlothian is above the national average at 93.7% although the numbers entering HE remains below target. The unknown number of young people who are not in positive destinations continues to be kept at a low level due to the co-ordinated efforts of partners.

Progress towards the recovery targets identified in the CLD Plan is either very good or good, with steady progress made in all areas.

Council large and small grants, employability and TSi grants (health and wellbeing, community based adult learning and climate change) were co-designed and funds allocated through partnership panels, further enhancing a partnership approach. The panels for Council grants also included cross party elected members and community members who brought a range of knowledge and experience to the assessment process and decision making.

Summary of major challenges and actions to address them

21/22:

The impact of the cost of living and fuel increases will present a major challenge to the work of IOM. There is initial work underway around exploring approaches including Community Wealth Building, 20 minute neighbourhoods and food and growing strategies to combat this and develop a sustainable approach. The collaborative work around employability support will also help to move people into employment and better paid jobs.

Child poverty levels remain a challenge but the move towards having a strategic group to drive the agenda will leave the child poverty working group to focus on early intervention and prevention work and making an impact.




There is a continuing challenge around identifying and accessing suitable spaces in some geographic communities to deliver activities such as youth work and informal adult learning. Identifying buildings such as churches and community organisations is underway but there are costs involved which can mitigate against this use.

Improving Opportunities for People in Midlothian Actions and PIs 21/22













01. The number of children living in poverty is reduced









Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.1.1	Provide comprehensive support to families to maximise their income, increase their skills and access sustainable employment	<p>21/22: IFS: Most families engaging are referred by Early Intervention Team and require a great deal of family support and intervention so are not at the stage of entering employment and training. Now taking referrals from wider partners to address this and have a more balanced caseload to increase numbers achieving positive outcomes.</p> <p>PES: 155 parents engaged over the year, 77 new parents in Q4. 49 of these parents are already in employment but looking to upskill and get a better job. 11 entered part time employment, 7 entered full time employment and 2 became self-employed. Slightly below target set as Covid impacted on engagement and people moving into work due to changing family/carers commitments</p>	100%	Number of instances of front line advice given (CABS)		4,500	✓	12,790	H2 21/22: On Target
				Number of instances of specialist tribunal / appeal / support given (WRT)		700	✓	857	H2 21/22: On Target
				Amount of household income gained (WRT)		£3000000	✓	£4320090	H2 21/22: On Target
				Amount of household income gained (CAB)		£2,500,000.00	✓	£5,703,704.00	H2 21/22: On Target
				Number of Intensive family support (IFS) families entering into an action agreement		10	✓	19	H2 21/22: On Target Although referrals are higher than anticipated, most of the families are at stage 1 or pre-stage 1 which means they need lots of intervention before being able to progress to next stage in their journey
				IFS Participants no longer affected by debt as a barrier to social inclusion		7	✓	8	H2 21/22: On Target
				IFS Participants achieving positive outcomes (Employment and Education)		6	✓	8	H2 21/22: On Target
				Number of parents engaging in Parental Employability Support Programme		45	✓	155	H2 21/22: On Target
				Number of parents achieving increase in income through PESF		29	✗	26	H2 21/22: Off Target Due to Covid impact on parents moving into employment and/or changing jobs
				Number of parents achieving qualifications through PESF		32	✓	48	H2 21/22: On Target

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
									Exceeded target with most individuals achieving more than one qualification
P.IOFPIM.1.2	Reduce food insecurity and fuel poverty	21/22: The Food and Health Alliance group is no longer in existence and that a review of food insecurity is being undertaken in 22/23	100%	Numbers assisted with crisis application to Fuel bank Foundation (2 payments: £30 (1st April -31st Oct), £49 per year 1st Nov – 31st March) (CAB)		30		732	H2 21/22: On Target 2 payments of £30 = 356 2 payments of £49 = 376
				Implement new projects from Food and Health Alliance food insecurity recommendations including project on food vouchers and older people		3		N/A	H2 21/22: Not Available The Food and Health Alliance group is no longer in existence and that a review of food insecurity is being undertaken in 22/23.
P.IOFPIM.1.3	Reduce the number of children living in poverty in Midlothian	21/22: End Child Poverty estimates 23.9% children in Midlothian are living in poverty (after housing costs) for 19/20. It is expected this figure will increase with the rising cost of living.	100%	The Child Poverty Act sets out four statutory, income-based targets (all after housing costs) to be achieved by 2030 - Less than 10% of children in relative poverty		10%		23.9%	H2 21/22: Off Target 23.9% of children are living in poverty after housing costs compared to 24% nationally









02. Increase participation measures for young people over 16




Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.2.1	Foundation apprenticeships offered by Midlothian Council	21/22: 105 young people commenced FA 4, 5 and 6.	100%	Number of places taken up for next academic year/ number of successful completions (Midlothian Council)		75		105	H2 21/22: On Target
P.IOFPIM.2.2	Increase number of Edinburgh College places made available to Midlothian residents. Edinburgh College and partners	21/22: There have been 2088 enrolments from Midlothian for the 2021/22 academic session	100%	Number of places taken across 500 course options by Midlothian residents		3,000		2,088	H2 21/22: Off Target

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	(Council / DYW/ SDS) will engage in high profile marketing and communications recruitment activities								
P.IOFPIM.2.3	Ensure that transitional support is offered to young people in S4, 5, 6 who are at risk of leaving school without a destination	21/22: Transitional support offered to all secondary schools in Midlothian.	100%	Youth work offer in each cluster at no cost to participants for P6-S1		4		4	H2 21/22: On Target All four cluster have a minimum of junior and senior youth work offer
				Take up of 150 place alternative curriculum offer to leavers intending work as first destination to remain in learning and on school roll		100		0	H2 21/22: Off Target This was a C19 target and was not offered in 2021/22
				School college partnership offer expanded to include more digital qualifications		250		508	H2 21/22: On Target 6 SCP pupils currently enrolled on an SCP digital qualification e.g. FA or NPA IT Software Development
				NOLB offers made		40		41	H2 21/22: On Target
				Unknown's list average below 100		100		88	H2 21/22: On Target
				Sustain Participation Measure at 1% above national average		1%		1.5%	H2 21/22: On Target 2021 APM is 93.7% for Midlothian which is above the national average of 92.2%
				Care experienced / young carers % positive destinations is monitored and maintained within national average		71%		80.95%	H2 21/22: On Target Latest figures 2020/21 show 80.95% of looked after children in a positive destination compared to 87.94% in Scotland. Some caution is needed due to the small number of children captured in this data for Midlothian.
				Number of young people engaging in Croft Street Hub (formerly PAVE/PAVE2)		56		57	H2 21/22: On Target




Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
				Number of young people gaining positive destinations of which 60% gaining positive outcome		60%		95.3%	H2 21/22: On Target 789 leavers out of a cohort of 828 achieved 5 or more awards at Level 3
				Number of young people gaining 5 National 3 awards or above		90%		90.78%	H2 21/22: On Target The latest data is from 2021
				Ensure Data Hub is up to date for S4-6 pupils		Yes		Yes	H2 21/22: On Target
				Anticipated leave date (100%)		100%		99.6%	H2 21/22: Off Target S4 – 74.4% S5 – 93.6% S6 - 99.6%
				Preferred route (90%)		90%		92.7%	H2 21/22: On Target S4 – 60.3% S5 – 78% S6 – 92.7%
				Preferred occupations (70%)		70%		91.4%	H2 21/22: On Target S4 – 56.3% S5 – 76% S6 – 91.4%
				Number of young people who volunteer with Transform Project		40		39	H2 21/22: Off Target Engagement of young volunteers was returning to pre-Covid rates but Omicron restrictions Mid-December to February saw a slight reduction in new volunteers.
				No of sessions delivered to young people in Transform Project		90		99	H2 21/22: On Target

