

**Integrated Impact Assessment Form**  
**Promoting Equality, Human Rights and Sustainability**



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<b>Title of Policy/ Proposal</b>	Single Midlothian Plan 18-19
<b>Completion Date</b>	30/4/18
<b>Completed by</b>	A Mathers
<b>Lead officer</b>	A Mathers

**Type of Initiative:**

Policy/Strategy X

Programme/Plan ☐

Project ☐

Service ☐

Function ☐

New or Proposed ☐

Changing/Updated X

Review or existing ☐

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

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

### LEGAL CHANGES

In 2015 - a new act was passed into law, significantly affecting the operations of the CPP.

#### **The Community Empowerment (Scotland) Act (2015)**

- CPPs have been made statutory (required by law) and new duties have been placed on public sector partners to play a full and active role in Community Planning. The Act makes clear that Community Planning is the process by which public bodies must work together and with community bodies to plan for, resource and provide services which improve local outcomes in the local authority area;
- The Act confirms that the role of a CPP is to prepare a plan for improving local outcomes, in consultation with community bodies and others. These outcomes are to be consistent with the national outcomes determined by the Scottish Ministers under Part 1 of the Act
- The CPP must publish the plan, monitor progress being made and report annually on progress.
- The Scottish Government expects that all public sector organisations engage with communities and support their participation in setting priorities and in the design and delivery of services. Community bodies must in turn ensure that ensure they are open, inclusive and truly represent their communities.

### EQUALITIES

The Community Planning Partnership is fully committed to ensuring the legislative requirements placed on all public service delivery agencies in the Equality Act are met. The partners have in place processes for equality impact assessment (IA) to monitor the potential impact of any changes in service planned individually or jointly. This impact assessment is published on the community planning pages of the Council website.

### THE PLAN

The CPP undertook a review and engagement process in 2015 /16 resulting in changed priorities for the next three financial years 2016/17 to 2019/20. Taking into consideration evidence about the comparative quality of life of people living in Midlothian, where it is clear that less well-off residents experience poorer health, have fewer or no choices in how they use low incomes, and where there is an proven relationship between these factors and their learning; as a result the top three priorities for the three year period are:

- **Reducing the gap in learning outcomes**
- **Reducing the gap in health outcomes**
- **Reducing the gap in economic circumstances**

In response to the three priorities, the five themes of Community Planning aim to achieve the following medium term outcomes (an “outcome” is a statement of how conditions will be, at the end of a process, and is a way for describing the culmination of a number of actions that can be measured) over the 3 year period. **These outcomes are that, by the end of the 2019/20 budget year:**

*(Outcomes with particular significance to protected characteristics groups are italicised)*

### **Adult Health and Care**

- *People are able to look after and improve their own health and wellbeing and live in good health for longer*
- *People, including those with disabilities/long term conditions or are frail are able wherever possible, to live independently and in their own home.*
- *Health and Social Care have contributed to reducing health inequalities.*
- *Unpaid carers are supported to look after their own health and wellbeing*

### **Community Safety**

- *Fewer people are victims of crime, abuse or harm*
- *People feel safe in their neighbourhood and homes*
- *Our communities take a positive role in shaping their future*

### **Getting it Right for Every Midlothian Child**

- *Children in their early years and their families are being supported to be healthy, to learn and to be resilient*
- *All Midlothian children and young people are being offered access to timely and appropriate support through the named person service -*
- *All care experienced children and young people are being provided with quality services*
- *Children and young people are supported to be healthy, happy and reach their potential*
- *Inequalities in learning outcomes have reduced*

### **Improving Opportunities for the People of Midlothian**

- *Poverty levels in Midlothian are lower than the Scottish average*
- *Midlothian residents are successful learners and young people go on to positive destinations when they leave learning*
- *There is a reduction in inequality in health outcomes*
- *Citizens are engaged with service development and delivery*

### **Sustainable Growth**

- *New jobs and businesses are located in Midlothian*
- *Midlothian's economic growth rate consistently outperforms the Scottish average*
- *Midlothian is an attractive place to live work and invest in*
- *The gap between average earnings of those living and working in Midlothian and the Scottish average has decreased*
- *Environmental limits are better respected, in relation to waste, transport, climate change and biodiversity*
- *More social housing has been provided taking account of local demand*
- *Homelessness has reduced and people threatened with homelessness can access advice and support services*

## **ACTION PLANS FOR 2018-19**

The priorities and actions for 2018-19 set out under the 5 themes of community planning are designed to improve life outcomes for the people of Midlothian. These one year priority actions are intended to take steps towards achieving the three year outcomes and long term vision of the partnership. (*Again the actions with particular significance to protected characteristics groups are italicised*)

## **GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD**

### **Priorities for 2018/19**

1. *Improve attainment, particularly in literacy and numeracy*
2. *Improve employability skills and sustained, positive school leaver destinations for all young people*
3. *Improve children and young people's health and wellbeing*
4. *Increase the numbers of care experienced young people accessing education, employment and training*
5. *Close the attainment gap between the most and least disadvantaged children*

### **COMMUNITY SAFETY Priorities for 2018/19:**

#### **High Priorities:**

- Substance misuse
- *Gender based harm*
- Crimes of dishonesty
- *Violent Crime*
- *Antisocial behaviour*

#### **Priorities included in (and monitored as part of) the Community Safety & Justice Strategy:**

- |                           |  |
|---------------------------|--|
| Priorities:               | <ul style="list-style-type: none"><li>• Home safety &amp; unintentional harm</li><li>• Death and injury on Midlothian's roads</li></ul>                        |
| Cross cutting priorities: | <ul style="list-style-type: none"><li>• Reducing Re-offending (Community Justice)</li><li>• Community Involvement in setting and delivering outcomes</li></ul> |
| Safeguarding communities: | <ul style="list-style-type: none"><li>• Serious and Organised Crime and Counter Terrorism</li></ul>  |