03. Increase the number of adults in employment and qualification levels of adults in Midlothian

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.3.1	Improve qualification levels for adults at levels SVQ1 and 4 and sustain qualifications levels at SVQ2 and 3	21/22: Offering more qualifications at both level 1 and 4 via CLLE, some SQA resulting will not be complete until summer 2022 for National 5 and Highers. Increase in number of courses offering first steps back to learning, mental health and wellbeing, digital skills	100%	Monitor qualification levels at SVQ 1	87.3%	84.2%		88.5%	H2 21/22: On Target The latest available information (Jan-Dec 2020) shows Midlothian is above the Scottish average of 86.2%
				Monitor qualifications at SVQ level 4	39.9%	40.6%		50.6%	H2 21/22: On Target The latest available information (Jan-Dec 2020) shows Midlothian is above the Scottish average of 49.0%
				Monitor number of people with no qualifications	7.9%	8.6%		5.4%	H2 21/22: On Target The latest available information (Jan-Dec 2020) shows Midlothian is below the Scottish average of 8.1%
P.IOFPIM.3.2	City Region Deal IRES programme offered in Midlothian	21/22: Awaiting Update	0%	Numbers of individual supported / % successful outcomes from joint Construction training programme at Loanhead and in Edinburgh College		14		0	H2 21/22: Off Target The joint construction course was cancelled during C19, and then a further decision was taken to withdraw the offer
				Number of Midlothian residents engaging in City Region Deal digital programmes				53	H2 21/22: Data Only
				Number of Midlothian residents gaining positive outcome through accessing Regional Skills Centres (sustained employment, additional hours, registering for support, assistance with accessing benefits)		20		31	H2 21/22: On Target
P.IOFPIM.3.3	Reduce the number of adults aged 16 to 64 economically inactive in Midlothian	21/22: Continue to monitor and track, currently more vacancies than available employees in Midlothian	100%	Reduce the number of adults aged 16 to 64 economically inactive in Midlothian - Tracking Only		24.1%		19.4%	H2 21/22: On Target The latest available information (October 20 - September 21) shows Midlothian is below the Scottish average of 23.9%
P.IOFPIM.3.4	Reduce the number of women claiming out of work benefits in Midlothian	21/22: Under Universal Credit a broader span of claimants are required to look for work than under Jobseeker's Allowance, so this number may rise	100%	Reduce the number of women claiming out of work benefits in Midlothian – tracking only		3.4%		2.2%	H2 21/22: On Target The latest information available in February 2022 shows 2.2% of females claiming universal credit



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
									which is below the Scottish and UK average
P.IOFPIM.3.5	Support adults into employment through partnership working	21/22: Completed pipeline update	100%	Review and update Employability Pipeline		Yes		Yes	H2 21/22: On Target Completed and published on website
				Numbers securing employment in health and social care sector through participation in Skills Boost programmes				10	H2 21/22: Data Only
P.IOFPIM.3.6	Support adults into further and higher education through partnership working	21/22: The Skills Boost health Care course was developed in partnership between Edinburgh College and NHS Lothian. 10 people from Midlothian signed up for the course with all offered a full-time job with NHS Lothian close to their home. We will continue to encourage individuals from Midlothian to access this opportunity.	100%	Numbers attending Skills Boost programmes and achieving positive outcomes				10	H2 21/22: Data Only

04. CLD Regulations are reviewed and new CLD plan agreed to meet statutory requirements



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.4.1	Review existing CLD Plan and produce new CLD Plan for 2021-24	21/22: Plan completed and approved by Council and CPP. Will be reviewed every 6 months and updated as required	100%	Plan produced and action plan reviewed quarterly		Yes		Yes	H2 21/22: On Target Plan completed
P.IOFPIM.4.2	Ensure equalities groups and representative bodies have their voice heard in the development of the	21/22: Complete – all equalities groups consulted via online survey and focus groups	100%	Number of equalities groups consulted		9		9	H2 21/22: On Target
				Number of voluntary sector groups consulted		20		20	H2 21/22: On Target


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	plan subject to Covid restrictions								

05. Increase opportunities for Midlothian residents to be digitally included





Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.5.1	Increase access to digital learning opportunities across partners	21/22: Digital inclusion - Skills Development training piloted across Health and Social Care, Midlothian Council and Third Sector workforce. Looking to expand this in 22/23	100%	Map provision and produce Midlothian Digital Pathway with routes into support networks		1		1	H2 21/22: On Target Basic map produced, incomplete participation
				Number of digital opportunities offered				81	H2 21/22: Data Only H1 = 78, H2 = 3

06. Third Sector organisations and volunteers have improved skills, resources and knowledge to achieve positive change

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.6.1	Deliver one to one business support, information and training to around 300 third sector organisations and individuals per year.	21/22: 94 Third Sector briefings sent out to 621 individuals 58 individual community groups, social enterprises and charities supported	100%	Number of instances of assistance		300		679	H2 21/22: On Target
P.IOFPIM.6.2	Deliver an annual Third Sector Interface training programme, of 10 training events	21/22: 10 online training events offered: . Good Community Engagement . Top 10 Social Media Tips . Measuring Social Impact, . Community Change makers (in partnership with CLL), . Writing a Good Funding Application, . 20 Minute Neighbourhoods . Minute Taking . Mental Health for Managers . Cyber Resilience for the Third Sector . How to Write a Good Funding Application	100%	Number of training events delivered		10		10	H2 21/22: On Target

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.6.3	Collaborate with Midlothian Council to deliver the 1 year actions in the revised Midlothian Third Sector Compact	21/22: Grant scheme co-produced and launched	100%	Co-produce new Council grants scheme		Yes		Yes	H2 21/22: On Target

07. Reduce health inequalities for people in Midlothian

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.IOFPIM.7.1	Deliver actions to contribute to the whole system approach to type 2 diabetes prevention in Midlothian	21/22: The diabetes prevention work has been hampered by COVID and also the lead worker has leaving the service.	0%	Review and reprioritise IOM members contribution to Diabetes prevention approach, minimum of 3 priorities		3		N/A	H2 21/22: Not Available The diabetes prevention work has been hampered by COVID and also the lead worker has left the service.
				Provide 6 monthly update on progress in relation to action plan		2		N/A	H2 21/22: Not Available The diabetes prevention work has been hampered by COVID and also the lead worker has left the service.
P.IOFPIM.7.2	Provide capacity building support to the Midlothian workforce to develop a prevention confident staff	21/22: Despite the pandemic staff have welcomed the opportunity to build their knowledge, confidence and skills in through various capacity building opportunities; noting it has felt positive to meet and learn with others and provided respite from the front line work.	100%	Provide learning sessions to statutory and third sector partners increasing their knowledge and understanding of health inequalities		10		N/A	H2 21/22: Not Available The diabetes prevention work has been hampered by COVID and also the lead worker has left the service.
P.IOFPIM.7.3	Number of direct opportunities for volunteering in the Health and Social Care Partnership	21/22: Due to restructuring of the public health team this information is not currently available.	0%	Number of volunteers co-ordinated by the Health and Social Care Partnership		3		0	H2 21/22: Off Target Due to restructuring of the public health team this information is not currently available.

Summary of successes

21/22:

Climate Emergency

The Actions identified in the 2021/2022 Single Midlothian Plan are intended to cover a three year period 2021/2024, and not all were expected to be delivered in the year 2021/2022.

The summary of success are:

- having a new acting Chair of the group, Midlothian resident, Rebecca Lewis.
- helping raising Climate Emergency on partners work agendas and the creation of a body of people working and interested in this area;
- work on biodiversity measures, including; incorporating further biodiversity work on school curriculum and engagement with Scottish Government; assistance with development of a Tiny Forest site of 600 trees at Bonnyrigg Primary School, identifying food growing and delivery of actions and priorities of the Midlothian Local Biodiversity Action Plan 2019-2024;
- ensuring Climate Emergency will be a central part of the review of the Midlothian Local Development Plan, including consideration of the role of “20 minute neighbourhoods”, peer review of the replacement documents as it emerges, potential for carbon off setting, and biodiversity in new development; and
- starting work on creating hubs for information on Climate Emergency and sharing best practice – both on line and in paper format, but primarily on line.

Business Gateway

The Business Gateway service continues to be digitally delivered with 2 FTE Advisers; Advisers are attending local networking events with partners to increase service reach. We have exceeded each target set for the 3 areas of business support demonstrating a level of recovery but we are still hearing concern around supply chain, labour shortages and Covid borrowings.