## **SUSTAINABLE GROWTH**

### **Priorities for 2018/19**

1. Support regeneration of town centres
2. Work with key start-ups or groups of new businesses that are able to grow without causing displacement and that will increase economic activity in Midlothian
3. Increase use of Renewable Energy
4. *Deliver further affordable housing*
5. *Increase sustainable travel (includes Borders Railway and Active Travel – walking, cycling and green networks)*

## **IMPROVING OPPORTUNITIES FOR PEOPLE IN MIDLOTHIAN**

### **Priorities for 2018/19**

1. *Support people out of poverty and welfare dependency*
2. *Develop a coordinated approach to reduce levels of child poverty*
3. *Improve the destinations of young people (after leaving school, training, college or university)*
4. *Reduce health inequalities*
5. *Increase qualifications gained by adults of working age*
6. *Improve access to welfare advice through increased local and targeted provision*
7. *Increase access to digital services*

## **ADULT HEALTH AND SOCIAL CARE –**

### **Priorities for 2018/19**

**Isolation** – *Develop approaches to prevent or address isolation and reduce the detrimental impact on physical and mental health*

**Physical Activity** – *Contribute to the development of a local strategy and support its implementation with older people, people with disabilities and those at greatest risk of inequalities*

**Workforce** – *Address the workforce challenges in recruitment and retention of health and social care staff*

**Financial Inclusion** – *Work with MFIN to maximise income of people who are vulnerable or at particular risk of inequalities*

**Health Equalities** – *Develop a programme of work across agencies to reduce health inequalities in Midlothian*

**Information** – *Improve the provision of Information on Health, Social Care and Community Resources*

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

Detailed action plan templates set out the specific improvement targets for 2017-18 within each of the five themes of the plan. They can be found on the Council website 'your community' webpages at:

[https://www.midlothian.gov.uk/info/200284/your\\_community/214/community\\_planning\\_in\\_midlothian](https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian)

### 3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	yes
2. The policy/proposal has potential to make a significant impact on equality	Yes
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
4. The policy/proposal is likely to have a significant environmental impact	Yes
Low Relevance	
5. The policy/proposal has little relevance to equality	No
6. The policy/proposal has negligible impact on the economy	No
7. The policy/proposal has no/ minimal impact on the environment	No
<b>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.</b>	

**If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.**

**If you have identified that your service will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment. You may need to complete this as you answered 'yes' to question 4. Planning section will need to advise you further on this.**

Discussion with the Head of Communities and Economy and the planning manager confirms their view that SEA requirements are being addressed as required within separate actions and do not require to be detailed here.

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

Evidence	Comments: what does the evidence tell you?
<b>Data on populations in need</b>	<p>The Midlothian data profile, partnership performance information, strategic assessment, safety strategic assessment and public engagement feedback, are gathered annually as part of the Community Planning Partnership (CPP) planning process</p> <p>The above provides a strategic overview of the area, beginning with a statistical profile (@ 160 pages of data from all publicly available data sources). The full document can be found at :</p>

[https://www.midlothian.gov.uk/info/200284/your\\_community/214/community\\_planning\\_in\\_midlothian](https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian)

The strategic assessment is completed by each thematic partnership , assessing Political , Economic , Social , Technological , Legal and Environmental changes affecting the local population, proposals for priorities are then subject to a public engagement process involving stakeholders including the Midlothian People's Equalities Group, the Midlothian Youth Platform , the Citizens panel, neighbourhood planning groups , community councils and adult health and social care service users joint planning groups ( which includes a number of equality protected characteristics groups).

**AREA TARGETING** .The CPP is aware that for many years there has been a significant statistical gap between the life outcomes for residents living in some parts of the County and the average outcomes for Midlothian and for Scotland as a whole. These areas have been identified nationally by Scottish Government by use of 7 sets of statistical data about living circumstances known as the Scottish Indicators of Multiple Deprivation (SIMD).

Examples of the gaps include poorer levels of employment; lower wage rates; lower average life expectancy and 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; higher levels of crime. In Midlothian there are three communities within which there are concentrations of statistics which place parts of these areas in the top 20% of SIMD. These communities are Dalkeith Central/Woodburn; Mayfield/Easthouses and Gorebridge.

The CPP has therefore set a clear shared target of closing the gap between the life outcomes experienced in these parts of Midlothian, and the average life outcomes experienced by residents across the County. This supports the new Socio-Economic duty that will soon be aligned with the current Equality Act expectations and reflects the decision by Midlothian to continue to view those affected by poverty as a protected characteristics group.

Each of these areas must now under the Community Empowerment Act also have a " Locality Outcome Improvement Plan" in which local residents have been actively engaged in creating the content with public bodies ; responding to local needs and aspirations. The CPP 's existing Neighbourhood planning arrangements fulfil this requirement with new plans in place for Dalkeith/ Woodburn and Gorebridge , and the Mayfield /Easthouses plan under revision with local residents but the existing plan still being delivered . The 2016 SIMD has also identified a single datazone in Loanhead and one in Bonnyrigg which fall into the top 20%.

	<p><b>The following Strategic Assessment evidence uses the data available from the annual Midlothian Profile.</b> This selection of information is that most relevant to protected characteristics groups. <b>Population:</b> Midlothian's population increased by 2.8% to 83,200 between 2001 and 2011 census's and to 87,400 by 2015. The 2018 figure is estimated by National Records of Scotland at 90,201. <b>Population Projection:</b> Midlothian's population is growing. The most recent population projection predicts a population of 99,090 by 2027 (previously predicted as 93,672 by 2027). There is reason to believe that the population will exceed this prediction.</p> <p><b>Households:</b> Midlothian will likely see more one and two person households due to children leaving home, and older people being widowed, although indications are that most new-built houses are for larger families.</p> <p><b>Population Profile:</b> Midlothian's current population was characterised by large protected characteristics young and older retired segments, with the latter growing rapidly and becoming predominantly female as it ages. The impact of new-build family housing has begun to increase the younger and working age population. Midlothian's current population can be characterised by a population swell between the ages of 30 and 59 and the 0-15year segments. However 21.4% of the population are defined as retired (not an age specific definition but relating to employment status), which is nearly 7% above the Scottish average. Children of single parent families are "twice as likely to be poor as compared with couples with children"(Poverty in Scotland 2002 report). Lone parents can face barriers to participating in the labour market, including lack of childcare; lack of qualifications; a need to update skills; and a lack of confidence (DWP 2001). Lone parents are often only able to take low-paid or part-time work. This means that in-work poverty and resulting social exclusion can be masked by falling unemployment among lone parents. The Census showed 2,577 lone parent households with dependent children in Midlothian. This equates to 7.37% of all households with dependent children, and is higher than the Scottish average figure of 7.15%. The multi-member wards with the highest percentage of lone parent households with dependent children were Midlothian South (8.63%), Dalkeith (8.20%), and Midlothian East (7.80%).</p> <p><b>Educational Attainment &amp; Destination of School Leavers:</b> The positive destination of school leavers is higher than national averages, with 93.9% of school leavers entering a positive destination, compared to 92% of national school leavers. Exam success rates at Midlothian secondary schools vary with some schools achieving above the Virtual Comparator (42.7%) s4 pupils achieving 5 or more standard grade credit (equivalent) passes), and others significantly below .The Midlothian average was 40.3% in 2014, 2.4% below the virtual comparator, by the next results available, this has improved with the gap reducing to 1.9% below the virtual comparator.</p>
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	<p>Underachievement in attainment at particular schools generally reflects higher levels of deprivation and social exclusion in those areas. The percentage of children registered for free school meals have fallen slightly from 19.3% (2013/14), but at an average of 17.3% is higher than the national average of 15.5%. The rate varies from 26.4% at one secondary school down to 12.0% at the other end of the scale.</p> <p><b>Adult Qualification Levels:</b></p> <p>Midlothian has a lower level of residents with SVQ level four equivalent qualifications at 38.5%, falling back from the previous year (39.9%) compared to the Scottish average of 43.7 %, which has itself risen from 40.9% in 2015.</p> <p><b>Health</b></p> <p><b>Birth rates.</b> Midlothian's annual number of births continues to rise from 867 a year in 2005 to 1082 in 2015. The numbers of births to women under 20 has declined to 56 in 2016 , around the same as it was in 2006 (54) . The teenage pregnancy rate (under 15) is below Scottish and NHS Lothian area rates, but whilst continuously declining since 2008, remains above these two comparison rates for young women aged under 20. <b>Breast Feeding:</b> The percentage of babies in Midlothian that are exclusively breastfed at the 6-8 week review has declined slightly to 37.4 % from 39.8 % last year and remains around the 2008/9 baseline figure of 37.1 % . This compares badly to the NHS Lothian figure of 52.8%, and is below the Scottish national figure of 38.9% .The overall Midlothian figure conceals significantly lower rates in the areas affected by multiple deprivation ( Dalkeith/ Woodburn- 12.8%, Mayfield/Easthouses 13.1%, Gorebridge 15.7%)</p> <p><b>Immunisation:</b> The percentage of children in Midlothian that have received their primary course and booster course of immunisations at age 24 months in Midlothian (94.8%) is slightly higher than the Lothian and national averages.</p> <p><b>Childhood Obesity:</b> The percentage of children in Midlothian that are defined as overweight, obese or severely obese is slightly higher than the Lothian average, although the gap is narrowing.</p> <p><b>Alcohol &amp; Smoking:</b> Harmful alcohol consumption, and the high prevalence of smoking, appear most frequently in areas of high deprivation. The costs to public services of alcohol misuse across the whole county was estimated at £27.14 million in the most recent research. Eleven data zones in Midlothian were recently identified as having significantly higher than average levels of alcohol consumption. Of these, eight had significantly higher than average levels of hazardous consumption (above recommended levels), and three significantly higher than average levels of harmful consumption (35+ units/week for women and 50+units/week for men). These areas are all in Dalkeith, Lasswade, Roslin, and Penicuik. Midlothian has 14 data zones in the 15% highest estimated prevalence of smoking in Scotland.</p>