Stimulate interest in Social Enterprise as a business model:

We have supported 8 clients that were not aware of social enterprise as a model but did have social or environmental aims; all 8 have now expanded their initial ideas and set up as Community Interest Companies and continue to access Adviser support as they develop their social enterprises.

Develop Strategy for pilot community enterprise project and deliver:

Plan in place for virtual delivery of community enterprise sessions across Midlothian in 2022/23 contributing to Community Wealth Building objectives.

Support TCCF 1 & 2 funds:

TCCF 1 - of the seven applications approved (£910,000) all projects are now complete with Penicuik Town Hall completing in quarter 3.

TCCF 2 – A further extension to July 2022 due to supply chain disruption and labour shortages, 2 of the 4 successful projects are complete with work ongoing at Jarnac Court & Welfare Park.

Maximise opportunities to support recovery in the tourism sector:

We continue to support the development of the tourism forum's digital presence and have representation on the steering group. A member benefit has been included of a quarterly roundtable meeting with Economic Development and Business Gateway to raise challenges and opportunities; early intervention in new initiatives can help accelerate those that will encourage more visitors to Midlothian. Business Gateway has referred 40 businesses to MTF & membership is now at 55.

Promote local employment opportunities:

The Locate in Midlothian website continues to be a valuable tool for employability opportunities and employment support. Each social channel is targeting different audiences and each is performing well in terms of audience growth and interaction.

Provision of PACE redundancy service:

PACE Local support 18/10/2021 – 31/03/2022 funded by Scottish Government, no referrals received from the national service, 3 individuals reached via partners, 2 moved to positive destinations and one is engaged with BG to set up as a consultant. The delivery worker was seconded from the CLLE team and contributed to the wider work of economic development, they were actively involved in supporting businesses to sign up to the SLL Gift card and processing of Covid grants. The understanding of what we do, how we do it, the sharing of knowledge and expertise across the team has been a valuable learning experience for all involved, perhaps a consideration as a tool for nurturing talent.

Local Procurement:

We have a dedicated officer in economic development and although progress has stalled over the Covid years due to capacity in both teams, we are in a good position to now take this forward with momentum as businesses are more comfortable directing resource at future opportunities. Addressing a gap in the learning cycle, we are introducing a procurement mentor to the client journey providing 121 support; this should increase the volume and quality of local bids.

Tyne Esk LEADER Programme finished, end date 31-12-21. 'Test of change year' Tyne Esk LEADER Scottish Rural Parliament project completed with full Midlothian/East Lothian needs based funding strategy produced. This will inform the way forward with new fund 22/23 and beyond. Close links with communities fostered and communities primed for further engagement with the Scottish Rural Parliament. Opportunities to arise – Scottish Rural Youth Task Force/Scottish and Rural Islands Youth Parliament for young people, with Tyne Esk as potential first hosts, and Scotland's Older People Assembly for older people.

Rapid Re-housing Transition Plan 2021/22

Midlothian Council's Rapid Rehousing Plan (RRTP) was submitted to the Scottish Government on 30th June 2021. This sets out a vision that by 2024: an increased number of homeless households will obtain permanent accommodation, no homeless household will be accommodated in bed and breakfast accommodation, and the average time taken for the Council to complete its homeless duty will have halved from 105 to 52 weeks.

The RRTP sets out how Midlothian Council will continue the work undertaken to deliver key actions during 2021/22 and explains how Midlothian Council will address the next phase of its approach to transforming the services provided to those in housing need, including compliance with the Homeless Persons (Unsuitable Accommodation) (Scotland) Amendment Order 2020 that commenced on 1 December 2021.

These activities are crucial to reduce the time spent in temporary accommodation, improving the quality of temporary accommodation provided, continue to deliver Housing First and improve the health and wellbeing of those most vulnerable households. The plan also explains how Midlothian Council will address the next phase of its approach to transforming the services provided to those in housing need by developing other initiatives during 2021/22 and into 2022/23, with an emphasis on the prevention of homelessness, tenancy sustainability and early intervention.

During this reporting period, 99 households were assessed as homeless, with 385 households assessed since 1 April 2021. It is positive decrease of 22% in the overall number of homeless households assessed during as compared to 493 households assessed during 2020/21. Since 1st April 2021, 790 households have been provided

with advice and assistance compared to 515 for 2020/21 During 2021/2022 48 temporary properties have been successfully flipped to permanent tenancies. The service has also progressed the delivery of 22 housing first cases.

Summary of major challenges and actions to address them

21/22:

Climate Emergency

The Actions identified in the 2021/2022 Single Midlothian Plan are intended to cover a three year period 2021/2024, and not all were expected to be delivered in the year 2021/2022.

The summary of major challenges are:

- being able to deliver the required actions to help hit Net Zero by 2030;
- reviewing the range of extant carbon calculation methodologies and tools in use in government, academia and the private sector, and identifying one suitable, and publicising it;
- working with housing developers to maximise opportunities for land and buildings are set aside in new developments for use by retail and other local service providers
- working with local shop owners and service providers to identify opportunities for new local premises and outlets to serve currently unmet need;
- work to producing a directory highlighting Midlothian produce and how/where it can be obtained
- development of locally-owned Climate Emergency projects
- reviewing electricity grid capacity across Midlothian and assess its ability to handle predicted growth in electric vehicles, electric heating etc. identify bottlenecks and engage with relevant bodies to invest in upgrades;
- exploring the possibilities for a Council / private housing developer joint venture showcasing zero-carbon housing
- identify potential sites on Council and other partners land for renewable energy generation including solar, wind and ground-source heat pumps. Explore potential for community-owned schemes and joint ventures between public, private and community sectors
- working with car dealers, approve EV charger installers, Energy Saving Trust etc. to establish a 'one stop shop' for EV buyers in Midlothian to improve uptake, make the process of buying an EV and establishing the charging infrastructure seamless and smooth;
- reducing the need to travel to Edinburgh and beyond;
- review HGV/LGV movements within Midlothian - aim to limit numbers. Look at potential models for freight consolidation services within the county in order to provide a service to businesses and reduce the numbers of vans and HGVs throughout Midlothian
- promotion of A720 Orbital Bus route projects and consideration of tram extensions to Midlothian
- production of a new Midlothian Local Transport Strategy with reducing the demand for travel and reducing transport emissions at its heart.

As stated, Actions identified in the 2021/2022 Single Midlothian Plan are intended to cover a three year period 2021/2024, and not all were expected to be delivered in the year 2021/22. They do reflect the magnitude of work to be undertaken to hit the 2030 Midlothian Net Zero target.

Economic Development

Inward Investment Prospectus and campaign:

The updated brochure in near completion, we are awaiting a few inputs and then it will need to go to the graphics team, we plan to launch this in Q1 2022/2023.

Deliver Self Employment Awareness sessions

Self Employed Awareness Sessions is off target as roles changed at DWP related to Covid impacts and group support was paused. We are now booked to speak with JC work coaches on 4th May, to help them understand the support provided by Business Gateway so that they can identify the right clients at the right time for referral.

Future Dalkeith recommendations:

Only recommendation was work to develop 20 min neighbourhoods, picked up by planning colleagues but this has not progressed further with the University. The 20 min neighbourhood, or the Living Well Locally concept will be one of the themes included in the community enterprise sessions, to realise informal on the ground mapping of needs and opportunities alongside other priority themes such as fuel and food poverty supporting the net zero and community wealth building objectives.

Covid Response:

Increased workload on team due to the continuous need to process grants throughout the year and facilitate enquiries for those applications managed by CEC on Midlothian's behalf, this has had an impact on our ability to take forward recovery initiatives at pace.

Tourism Strategy – New Economic Strategy planned for 2022/2023 to include Tourism, Culture and Heritage.

Tyne & Esk Leader:

Uncertainty over staff contracts remains, still only extend to end May 22. Uncertainty over shape of new fund: launch of new fund by SG in May/June 22 but time needed for set up before monies can be allocated. Share of this (Scotland-wide £11.6m) to be allocated by end March 23.

Housing and Homelessness

There continues to be a significant demand placed on homeless and temporary accommodation services.

A key challenge for 2022/23 will be an increase in homelessness as the financial measures put in place to protect households during the Covid pandemic are now withdrawn, alongside the recent increase in energy, food and fuel costs, requiring a comprehensive preventative approach as set out in the Council's Rapid Rehousing Transition Plan.

Changeworks have been commissioned to deliver a 'Warm and Well' service, targeted at Midlothian Council tenants, in or at risk of fuel poverty to assist them live affordably warm in their homes. The project is aligned to Local Housing Strategy 2021-26 and works closely with Midlothian Council, health professionals, and other front-line organisations to identify those in need of support.




Sustainable Growth in Midlothian Actions and PIs 21/22







01. Maximise opportunities for inward investment and funding to the area

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.1.1	Develop the Inward Investment Prospectus	21/22: Off Target See PI for progress note.	85%	Prospectus published		Yes		No	H2 21/22: Off Target Statistics all now updated, gathering input from colleagues and will then need graphics, estimate publish May 2022.
P.SG.1.2	Inward Investment campaign, launch prospectus with video promo	21/22: On Target Launch May 2022 with the prospectus.	85%	Digital Marketing Campaign		Yes		No	H2 21/22: Off Target Linked to P.SG.1.1
				Locate in Midlothian Traffic		3,750		29,672	21/22: On Target Annual Target of 15,000 has been exceeded with 29, 672 visits to the website since April 2021 and continued incremental growth each quarter, 12,714 visit made during Q4 and 23,394 unique page views.
P.SG.1.3	Work with network of partners to promote opportunities and provide support	21/22: On Target Recent demand for larger industrial units from existing Midlothian businesses – 20,000 sq. ft. plus.	100%	Number of inward investment / indigenous investment enquiries received for sites/premises in Midlothian area.				79	H2 21/22: Data Only Being achieved through work with network of partners to promote opportunities and provide support although there is recent demand for larger industrial units from existing Midlothian businesses – 20,000 sq. ft. plus.









02. Work with Midlothian employers to understand skills needs and provide local employment opportunities

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.2.1	Promote local employment opportunities	21/22: Complete Regularly updated vacancies and posting to social channels to raise awareness and drive traffic to website. Employment support page is being accessed approximately by half the vacancy viewers.	100%	Growth in Digital Reach		Yes		Yes	H2 21/22: On Target Unique views to vacancy overview page 706 and 3207 job post views. This tells us that on average each visitor views between 4 and 5 jobs while on the site.
P.SG.2.2	Provision of PACE redundancy support	21/22: Complete Funding ended 31/03/2022 project complete.	100%	Number of positive destinations, employment, training, self-employment referrals.				3	H2 21/22: Data only Demand responsive
P.SG.2.3	Deliver Self Employment Awareness sessions	21/22: Off Target No sessions delivered	0%	Sessions with 1-2-1 / group follow up support if requested in partnership with Midlothian DWP		6		0	H2 21/22: Off Target No sessions arranged, capacity issues. BG presentation to Job Coaches to increase understanding of the support available.





03. Place based economic development approach to support the regeneration of Town Centres & Communities

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.3.1	Develop strategy for pilot community enterprise project and deliver (funding dependant)	21/22: Off Target Delivery delayed, plan in place to commence delivery April 2022.	90%	Pilot project commenced		Yes		No	H2 21/22: Off Target Delivery delayed, plan in place to commence delivery April 2022.
P.SG.3.2	Future Dalkeith recommendations – phase 2 project	21/22: Complete External organisation (One Dalkeith) managing the urban tactical kit. Other outcome of Future Dalkeith was some 20 minute neighbourhood work which is linking into the Local Development Plan. No actions identified for Economic Development to progress from the project.	100%	Attract funding for take forward recommended projects from Future Dalkeith project				Yes	H2 21/22: Data only One Dalkeith managing the urban tactical kit. Other outcome of Future Dalkeith was some 20 minute neighbourhood work which is linking into the Local Development Plan.
P.SG.3.3	Stimulate interest in Social Enterprises as a business model	21/22: Complete 8 individuals assisted	100%	Provide 1-2-1 support pre start		8		8	H2 21/22: On Target 8 individuals assisted
P.SG.3.4	Support the delivery of TCCF funds phase 1 & 2	21/22: Complete TCCF1 All complete TCCF2 – 2 out of 4 projects delayed completion date of end June (agreed with Scottish Government)	100%	All projects completed within timescales		Yes		Yes	H2 21/22: On Target TCCF1 All complete TCCF2 – 2 out of 4 projects delayed completion date of end June (agreed with Scottish Government)




04. Support regeneration of Town Centres

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.4.1	Local procurement strategy implementation	21/22: Complete The Procurement and Economic Development teams attended a Supplier Development Programme National buyer event in May 2021. No local events have yet been held. We have marketed local tenders and reached out to local businesses that may have an interest in tendering. The Lead Officer indicator was not progressed as procurement officers have regular meetings with service leads to communicate this message therefore it would be duplication	100%	Increase the number of local businesses accessing tender opportunity support		40		17	H2 21/22: Off Target The Business Gateway Advisers recommend tendering as a growth opportunity, 17 clients have accepted Supplier Development Programme support.
				Increase the number of Supplier Development Programme Workshops		1		1	H2 21/22: On Target Action plan to deliver local themed workshops.
				Develop a Lead Officer Forum to ensure sustainable supplier options to include Com Ben & net zero carbon		Yes		Yes	H2 21/22: On Target Progressing in line with demand.
P.SG.4.2	Provide business support	21/22: Complete Support provided upon request.	100%	Number of pre-start businesses supported		190		220	H2 21/22: On Target In total, 220 pre-start businesses were supported (PTS)
				Business start-ups claimed		160		122	H2 21/22: Off Target In total, 122 business start-ups were claimed in the year 2021/2022
				Established business support		150		230	H2 21/22: On Target Meeting demand when required.
P.SG.4.3	Maximise opportunities to support recovery in the tourism sector	21/22: Complete National perspective is to develop short term recovery plans; officer now working with the Tourism Forum to develop this in partnership.	100%	Develop a new strategy for Midlothian		Yes		No	H2 21/22: Off Target To be included in new Economic Strategy 22/23
				Business Gateway membership referrals to MTF		120		40	H2 21/22: Off Target The team has been supporting the tourism forum with marketing, funding application and Business Gateway held a coffee morning for the tourism sector (22 attendees) Business Gateway Advisers referring individual clients to membership of the forum.


05. The council's affordable housing programme will achieve net zero carbon emissions by 2030




Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.5.2	Review current Housing Options provision and replace with a series of shorter fact sheets	21/22: Complete Information/web content relating to accessing housing options and homeless services has been updated. Private rented sector, Social housing and other specialised areas now complete.	100%	Provide focussed information on specific housing options across all tenures				Yes	H2 21/22: Complete Information provided across all tenures
P.SG.5.3	Deliver "Leaving Home" education programme in Schools	21/22: Off Target No activity within schools due to Covid 19.	0%	Deliver to S2 and senior year groups across all high schools				No	H2 21/22: Data only Due to Covid 19 no activity has been possible in schools. This activity will recommence after the end of year exam programme.
P.SG.5.4	Raise awareness of energy saving or fuel poverty advice and assistance schemes	21/22: Off Target Changeworks have been commissioned to deliver a 'Warm and Well' service, targeted at Midlothian Council tenants, in or at risk of fuel poverty to assist them live affordably warm in their homes. This service started on 1 November 2021.	50%	Increase the number of households accessing energy saving or fuel poverty advice and assistance schemes	16/17: 3278 17/18: 2583 18/19: 2131	1,000		N/A	H2 21/22: Off Target Project focus has been on in-depth support to Midlothian tenants' resulting in financial gains and saving. Due to Covid rising cases at the start of the year events planned were cancelled. Focus on awareness raising / support available from Changeworks.
P.SG.5.5	Undertake review of affordable housing specification design guide taking account of Midlothian's ambition to achieve net zero carbon emissions by 2030	21/22: Complete Completed by external design consultant September 2021.	100%	Revised specification completed by external consultant				Yes	21/22: Data only Completed by external design consultant September 2021.