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	<p>These are clustered in Mayfield &amp; Easthouses, Gorebridge, and Dalkeith, with isolated datazones in Bilston, Penicuik, and Bonnyrigg. Three of these are in the 10% most deprived data zones in Scotland. The Scottish Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) is a biennial survey of smoking, drinking, and drug use among secondary school children. The most recent survey was carried out in 2013. In 2013, 35% of 13-year olds and 67% of 15 years old reported that they had had an alcoholic drink. This is a notable decrease from 2010 figures, when 49% of 13 year olds and 82% of 15 years old reported having had an alcoholic drink. However, these figures are still higher than the Scottish total.</p> <p><b>Disease:</b> Cancer; coronary heart disease; respiratory disease, and diabetes all show large variations across Midlothian that correlate to areas of deprivation.</p> <p><b>Adult Contact with Social Services:</b> The numbers of adult referrals for care have increased steadily in the last four years. The number of adult protection referrals has however been declining. The increase in community care services (Homecare, Telecare etc.) corresponds to the increase in Midlothian's 65+population. There are currently 6,578 adults aged 75 and above residing in Midlothian, with the 60+ age groups growing in comparison with the rest of the population.. There are 662 adults with learning disabilities known to social work living in Midlothian, a number that has increased over past 4 years.</p> <p><b>Residential Care Homes:</b> The number of Midlothian residents in care homes has increased between 2012 and 2014, while the number of care homes operating in Midlothian has decreased.</p> <p><b>Homecare:</b> 1056 adults were receiving care at home in 2016/17, 371 a new telecare package, with 1734 telecare packages in place in total in the same year. The number of falls service callouts rose from 890 (2015/16) to 910 in the year 2016/17, as did the number of rapid response clients from 1472 to 1739 over the same time.</p> <p><b>Mental health:</b> In Midlothian areas in the top level of Scottish Indicators of Multiple Deprivation, around 25% of the whole population receive medication for anxiety and/or depression compared to 18% of the overall Midlothian population.</p> <ul style="list-style-type: none"> <li>• One in four of us will experience mental health difficulties sometime in our lives</li> <li>• In Midlothian 4.2% of the population report themselves as having a long-term mental health condition</li> </ul>
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	<p><b>Crime:</b> There has been an overall reduction in recorded crime of 1,624 crimes (28%) over the last six years. Crimes involving dishonesty make up 30% of all recorded crime. Miscellaneous offences (including minor assaults, threatening and abusive behaviour and breach of the peace) account for 27% of recorded crime. Crimes of vandalism account for a further 15%. More serious crimes of sexual offences and violence make up 3% of total crime in Midlothian collectively.</p> <p><b>Safety:</b> Reported incidents of domestic abuse are increasing in Midlothian, with 2016/17 seeing 1031 incidents of domestic abuse which is comparable (-0.7%) with the five-year average figure of 1,110. Whole Systems Approach: Early intervention is reducing the number of youth offences (8-17 year olds) reported to the Scottish Children's Reporter Administration.</p> <p><b>Economic Conditions:</b> The past 5 years' economic climate has had, and continues to have, wide-ranging impacts on Midlothian, either directly or indirectly. There are very serious financial pressures on all public, private, and third sector partners, who continue to have to find ways of making informed decision about competing priorities. Continuing cuts in public sector spending, and a continuing freeze in Council Tax impose strains on agencies that provide support to protected characteristics individuals.</p> <p>In June 2017 the Claimant Count rate was 1.8 %, below the Scotland rate of 2.4 %. Working age benefits total rate, including all benefits, was 12.3 %, below the Scotland rate of 13.0 %. With 7 X as many people receiving benefits for disabilities / long term health conditions than those receiving Jobseekers Allowance or Universal Credit. The ratio of total jobs to working age population is 0.64, which is below the Scotland rate of 0.79. This means that there are fewer vacancies available to Midlothian job seekers in Midlothian than the average for Scotland.</p> <p>Midlothian's full time employees (by residence) earn £19 a week on average less than the Scottish average; this is a narrower earnings gap than the previous year's gap of £30. In gender terms, male workers earned £29 less than the average Scottish male weekly wage in 2016. Midlothian female workers earned £14 more than the Scottish median figure for female employees, but still on average earned £21 less than their male counterparts in Midlothian, a significant improvement on the previous gender earnings gap which was £77 per week in 2015. 28,100 total employee jobs were available in Midlothian (42,900 people residing in Midlothian are in employment- an increase from the previous year (26,600 Midlothian residents in Midlothian jobs), one third are part time (more likely to be females), which is comparable to the Scottish average (32.2%).</p>
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	<p><b>HOUSING NEED AND DEMAND (2017 Strategic assessment )</b></p> <p>Midlothian’s Local Housing Strategy is submitted to the Scottish Government on a five year basis .This includes a housing needs and demand analysis to ensure appropriate provision of suitable housing is being delivered whilst also providing accommodation for particular needs groups such as those who are homeless or at risk of homelessness, young people leaving care, older people, people with disabilities and people affected by fuel poverty. The key priorities for housing in Midlothian are increasing the supply of affordable housing and the prevention of homelessness.</p> <p>Currently there are 4,782 households on the Council’s Common Housing Register. There has been a reduction in the number of homeless households in Midlothian through providing increased housing options to households at risk of homelessness. A significant number of homeless households continue to reside in emergency bed and breakfast accommodation. Additional accommodation with support is being planned to reduce the number of households who have to spend time in this type of accommodation. However, rental income for affordable housing let by the Council and registered social landlords will be adversely impacted during 2018/19 as more tenants will receive welfare payments through Universal Credit.</p> <p><b>CHILDREN AND YOUNG PEOPLE</b></p> <p><b>Breastfeeding &amp; Immunisation:</b> The diet and nutrition of mothers before conception and during pregnancy; the feeding received by the infant in the first few months of life; the process of weaning onto solid foods; and the diet and nutrition of the growing infant all contribute significantly to long term health. The Scottish Government’s Maternal &amp; Infant Nutrition Framework tackles these issues and recommends exclusive breastfeeding for the first six months of an infant's life. The detrimental effect of health inequalities on maternal and infant nutrition is recognised in the framework, making it particularly pertinent in Midlothian, given the area’s socio-economic conditions and below average breastfeeding rates.</p> <p><b>Physical Activity and Obesity in Children:</b> Lack of physical exercise and poor diet/nutrition can lead to obesity, which can reduce people’s overall quality of life, creating strain on the health service and leading to premature death. Overweight and obesity are increasing in Scotland and in Midlothian over 16% of children have a body mass index outside the healthy range.</p> <p><b>Play :</b> Community based opportunities for children and young people to play freely and for families to spend leisure time together are important for meeting children’s rights under article 31 (UNCRC) and as universal, preventative services that meet children’s developmental needs This is important for children of all ages, and includes unstaffed provision such as public play or open spaces and staffed provision such as playgroups, various types of clubs and ‘play ranger’</p>
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	<p>projects such as Midlothian Association of Play's <i>Out2Play</i>. The Midlothian Play Strategy contains detailed actions to improve and increase play opportunities in Midlothian and supports this plan.</p> <p><b>Vulnerable Children:</b> Care experienced children and young people, young carers, homeless young people, travellers, young offenders, and those living in our more deprived communities often face significant disadvantages in health and life opportunities. They have the highest rates of severe chronic illness; the poorest diet; are the heaviest consumers of tobacco, alcohol, and illicit drugs; the highest rates of unintended teenage pregnancies and the lowest educational achievement. The number of children looked after in Midlothian reached a peak in 2009 and has declined since. This is as a result of plans implemented by Midlothian Council's Children's Services team specifically to improve the lives of our children. In 2016 the Midlothian rate of 13.4 is below the Scottish National rate, having been consistently above it. In 2014, 38% of children looked after by Midlothian Council at home attained SQA3 or better in English and Maths by the end of S4, compared to 57% of children looked after away from home and 89% of all pupils. The rate of child protection registrations in Midlothian rose year on year, until 2011 where it reached its peak. This has since reduced to 3.1 in 2016 which is just above the national average of 3.0. The populations of looked-after children and those on the child protection register are not sub-sets of each other and should not be considered so. Any child may be looked after by the local authority, on the child protection register, both or neither.</p> <p><b>Children affected by disability:</b> There are 1570 children between age 3 and 18 attending Midlothian schools who have been assessed as being affected by a disability. Of these, 706 have a learning disability, 154 are on the autism spectrum, 151 have a language or speech difficulty, 81 have both a learning and physical disability, 75 have a physical or motor impairment, 64 have both a learning disability and are on the Autism spectrum, 29 a visual impairment, 24 a hearing impairment, 15 other communication support needs and 271 Dyslexia.</p> <p><b>Mental Health:</b> Mental ill health can affect every aspect of a person's life. The prescription rate of anti-depressants in the age 15+ population of Midlothian is higher than the other NHS Lothian local authority areas. As there are waiting lists for some related child and young people services this is an area where a preventative approach will improve outcomes for children and young people, and on into adulthood</p> <p><b>Pregnancy and parenthood in young people:</b> Some young people make a positive choice to become parents at an early age, however for many becoming a parent whilst still at school can perpetuate a cycle of deprivation and inequality, with young parents facing barriers to fulfilling their educational potential. In Midlothian in 2011-13 there were 159 pregnancies in women aged under 18, 25 of which were under 16. Rates have been steadily falling for a</p>
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	<p>number of years. Rates in Midlothian are below Scottish averages for 13-15 year olds, but above for 16-20 year olds. Scottish Government has produced a strategy, <i>Pregnancy and Parenthood in Young People</i>, which aims to prevent unplanned pregnancies in young people and to improve outcomes for young parents and their children.</p> <p><b>Alcohol, Smoking and Substance Misuse:</b> The most recent SALSUS survey of 13 and 15 year olds found a large drop in the proportion of young people in Midlothian reporting smoking or drinking alcohol, and a small drop in those taking drugs. These results were at or better than the Scottish figures. 5% of 13 year olds and 12% of 15 year olds reporting having tried or using e-cigarettes; both figures are below the Scottish average. The survey is completed by pupils at school and therefore does not represent those who are not attending.</p> <p><b>Looked after Children:</b> The number of young people from Midlothian being looked after in secure care increased last year. The drive to keep our vulnerable young people in Midlothian rather than placing them in residential homes out of the area (“a Midlothian child is a Midlothian child”) requires us to continue to focus on reducing the number of young people experiencing harm as a result of risk taking behaviour.</p> <p><b>Social Inequality:</b> The ‘Growing Up in Scotland’ report found that by age five the gap between most advantaged and most disadvantaged children is already 6-13 months in problem solving ability, and 11-18 months in expressive vocabulary.</p> <p><b>Child Poverty:</b> The impact of welfare reform and fuel poverty upon the wellbeing of children should not be underestimated. See the Improving Opportunities in Midlothian section of the Single Midlothian Plan 18-19 for more information.</p>
Data on service uptake/access	<p>Annual performance reports on the SMP detail level of service use / uptake. The most recent summary of levels of uptake/access can be found in the 2017-18 annual performance report. The summary of successes and challenges ,where relevant to the equalities protected characteristics groups or the environment , is set out below :</p> <p><b>ADULT HEALTH AND CARE – SUCCESSES</b> The 2016-19 Strategy and 2017-18 Delivery Plan outlines a major programme of service changes designed to promote prevention and recovery. The enablers to achieve include improved partnership working, public engagement and working with communities. The three major programmes of redesign are Learning Disability Day Services, Care at Home, and Care Packages.</p> <p><b>Integration.</b> New services involving the Voluntary Sector were established including the Wellbeing Service and the Mental Health Access Point. Looking ahead plans are well developed for an interagency Recovery Hub in Dalkeith while the Housebound Project in Penicuik will enable us to design more effective joint working arrangements at a local level across health, social care and the voluntary sector.</p>