06. Agree and implement a standard methodology and tool(s) for measuring and accounting for carbon emissions in Midlothian.





Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.6.1	Review the range of extant carbon calculation methodologies and tools in use in government, academia and the private sector (to note this action forms part of a three year plan)	21/22: Off Target Work has commenced, but not progressed significantly. Forms part of a three year plan.	15%	Review undertaken (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Work not yet commenced.
P.SG.6.2	Agree on the most appropriate methodology/tool to use, consistent with national/local government/public body best practice (to note this action forms part of a three year plan)	21/22: Off Target Work not yet commenced. Forms part of a three year plan.	0%	Methodologies considered (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Council uses the most appropriate one currently for its reporting purposes.
P.SG.6.3	Publicise the availability and use of the methodology/tool and provide online guidance on how to use it (to note this action forms part of a three year plan)	21/22: Off Target Not yet commenced. Forms part of a three year plan.	0%	Methodologies publicised (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Work not yet commenced.



07. Promotion of 20 minute neighbourhoods in Midlothian

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.7.1	Promote the principles of the '20 minute neighbourhood' concept, as set out in the Scottish Government	21/22: Complete Principles have been promoted.	100%	Promotional work and awareness raising undertaken with relevant partners (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Engagement event with Midlothian Voluntary Action has occurred and being taken forward in the next Midlothian Local Development Plan.


Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	Position Statement on NPF4, November 2020, within all partner organisations (to note this action forms part of a three year plan)								More understanding and promotion work is needed.
P.SG.7.2	Work with housing developers to maximise opportunities for land and buildings are set aside in new developments for use by retail and other local service providers (to note this action forms part of a three year plan)	21/22: Complete Action will be taken up further through the Local Development Plan review.	100%	Engagement has taken place with housing developers (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Occurs where required in Midlothian Local Development Plan. Will be taken up further through the Local Development Plan review.
P.SG.7.3	Work with local shop owners and service providers to identify opportunities for new local premises and outlets to serve currently unmet need - work to producing a directory highlighting Midlothian produce and how/where it can be obtained	21/22: Off Target Direct work not yet commenced but forms part of three year plan.	40%	Engagement has taken place with local shop owners and service providers (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Ongoing and on Target (3 year indicator). Specific direct work Economic Development section of the Council has been involved this work.
P.SG.7.4	Work with Midlothian employers to identify measures to facilitate local employment, reduce the amount and distance of commuting and maximise use of walking, cycling and public transport to travel to work	21/22: Off Target Direct work not yet commenced but forms part of three year plan.	25%	Engagement has taken place with local employers (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Ongoing through Council work.




08. Climate Emergency Awareness Raising and Community Engagement

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.8.1	Promotion of Climate Emergency issues through a programme of engagement activities, including a sustained social media presence and investigation of setting Climate Emergency Hubs (to note this action forms part of a three year plan)	21/22: On Target Group meetings are being organised and meetings have been had with Scottish Government about establishment of an East and Midlothian Climate Change Hub.	25%	Promotion group established and is operational (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Group meetings have occurred in order to work out how this can be done and actions identified.
P.SG.8.2	Compile exemplars of Climate Emergency related projects, for wider circulation, that can prompt action and involvement (to note this action forms part of a three year plan)	21/22: On Target Group meetings have taken place.	50%	List of exemplar projects is compiled (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Group meetings have occurred in order to work out how this can be done and actions identified. Examples are being pulled together. More need to be pulled together and distributed.
P.SG.8.3	Development of locally-owned Climate Emergency projects (to note this action forms part of a three year plan)	21/22: Off Target	20%	Work progressed to take forward development of locally-owned Climate Emergency projects (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Promotion work has not been undertaken as envisioned/initially hoped for. The Community Engagement work will pick this up and work with partners to investigate how this can be improved.
P.SG.8.4	Learn from other projects and Community Planning	21/22: On Target Information currently being collated.	25%	Relevant projects identified and understood (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Information is being pulled together



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	Partnerships on Best Practice on Net Zero and Housing (to note this action forms part of a three year plan)								
P.SG.8.5	Work with Midlothian Council education services to establish what role Climate Emergency has in the school curriculum and activities. Identify if there are events that schools/children could become involved in. Cover all Climate Emergency, travel etc.	21/22: On Target Working with schools and the Scottish Government.	100%	Climate Emergency group partners liaise with Midlothian Council Education service (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Ongoing, and work done to promote this through the school curriculum and work with Scottish Government.
P.SG.8.6	Ensure that young people (esp. early years / primary / secondary) are supported to contribute to conversations and planning to support initiatives with the improvement of carbon reduction (to note this action forms part of a three year plan)	21/22: On Target Action to be achieved through engagement with the review of the Midlothian Local Development Plan and wider engagement.	50%	Climate Emergency group partners liaise with Midlothian Council Education service and other relevant bodies (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Will be achieved through engagement with the review of the Midlothian Local Development Plan and wider engagement.

09. Development of Renewable Energy





Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.9.1	Work with owners/operators of current renewable energy projects in Midlothian to explore potential for expansion into surrounding new housing projects (to note this action forms part of a three year plan)	21/22: Off Target Work not yet commenced but forms part of three year plan.	0%	Work undertaken with Midlothian Energy to take forward the action (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Work not yet commenced. However, there are not many current operators with whom to engage.
P.SG.9.2	Explore the possibilities for a Council / private housing developer joint venture showcasing zero-carbon housing (to note this action forms part of a three year plan)	21/22: Off Target Work not yet commenced but forms part of three year plan. However, the council is pursuing Passivhaus standard for its new social housing	0%	Work undertaken with Midlothian Energy to take forward the action (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Work not yet commenced.
P.SG.9.3	Explore developing a plan for decarbonising the electricity and hot water output from the Millerhill Energy from waste plant (to note this action forms part of a three year plan)	21/22: On Target Discussion has had with representatives of Midlothian Energy. Further discussion required.	100%	Work undertaken with Midlothian Energy to take forward the action (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Further work to be done.
P.SG.9.4	Explore developing a plan for extending district heating beyond Shawfair. Map opportunities (to note this action forms part of a three year plan)	21/22: Off Target Lack of GIS capacity in the Council to take this forward.	0%	Work undertaken with Midlothian Energy to take forward the action (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Lack of GIS capacity in the Council to take this forward.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.9.5	Build on experience elsewhere in Scotland to develop Midlothian-based projects for retrofitting of renewable heat systems in existing gas-heated domestic properties (to note this action forms part of a three year plan)	21/22: On Target Investigation work has commenced.	20%	All partners learn from experience elsewhere (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Indicator being developed through investigation work which has commenced.
P.SG.9.6	Review electricity grid capacity across Midlothian and assess its ability to handle predicted growth in electric vehicles, electric heating etc. Identify bottlenecks and engage with relevant bodies to invest in upgrades	21/22: On Target Work commenced but issues encountered in getting information.	50%	Assess capacity electricity grid capacity in Midlothian (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Need to pursue and get more information.
P.SG.9.7	Identify potential sites on Council and other partners land for renewable energy generation including solar, wind and ground-source heat pumps. Explore potential for community-owned schemes and joint ventures between public, private and community sectors	21/22: On Target Work ongoing.	30%	Consideration given by partners to potential sites for renewable energy (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target




10. Support and Promotion of Biodiversity




Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.10.1	Work with schools on biodiversity projects in their local areas, including on establishment of B-line projects (to note this action forms part of a three year plan)	21/22: On Target Ongoing, and work done to promote this through the school curriculum and work with Scottish Government.	100%	Climate Emergency group partners liaise with Midlothian Council Education service and other relevant bodies (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Work done to promote this through the school curriculum and work with Scottish Government
P.SG.10.2	Take forward community driven citizen science projects and keep people connected to nature (to note this action forms part of a three year plan)	21/22: On Target Projects going forward.	100%	Climate Emergency group partners work with relevant community and other bodies (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Projects undertaken: River Esk River Fly monitoring project.
P.SG.10.3	Investigate potential locations and interested parties in taking forward a community woodland including "Tiny Forest" proposals, or managed open space (to note this action forms part of a three year plan)	21/22: On Target Site identified and developed.	100%	Climate Emergency group partners work with relevant community and other bodies (including investigation of mapping of food growing areas) (to note this indicator forms part of a three year plan)		Yes		Yes	H1 21/22: On Target Site found and developed with 600 trees in April 2022.
P.SG.10.4	Promote wildlife corridors that connect urban and rural areas and across local authority areas (to note this action forms part of a three year plan)	21/22: On Target Action will be achieved through Council Education and Planning services.	100%	Climate Emergency group partners work with Midlothian Council, adjacent local authorities and relevant bodies (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Will be achieved through Council Education and Planning services.
P.SG.10.5	Promote local food growing (to note this action forms part of a three year plan)	21/22: On Target Sites searches being undertaken and implementation of Council Food Growing Strategy being taken forward.	50%	Climate Emergency group partners help take forward the Midlothian allotment and food growing strategy (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Implementation of Council Food Growing Strategy being taken forward and sites searches being undertaken. More work needed.