	<p><b>Older People.</b> Older People's services have experienced many challenges in the last year responding to increased demand on services across the board within a time of reduced resources. The MERRIT team has seen a significant increase with its call outs responding to people experiencing crisis at home and therefore preventing avoidable hospital admissions. The increased referrals for hospital discharges from unplanned admissions continues to present pressures on all services including care at home, care home placements, community and district nursing along with GP and community supports. There was a real dedicated and partnership approach from across all services and resources when the severe weather arrived. Home carers demonstrated a highly conscientious commitment to ensure those most vulnerable clients received the appropriate care and support despite the treacherous conditions they were faced with. Third sector organisations also demonstrated an enthusiastic approach to the partnership working both through the severe weather and on a day to day basis ensuring those who are most at risk of social isolation and loneliness can be connected to their communities and promoting their wellbeing.</p> <p><b>Physical Disabilities/Sensory Loss.</b> The JPDPG (Joint Physical Disability Planning Group) continue to share information through a range of mediums, to disabled people in Midlothian. Forward Mid successfully launched their 2018 updated Disabled People's Directory on 6th February. The Physical Disability Action Plan has been refreshed for 2018/19, targeting emerging issues. There is continuing dialogue with Audiology to facilitate further development of local Adult Audiology Services at the Community Hospital. RNIB and Deaf Action staff are now based in Fairfield House on Wednesday mornings, promoting the work they do on Midlothian Council's behalf, being directly accessible to Council staff for advice and information. The Scottish Government has now issued Guidance on the creation of local BSL (British Sign Language) Plans.</p> <p><b>Criminal Justice.</b> The Spring service (working with women) has gone from strength to strength in 2017/18 and numbers of women attending has increased significantly, to the extent that we are now having to set up a waiting list. We have focused more on supporting the women referred to get to the group stage in recent months to good effect. With Safe and Together training now delivered the Criminal Justice team have been liaising closely with the Safer Families service in Edinburgh with a view to developing a Midlothian Safer Families service.</p> <p><b>Mental Health.</b> Attendance at the weekly Mental Health Access Points in Penicuik and Bonnyrigg continues to grow; The Wellbeing Service in 8 GP practices is assisting many people to access self-help resources and receive immediate individual support. Evaluation of the service is demonstrating good evidence about the positive impact of the service. The Triage project introduced with Police to ensure that people in crisis get quick access to the right type of support continues to result in substantial savings in Police time. The Council have agreed to dedicate capital resources to establish a Recovery Hub in Dalkeith</p>
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	<p><b>Primary Care.</b> The Wellbeing Service has received over 850 referrals. Its impact is now subject to a full evaluation involving Healthcare Improvement Scotland. Along with the Wellbeing Practitioners, we are looking at a number of other staff joining primary care teams. This supports our aim to ensure our GP Practices are sustainable and resilient to current and future demand and is a central part of the new GP contract which was agreed in February 2018. The work being done by other professionals should always ensure that there are benefits to patients, as well as help change the workload for GPs.</p> <p><b>Health Inequalities.</b> Work continues through the Area Targeting Group to address inequalities linked to areas of deprivation while Joint Planning Groups such as those addressing Physical Disability, Learning Disability and Mental Health continue to explore ways of reducing inequalities e.g. through improving access to employment support.</p> <p><b>Learning Disabilities.</b> Following the opening of the 12 tenancies for people with complex needs in Penicuik arrangements have been made to relocate the remaining hospital patients; there are now no people living in specialist In Patient settings for people with learning disabilities other than for assessment or treatment. Day services are undergoing a comprehensive review with the aim of ensuring local and community based services are provided in a way which better reflects people's needs and aspirations. Reviews of all care packages are being undertaken to ensure that people are receiving the right type of services and that we are making best use of technology and new models of housing support.</p> <p><b>Substance Misuse.</b> Despite very significant financial pressures services continued to place a stronger emphasis upon recovery. The Recovery Café and the Recovery College continued to be very well used while the value of peer support was reflected in 14 people now having completed training to be a peer mentor or volunteer. In preparation for the establishment of the Recovery Hub stronger links are being created with both Criminal Justice and Mental Health services including with voluntary sector partners.</p> <p><b>CHALLENGES</b></p> <p><b>TRANSFORMATION OF SERVICES.</b> The changing demographics- a growing and ageing population- alongside a reducing financial envelope has meant it is essential that we continue to change the emphasis of service delivery towards prevention; recovery wherever possible; and care and treatment at home. This shift has major implications in relation to workforce recruitment, retention, skill mix and partnership working.</p> <p><b>ADDRESSING INEQUALITIES:</b> Through the national refreshing of the Scottish Index of Multiple Deprivation it has emerged that one area of Loanhead and one area of Bonnyrigg now fall within the lowest 20% of deprivation. We are now considering how to channel our resources in response to this new challenge. The rolling programme of Welfare Reform and the changes to Social Security benefits continues to affect the most vulnerable residents in Midlothian. The Welfare Rights Team along with our partners The Midlothian Financial Inclusion Network (MFIN) has continued to develop and deliver services to residents</p>
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	<p>affected by the Welfare Reform Act. This will includes reviews by the Department for Work and Pensions (DWP) of all people in the area currently on Disability Living Allowance and the transfer of those deemed eligible under the new criteria to the new Personal Independence Payment.</p> <p><b>OLDER PEOPLE</b> In relation to older people we know that there will be many more people who are frail, have dementia and/or are living longer with multiple long term conditions. We also know that isolation is widespread and is detrimental to mental and physical wellbeing. We must redouble our efforts working closely with natural communities to prevent and mitigate against the impact of people living on their own, restricted in their ability to have meaningful contact.</p> <p><b>MENTAL HEALTH:</b> There is a growing recognition that mental health needs have an impact on physical wellbeing and can be a major factor for people who misuse alcohol or drugs, are homeless or are involved in offending behaviour. The financial constraints facing the partnership mean it is critical that we review and redesign how we provide services to people with complex care needs. We must also now consider the local implications of the new Mental Health legislation.</p> <p><b>COMMUNITY SAFETY SUCCESSES</b></p> <p>Key successes relevant to protected characteristics groups this year include:</p> <p><b>Alcohol and Drug misuse:</b> The number of licensed premises achieving Best Bar None accreditation has increased from 4 in 2016/17 to 14 in 2017/18. Police visits to problem and monitored licensed premises, early intervention meetings with licensees and their staff following any incidents within licensed premises and monthly proactive joint visits carried out by police licensing officer and licensing standards officer at Midlothian Council. <i>A number of actions are being taken by Police and the Community Safety Partnership to tackle alcohol fuelled violent crime which often impacts on women and children.</i></p> <p><b>CHALLENGES</b></p> <p><b>Alcohol and drug misuse:</b> The Licencing Board is required to have an amended Licensing Board Policy in place by November 2018. Work on an updated Alcohol profile is underway and consultation with the Licensing Forum on the Policy has commenced. MELDAP funding issues continue and will present further challenges in 2018/19.</p> <p><b>Dishonesty crime:</b> A Call blocker initiative is planned which will hopefully be targeted at those identified at risk of financial harm - Police are working with partners to develop a means to share information of the individuals identified as suitable whilst adhering to data protection legislation.</p> <p><b>Antisocial behaviour:</b> A lottery funding bid is being developed for a project targeted at high tariff youth antisocial behaviour cases. This has to be people led and designed by the young people themselves.</p> <p><b>Home Safety:</b> Funding for the Slipper exchange project aimed at preventing falls in the home (affecting mostly older people and people with disabilities) has almost run out. The Community Safety Development Officer is working with Red</p>
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	<p>Cross on funding application to obtain funds to be able to continue with the Slipper Exchange project as it became apparent its preventative importance is required and valued.</p> <p><b>Gender based harm:</b> Achieving sustainable funding and appropriate capacity for key services e.g. Domestic Abuse, Rape and Sexual Assault and Violence Against Women at strategic level. Establishing work with perpetrators using the Safe and Together (with the non-offending parent) model within children and families. Integrating trauma informed approach to work with victims and perpetrators. Taking forward work in commercial sexual exploitation. Establishing a partnership approach to Prevention particularly in relation to Education, Early Years, Community Learning and the Third Sector.</p> <p><b>Getting it Right for Every Midlothian Child: SUCCESSES</b></p> <p>Significant progress has been made in preparing for the full roll out of the entitlement to 1140 hours of free childcare, pilots have been established across the County, expansion numbers have been analysed and property requirement surveyed and costed with proposals for redesign/ expansion drafted, training and recruitment needs analysed and new models including apprenticeships are being put in place to address the need for 350 more qualified childcare workers Parental feedback on pilots has been very positive. Newbattle Learning Community (the catchment primary schools Newbattle Community High School and the secondary itself) have pooled the Pupil Equity funding allocated directly to head teachers and used this to deliver a set of initiatives designed to test change in working with and supporting families. Work on reducing the impact of poverty included a multi-agency advice day developed with support of the Financial Inclusion Network. Poverty proofing the school day is being taken forward in all 11 schools led by the IOM/GIRFEMC joint working group. The percentage of increase in PIPS (Pupils in Primary Schools) score achieved by P1 pupils from households in the SIMD deciles 1 and 2 between entry and exit compared to the Midlothian average improvement is well above the target, this is a major success in closing the educational attainment gap (target 90% improvement - actual performance 132%).</p> <p>The rate of school exclusions has reduced over the year at both secondary and primary schools with a very significant (26%) reduction at Primary school level. Updated referral documents have been sent to all referrers in Midlothian to assist those in front line services to know when to refer to Child and Adolescent Mental Health Services (CAMHS) Lothian, as well as offering suggestions for advice or where to go to get more information. Guidance on managing risk taking behaviours, including self-harm and suicide risk has been produced and published. Midlothian Youth Platform has undertaken a major survey with young people on mental health and wellbeing contributing to the work of the Board's sub group planning service redesign. An award of £830,000 has been achieved from the Big Lottery Early Action Change Fund by the partnership to support mental health and wellbeing system change over the next 5 years. The</p>
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	<p>Champions group of care experienced young people have completed work with Columba 1400 an external personal/ community development agency and met with GIRFEMC board members and other managers to present their experiences and views as part of a commitment to increasing their voice in planning services. They continue to be supported by a full time project worker.</p> <p><b>CHALLENGES:</b> Levels of referral to Child and Adolescent Mental Health services whilst improving significantly in terms of waiting lists and waiting times for first appointment during this year, remain above the Scottish Government targets in both cases. The GIRFEMC Board has established a partnership working group and the Council has created a post to support this. The CAMHS service is continuing to allocate additional resources to bringing down waiting lists and waiting times, and has a post funded by the Council as part of this. Updated referral documents has been sent to all referrers in Midlothian. The Board wishes a longer term preventive approach to be developed focussing on early interventions and non-medical support systems for children and young people. As part of the longer term strategy, a partnership developed guidance document on risk taking behaviours , and an associated paper on suicide and self-harm have been produced by the Vulnerable children and young people's sub group and this has now been published. Building on established support systems in early years, Primary and Secondary schools, work on nurturing schools is beginning, seeking ways to increase support for children and young people within education.</p> <p>Levels of women smoking during pregnancy in are above the Lothian's average with much higher levels in the target communities. Further work is required to address this. Levels of alcohol related youth calls to the Police have increased. The Licensing Board has removed the licence from a trader found to have been allowing sales to adults purchasing for underage users, resulting in an 80 % reduction in alcohol related calls in the adjacent community. Further work on test purchasing is being undertaken with trading standards. Work with CPP partners to increase activity to promote Breast Feeding as an option and to adjust cultural barriers to Breast Feeding being considered in lower SIMD areas is off target, work is underway to redesign the approach to this area of work. Childhood obesity figures measured at children entering p1 are above the target set.</p> <p>Establishing a data system of capturing information across agencies relating to additional support needs to allow a baseline to be established and performance dashboard to give confidence that interventions are being offered in a timely and appropriate manner has been delayed due to staff vacancies. Posts have now been filled and this is progressing. The % of repeat Child Protection referrals within a 12 month period is above the target figure for this year at 10% - target was 0%. This affected 26 children out of 253 referrals. The targets for re-inclusion of pupils have not been met. In this work, there is new provision within</p>
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	<p>the social /emotional sector in place in Newbattle Learning Community Primary and Secondary schools that will provide early intervention to support pupils with Additional support needs SN. Ongoing development of Nurturing approaches to allow schools to build capacity to support pupils before crisis. Ongoing work within Saltersgate School to target wider achievement, development of the two secondary complex needs provisions and curriculum links.</p> <p><b>Improving Opportunities in Midlothian: SUCCESSES.</b>95.3% of young people have sustained a positive destination. IOM partners' organisations have increased the number of local people accessing opportunities to develop their skills for life, learning and work. A successful application has been made to the Scottish Government Community Choices Fund. £80,000 has been secured to work in 11 primary schools in the three priority communities of Mayfield, Woodburn, and Gorebridge. The project will use Participatory Budgeting as the method to distribute funds. This is a partnership with the Child Poverty Action Group to reduce the cost of the school day. European funded employability projects have engaged 213 local people facing multiple barriers helping them to move towards employment.</p> <p><b>CHALLENGES:</b> Currently there are approximately 2,500 adult unemployed people in Midlothian, most of whom are claiming employment support allowance as result of disability or long term limiting illness rather than Job seekers allowance or Universal Credit. The transfer to Universal Credit has reduced household income to families with more than 2 children as a result of the capping of benefit. There are high levels of vacancies in key industries including the care and services sector. Dedicated support is ongoing to work with young people and the long term unemployment to develop the skills they need to fill these vacancies.22.5% of children in Midlothian live in poverty. This is slightly above the Scottish average of 22%. Coordinated work by the Child Poverty Working Group is ongoing to identify opportunities to help families who are struggling financially. Changes to the benefits, reductions in public sector spending, and stagnated wages is placing greater pressure on services that support the most vulnerable people in Midlothian, such as welfare rights services and food banks. Welfare rights services continue to achieve high rates of returns for benefit claimants, generating across the Partners around £18.00 for every pound spent. Coordinated work by Midlothian Financial Inclusion Network, Child Poverty Working Group and other IOM partners will continue to try to mitigate the negative impact of welfare reform</p> <p><b>SUSTAINABLE GROWTH. SUCCESSES: Environment:</b> A 2018/2019 draft Climate Change, Sustainable Development Improvement Plan is being produced. The draft Midlothian Green Network Supplementary Guidance was produced and is being consulted on. The consultation closes at the beginning of April 2018. <b>Housing:</b> Following consultation with tenants and housing list applicants, Midlothian Council has set a future rent strategy which</p>
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	<p>will enable the development of 1,000 additional council houses. Other Registered Social Landlords in Midlothian have identified sites for 943 units which means there is the potential to develop 1,943 units over the next five years which would have a very significant impact on addressing housing need as Midlothian's Housing List currently has 4,781 applicants. Two new Houses in Multiple Occupation have been established by the Council to meet our statutory requirements for homeless households.</p> <p><b>CHALLENGES: Inclusive Economic Growth.</b> Delivering the Gorebridge Connected project will remain a challenge and an important piece of work. The project is being project managed with all partners working together to achieve the project's aims and objectives. Building the capacity of Community Councils and third sector groups to engage fully in community planning and neighbourhood planning work to achieve demonstrable outcomes for their communities. Continue to maximise the medium and long term economic benefits of the Borders Railway through working with agencies and businesses. Capitalise on LEADER funding programme opportunities through working with agencies and businesses. <b>Housing:</b> The level of homeless applicants has slightly increased in 2017/18 – the first time the level of homelessness has increased for five years. Providing housing options advice will help to prevent households from becoming homeless. For those that do become homeless further temporary accommodation options – including making use of council-owned buildings for accommodation – will reduce the need to house households in bed and breakfast accommodation.</p>
Data on quality/outcomes	<p>Annual performance reports on the SMP detail outcomes and progress milestones, can be found here:</p> <p><a href="https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian">https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian</a></p>
Research/literature evidence	<p>A wide range of research evidence from Improvement Service , national CPP network, CoSLA , Scottish/UK /EU Government , NHS ,Police , Fire , Scottish Enterprise, Skills Development Scotland , Colleges ,Universities, Scottish Natural Heritage , Sestrans , third sector national and local bodies, Chamber of Commerce , Federation of Small Business is used to inform the strategic assessment process and external research is regularly circulated through the CPP partnership . The Improvement Service local area profiling national research for example provides an annual set of comparators between Midlothian, Scotland and other CPP areas, and internally between small geographies. The 2016/ 17 profile webpages can be found here:</p> <p><a href="http://www.improvementservice.org.uk/community-planning-outcomes-profile.html">http://www.improvementservice.org.uk/community-planning-outcomes-profile.html</a></p>