11. Place the Climate Emergency as the Central Theme of the Midlothian Local Development Plan no. 2

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.11.1	Review best practice in Scotland/elsewhere for embedding climate change mitigation/emissions reduction in planning policy (to note this action forms part of a three year plan)	21/22: On Target Being taken forward as part of considerations for the review of the Midlothian Local Development Plan.	50%	Climate Emergency Group members to work with Midlothian Council (Planning) to take forward (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Indicator forming part of considerations for the review of the Midlothian Local Development Plan and being taken forward as part of this. Further work required.
P.SG.11.2	Develop a measurable and verifiable plan for LDP2 to support delivery of Net Zero by 2030 (to note this action forms part of a three year plan)	21/22: On Target Being taken forward as part of considerations for the review of the Midlothian Local Development Plan.	100%	Climate Emergency Group members to work with Midlothian Council (Planning) to take forward (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Will be considered and taken forward with the review of the Midlothian Local Development Plan.
P.SG.11.3	Investigate possibilities for peer review of the climate emergency credentials of the next Midlothian Local Development Plan (to note this action forms part of a three year plan)	21/22: On Target Being taken forward as part of considerations for the review of the Midlothian Local Development Plan.	100%	Climate Emergency Group members to work with Midlothian Council (Planning) to take forward (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Indicator forming part of considerations for the review of the Midlothian Local Development Plan and will be taken forward as pan review occurs.
P.SG.11.4	Investigate a policy mechanisms for carbon off setting requirements for new development in Midlothian (to note this action forms part of a three year plan)	21/22: On Target Being taken forward as part of considerations for the review of the Midlothian Local Development Plan.	100%	Climate Emergency Group members to work with Midlothian Council (Planning) to take forward (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Consideration of carbon off setting requirements will be taken forward in the review of the Midlothian Local Development Plan.

12. Transport



Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.12.1	Investigate potential for Bus Partnership Projects in Midlothian to get bus routes in place at the start of a new development before car based travel patterns form or are exacerbated (to note this action forms part of a three year plan)	21/22: On Target Bus partnership work on going.	25%	Potential for Bus Partnership Projects in Midlothian have been investigated for new development (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Bus partnership work on going. Being taken forward as part of considerations for the review of the Midlothian Local Development Plan.
P.SG.12.2	Reduce the need to travel into Edinburgh or other areas – improve employment, training and educational opportunities in Midlothian by increasing or promoting local provisions (to note this action forms part of a three year plan)	21/22: On Target Some progress made, this action forms part of a three year plan.	25%	Support, where appropriate, local employment and training opportunities (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Support provided upon demand. Economic Development are working on taking this forward.
P.SG.12.3	Promotion of A720 Orbital Bus route projects and consideration of tram extensions to Midlothian (to note this action forms part of a three year plan)	H2 21/22: On Target Action has been a standing item for Midlothian Local Plans and Local Development Plans. More work will be done through the Local Development Plan Review.	20%	Opportunities are taken for promotion of the A720 Orbital Bus route projects and consideration of tram extensions to Midlothian (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Progressing well, more work will be done through the Local Development Plan Review, has been a standing item for Midlothian Local Plans and Local Development Plans. The item is raised through national strategic transport reviews.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.SG.12.4	Review HGV/LGV movements within Midlothian - aim to limit numbers. Look at potential models for freight consolidation services within the county in order to provide a service to businesses and reduce the numbers of vans and HGVs throughout Midlothian	21/22: Off Target Work not yet commenced but forms part of a three year plan.	0%	Relevant partners work together to consider the action (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Work not yet commenced.
P.SG.12.5	Work with car dealers, approve EV charger installers, Energy Saving Trust etc. to establish a 'one stop shop' for EV buyers in Midlothian to improve uptake, make the process of buying an EV and establishing the charging infrastructure seamless and smooth	21/22: On Target Forms part of a three year plan.	20%	Work undertaken with car dealers to investigate how purchase of electric vehicles can be simplified (to note this indicator forms part of a three year plan)		Yes		Yes	H2 21/22: On Target Consideration has been given to an EV event in Midlothian, but further work required.
P.SG.12.6	Work with communities and regional transport partners to investigate support for production of an updated Local Transport Strategy with reducing the demand for travel and reducing transport emissions at its heart	21/22: Off Target Work forms part of a three year plan.	10%	Relevant partners work together (to note this indicator forms part of a three year plan)		Yes		No	H2 21/22: Off Target Work not commenced with all partners. Internal discussion had in the Council to take it forward.

Equalities Actions and PIs



Equalities

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
P.EQU.1.3	Establish a project which raises awareness of the environmental impact of period products and promotes "plastic-free periods" whilst recognising socio-economic barriers and addressing period poverty.	H2 21/22 Home delivery pilot with renewables starts in June 2022	0%	Number of people accessing a more environmentally-friendly/sustainable choice of period product					On target data will be available monthly
P.EQU.1.4	Find opportunities for equalities characteristics groups to maximise influence by working together	H2 21/22 Midlothian Mela and Equal Midlothian week and other equality projects led by CLLE attracted 135 people.	0%	Number of joint working actions undertaken (projects)	2	1		4	H2 On target 4 projects completed.



Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Midlothian Community Planning Partnership – Single Midlothian Plan 22/23
Completion Date	March 2022
Completed by	CP Manager, CP Dev Officer and Thematic Leads including child poverty
Lead officer	A Lang

Type of Initiative:

Policy/Strategy

Programme/Plan
Project
Service
Function
Statement of Intent

New Single Midlothian Plan

New or Proposed
Changing/Updated
Review or existing
Other

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.

The Single Midlothian Plan sets out the priorities with the communities in Midlothian, using data and local people's views to inform the outcomes for next five years with a one year action plan. Its primary purpose is to address inequality and ensure better outcomes for all. There are five thematic groups which their own improvement actions. The overall legislation covering community planning is the Community Empowerment Act 2015. The specific legislation/drivers/strategy effecting other thematic groups are:

- Community Justice Outcome Improvement Plan
- National Community Justice Strategy Plan
- Community Justice (Scotland) Act 2106
- Equally Safe Priority 4 all men desist from Violence against Women and Girls
- Child Poverty Scotland Act 2017
- Midlothian Local Development Plan (2017)
- Climate Change (Emissions Reduction Targets) (Scotland) (Act 2019)
- Midlothian Council Climate Emergency Declaration Dec 2019
- The Children and Young People's (Scotland) Act 2014; Getting It Right For Every Child; United Nations Conventions on the Rights of the Child (UNCRC).; Our work is also influenced by the principles summarised in The Promise.
- Housing Scotland Act (1987, 2001, and 2014).
- Housing to 2040
- Scottish Government National Strategy for Economic Transformation
- Regional Prosperity Framework
- ESES City Deal
- Midlothian Strategy for Growth 2020-2025 + Economic Renewal
- National health and wellbeing outcomes framework - gov.scot (www.gov.scot)
- https://www.midlothian.gov.uk/download/downloads/id/3940/allotment_and_food_growing_strategy_2020_-_2030.pdf

No One Left Behind: delivery plan - gov.scot (www.gov.scot)

What will change as a result of this policy?

Vision

By working together as a Community Planning Partnership, individuals and communities will be able to lead healthier, safer, greener and successful lives by 2030. No child or household need live in poverty. Midlothian will be a Great Green Place to Grow by achieving our net zero carbon ambitions

5 year outcomes

- **Individuals and communities have improved health and learning outcomes**
- **No child or household living in poverty**
- **Significant progress is made towards net zero carbon emissions by 2030**

Through the working community planning we wish to improve outcomes with local communities to reduce inequalities.

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

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>The evidence from the Midlothian Profile (https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian) and SIMD continues to highlight the 3 priority areas - Mayfield and Easthouses, Gorebridge and Central Dalkeith/Woodburn should be prioritised.</p> <p>Midlothian's population is characterised by:</p> <ul style="list-style-type: none"> • larger than average young, and retired, segments; • A slightly smaller than average working-age population; and • The female proportion of the retired population increasing as it ages. • General health remains good, while the incidence of limiting long-term illness appears to have increased. • Cancer; coronary heart disease; respiratory disease, and diabetes all show large variations across Midlothian that correlate to areas of deprivation. • Midlothian has a higher rate of multiple admissions than the Lothian average, but slightly lower than the Scotland average rate. • The number of adult referrals to Social Services has increased. The increase in Community Care services (Home care, Telecare etc.) corresponds to the increase in Midlothian's 65+ population. The number of Midlothian residents in care homes has decreased.

- Unemployment, qualification levels, positive destination and wages
- Economy
- Employment: Employment levels in Midlothian is above the Scottish figures.
- Local Business: In 2020 Midlothian had 2,720 businesses. 89.9% of these (2,445) were small employers, 3.7% medium (100), 6.4% large (175).
- Types of employment by industry. The largest single industrial sector is retail/wholesale, followed by human health/social work, Education, Manufacturing and construction.
- Economic site supply: There were 28 separate business parks/economic development sites in 2018.
- total number of homeless app during 21/22 – 350
- total number of applicants for housing with the Council 4,363 - as of end of Feb
- end of Feb total number of active homeless applications 706
- Homeless data and request for housing, waiting list
- Midlothian Council Housing 7,000+
- Children and young people aged 21 years and under account for 25.5% of the population of Midlothian.

2019 Midlothian Carbon Emissions (Units are ktCO₂, except for *, which is tCO₂)

Total emissions	373.2
Industry & commercial	79.07
Domestic	137.7
Transport	136.7
Public Sector	19.7
Per capita*	4.04

- GVA is the GDP adjusted for taxes and subsidies and is regarded as a better measure of the economic wellbeing - 2019 is the last updated figures - GDP £1.954m GVA £1.662M for Midlothian.
- Midlothian Child Poverty overall 2019/20 - Child Poverty 23.9%

Variation in child poverty rates across Midlothian, 2018-19

Ward	2018/19
Penicuik	14%
Bonnyrigg	11%
Dalkeith	35%
Midlothian East	23%
Midlothian South	26%
Midlothian West	11%

- ¶

Data on service uptake/access

- GIRFEC: National and local research and evidence tells us that we need to work towards ensuring more children and young people receive timely and effective mental health support when they need it. The data tells us that we need to continue increasing our preventative approaches and early interventions that support children and young people's mental health and wellbeing.
- Adult Health:

2020/21 targets and actuals

Indicator	2020/21 target	2020/21 target (rate per 100,000)		2020/21 (rate per 100,000)		Target met
		Annual	Monthly	Annual	Monthly	
1. A&E attendances	Maintain	31,543	2,629	26,390	2,199	✓
2. Emergency admissions	5% decrease	9,207	767	9,207	767	X
3a. Unplanned bed days (acute)	10% decrease	60,888	5,074	57,459	4,788	✓
3b. Unplanned bed days (GLS)	Decrease	<13,733	<1,144	14,122 (p)	1,177 (p)	✓
3c. Unplanned bed days (MH)	Decrease	<15,910	<1,326	12,903	1,075	✓
4. Delayed discharges occupied bed days	20% decrease	9,836	820	9,779	815	✓
5. Last 6 months of life (% in large hospital)	Decrease	<8.7%	-	7.4%	-	✓
6. Balance of care (% at home)	Increase	>96.4%	-	96.7% (p) - 2019/20	-	✓

(p) = provisional

- Indicators 3b and 6 are still provisional, and 6 is for 2019/20.



2. Flu Vaccine Uptake in Midlothian

Group	Number Vaccinated	Population Estimate	% Uptake
All adult vaccinations	37,220	NA	NA
Clinically extremely vulnerable or severel..	2,880	3,263	88.3%
Age 70 and over	11,715	13,186	88.8%
Age 65-69	4,514	5,249	86.0%
Age 50-64	12,822	20,342	63.0%
Adults age 16-64 who are in a flu at-risk ..	10,396	15,353	67.7%
Adult vaccinations given at schools/nurs..	779	NA	NA
Pregnant women	681	864	78.8%
Pre-school children (2-5yrs)	2,143	2,967	72.2%

1. Covid % Uptake for Midlothian

Group	Number Vaccinated (booster/Dose3)	Population Estimate	% coverage
All adults	59,099	NA	NA
Severely Immunosuppressed*	1,076	1,147	93.8%
Clinically extremely vulnerable	2,916	3,165	92.1%
Age 80 and over	3,843	4,301	89.4%
Age 70-79	8,321	8,842	94.1%
Age 60-69	10,518	11,615	90.6%
Adults age 16-64 at-risk*	12,375	15,448	80.1%
Age 50-59	12,091	13,965	86.6%
Age 40-49	9,154	13,949	65.6%
Age 30-39	8,557	14,247	60.1%
Age 18-29	6,377	12,586	50.7%

- number accessing homeless prevention advice and assistance services during 21/22 684 total number of cases of homeless prevention cases during 21/22 189

	<ul style="list-style-type: none">• Housing lets 21/22 - total lets 21/22 - 395• Liberations• Stride uptake• Spring uptake• Unpaid work uptake• Climate change – uptake not applicable• Business Gateway uptake/growth• Green projects business value								
Data on quality/outcomes	Add in H1 or H2 reporting for Single Midlothian Plan See appendix B for data on quality outcomes for H1								
Research/literature evidence	<p>The Midlothian Profile, Citizens Panel and the SMP provide an evidence base of the needs of the residents in Midlothian.</p> <p>Good practice from other local authorities on climate change https://edinburghcentre.org/</p> <p>Health's consultation and link to results and on strategy</p> <div></div> <p>2022-03-02 Wider Community Planning Impacts Dashboard.doc IIA Data _service and i</p>								
Service user experience information	<p>CLLE satisfaction rates: Q3 95.4% of CLLE service users in 21/22 were very satisfied with the service.</p> <p>Employability Customer Charter Standard – Midlothian's Score Card from the Service User Consultation March 2022 note only 39 responses from across partnership service users). (Above 85% Green, below 50% red)</p> <p>1 – Green, 10 Amber and one Red</p> <table><tr><td>With patience, kindness and consider how you feel. 80% (Always)</td><td>Listened to you, treat you as an individual and respect your privacy. 82.22% (Always)</td><td>Treat you fairly and without discrimination. 86.67% (Always)</td><td>Make sure the service meets your needs and they are will to change so they can 71.11% (Always)</td></tr><tr><td>Staff are knowledgeable about the challenges those seeking support face 60.47% (Always)</td><td>Work with employers to make sure you have the best start possible in your new job if you want it. 50% (Always)</td><td>Make services easy to find and use. 61.36% (Always)</td><td>Recognise your past experience and work with you to create a plan with other supports included. 55.56% (Always)</td></tr></table>	With patience, kindness and consider how you feel. 80% (Always)	Listened to you, treat you as an individual and respect your privacy. 82.22% (Always)	Treat you fairly and without discrimination. 86.67% (Always)	Make sure the service meets your needs and they are will to change so they can 71.11% (Always)	Staff are knowledgeable about the challenges those seeking support face 60.47% (Always)	Work with employers to make sure you have the best start possible in your new job if you want it. 50% (Always)	Make services easy to find and use. 61.36% (Always)	Recognise your past experience and work with you to create a plan with other supports included. 55.56% (Always)
With patience, kindness and consider how you feel. 80% (Always)	Listened to you, treat you as an individual and respect your privacy. 82.22% (Always)	Treat you fairly and without discrimination. 86.67% (Always)	Make sure the service meets your needs and they are will to change so they can 71.11% (Always)						
Staff are knowledgeable about the challenges those seeking support face 60.47% (Always)	Work with employers to make sure you have the best start possible in your new job if you want it. 50% (Always)	Make services easy to find and use. 61.36% (Always)	Recognise your past experience and work with you to create a plan with other supports included. 55.56% (Always)						

	<p>Make the information and processes as clear and easy as possible.</p> <p>69.77% (Always)</p>	<p>Give you direct ways to use the service in person, online, by email or on the phone.</p> <p>63.64% (Always)</p>	<p>Ask you how well the service is helping you and how we/they could make it better.</p> <p>62.22% (Always)</p>	<p>Make it easy for you to feel comfortable to ask for improvements or make a complaint.</p> <p>60% (Always)</p>
	<p>Carers' and service users' experiences were sought and woven throughout the planning process for the Strategic Commissioning Plan</p> <p>Planning Leads also have access to data from:</p> <ul style="list-style-type: none"> - National Health and Wellbeing Outcomes. - Consultation with people who use the service - Local Citizen's Panel <p>(https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian)</p>			
Consultation and involvement findings	<p>The Single Midlothian Plan continues to be developed using a co-production model. In line with the Midlothian COMPACT TRACK values —Togetherness, Respect, Accountability, Creativity and Kindness—this ensures that the relationships between our sectors develop in ways which ensure the best outcomes for local communities.</p> <p>https://www.midlothian.gov.uk/downloads/download/735/midlothian_compact_2020-2025_pdf</p> <p>The single Midlothian plan is informed by consultation through thematic groups and the work of the community partnership is reported to communities for feedback. In addition key equality groups provide direct feedback Midlothian PEG and Faith Partnership Group. Housing tenant's participation officer liaises with the tenants group over the actions within the SMP.</p> <p>The following link advertises current consultations that can form the SMP priorities.</p> <p>https://www.midlothian.gov.uk/directory/33/consultations/category/182</p>			
Good practice guidelines	<p>The SMP complies with guidance set out by the community empowerment act 2015 and is informed by the review of CPP improvement service.</p> <p>https://www.improvementservice.org.uk/what-we-do/support-for-community-planning-partnerships</p>			
Other (please specify)				
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 - opportunities to reduce social isolation, improve health and wellbeing and develop new skills.
Young people and children	Positive - enable young people and children to access new opportunities, receive 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 maternity)	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training and improve written and spoken language skills.
Refugees and asylum seekers	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training and improve written and spoken language skills.
People with different religions or beliefs (included people with no religion or belief.	The Faith Partnership is a subgroup of CP provides a forum for faith based groups to directly influence the work and priorities of the SMP. However between 2020 and Jan 22 the faith partnership did not meet. In order to ensure the voice of faith partnership is heard this group will be

	reconvened
Lesbian; gay bisexual and heterosexual people	MPEG is a key consultative group of the CPP and SMP and provides a forum for those from equalities groups to influence the SMP.
People who are unmarried; married or in a civil partnership	Positive - opportunities to reduce social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
Those vulnerable to falling into poverty	
Unemployed	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
People on Benefits	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
Single Parents and vulnerable families	Positive - opportunities to receive specialist support and improve health and wellbeing.
Pensioners	Positive - opportunities to reduce social isolation, improve health and wellbeing and develop new skills.
Looked after Children	Positive - opportunities to receive specialist support and improve health and wellbeing.
Those leaving care settings ((including children and young people and those with illness)	Positive - opportunities to receive specialist support and improve health and wellbeing.
Homeless People	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
Carers (including young carers)	Positive - opportunities to receive specialist support and improve health and wellbeing.

Those involved in the criminal justice system	Positive - opportunities to learn new skills and increase access to employment, education and training.
Those living in the most deprived communities (bottom 20% SIMD areas)	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
People misusing services	Positive - opportunities to receive specialist support and improve health and wellbeing.
People with low literacy/numeracy	Positive - learn new skills and increase access to employment, education and training and improve written and spoken language skills.
Others e.g. veterans, students	Positive - opportunities to receive specialist support and improve health and wellbeing.
Geographical Communities	
Rural/ semi-rural Communities	Rural and semi-rural communities are able to influence the SMP through the citizen's panel survey, through FCC reps in CP planning, and directly within the sustainable growth thematic area.
Urban Communities	Urban communities, including the formulation of the local plan, are able to influence the SMP through the citizen's panel survey, through FCC reps in CP planning, and directly within the sustainable growth thematic area.
Coastal Communities	n/a

5. Are there any other factors which 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?

Yes. The citizen's panel survey is operated by a procured company.

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?

Information published by Midlothian Council can be provided on request in many of the community languages and in large print, Braille, audio tape or BSL. For more information, please contact the Equality, Diversity & Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

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	Third sector organisations will be able to continue to provide locally based services addressing the needs of their local communities.
Promotes good relations within and between people with protected characteristics and tackles harassment	Third sector organisations will be able to continue to provide locally based services addressing the needs of their local communities.
Promotes participation, inclusion, dignity and self- control over decisions	Volunteer grant panel vacancies were advertised via Myjobscotland and through existing networks. They had an equal say in the scoring of applications. Unsuccessful applicants will not be identified in the public report to protect their dignity.
Builds family support networks, resilience and community capacity	Those funded will benefit through enhanced family support, resilience and community capacity support. Those not funded will be offered tailored support to attract additional resources and funding.
Reduces crime and fear of crime	N/A
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity	Those funded will benefit through enhanced support focussing on health and wellbeing. Those not funded will be offered

Life Skills	tailored support to attract additional resources and funding.
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	Will support projects that aim to reduce carbon emissions.
Plan for future climate change	Will support projects that aim to reduce carbon emissions.
Pollution: air/ water/ soil/ noise	Will support projects that aim to reduce carbon emissions.
Protect coastal and inland waters	Will support projects that aim to reduce carbon emissions.
Enhance biodiversity	Will support projects that aim to reduce carbon emissions.
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	n/a
Reduce need to travel / promote sustainable forms of transport	Will support organisations to provide locally based opportunities.
Improves the physical environment e.g. housing quality, public and green space	2 projects were not eligible as they were for capital projects but they have been noted for future discussion for alternative capital funds. Capital spend, particularly in the carbon emissions stream; will be reviewed for the next 3 year funding stream.
Economic	
Maximises income and /or reduces income inequality	Will support organisations to be able to provide income maximisation support.
Helps young people into positive destinations	Will support organisations to be able to provide employability programmes.
Supports local business	n/a
Helps people to access jobs (both paid and unpaid)	Will support organisations to be able to provide services such as job clubs, employment related training and development of volunteering opportunities
Improving literacy and numeracy	Will support organisations to engage their participants in activities that will promote the improvement of literacy and numeracy skills.
Improves working conditions, including equal pay	The policy 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	Local people will 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

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Faith partnerships may not have a representative voice.	Due to Covid-19 group was unable to meet	We have reconvened the faith partnership group	First meeting Feb 2022 and will have ongoing monthly meetings	Rebekah Sullivan and Jennifer Hodson
Citizens panel members have been in place for a number of years	After looking into the citizen's panel it was identified that the panel members and company carrying out the surveys had not been changed in a few years.	Tender requests have been sent out to businesses	Emails to businesses sent out April 2022 and quotes/new provider will be looked at early May 2022	Rebekah Sullivan & Annette Lang

11. Sign off by Chief Officer

Signature Joan Tranent

Name Joan Tranent

Date May 2022