	<p>The most recent profile (16/17) shows for example that unplanned hospital attendances have been rising against Scotland's national figures, The crime rates whilst constantly dropping in Scotland and Midlothian is slightly higher in Midlothian than the Scottish average. Looking at all 32 CPP areas, Midlothian is at the average of the 32 CPP's for healthy birthweight, overall wellbeing, healthy weight at Primary 1 , pupil attainment at S4. It is better than the average for Positive post school destinations, adult employment rate, business survival rates for new starts and has lower than average rates of fuel poverty, median earnings, dwelling fires, emergency hospital admissions, carbon emissions and early deaths. It has higher than average child poverty , crime, unplanned hospital admissions,</p>
Service user experience information	<p>Feedback is gathered from a Citizens panel of 1000 residents, from community councils, from neighbourhood planning processes, service user joint planning processes, and customer feedback to individual agencies within the partnership. This years (2018) survey tells us , in respect of protected characteristics groups related issues :</p> <p><b>Policing, Safety, Crime and Justice</b></p> <p>Twenty three percent of all respondents said that they thought crime or anti-social behaviour was being dealt with either fairly or very effectively down from 27% in 2017 although still up from 15% in 2016. The number of people stating that crime or antisocial behaviour is not tackled effectively has dropped to 44% in 2018 from 54% in 2017 and 72% in 2016. Ninety one percent of respondents agreed with the statement "Community Safety Justice Partnership works to make Midlothian a safe place to work, visit, grow up and grow old". Sixty seven percent of respondents said that public space CCTV in Midlothian's towns make them feel safer. This is in line with the 68% who stated this last year. It is walking outside at night alone that people start to feel less safe. Twenty two percent of respondents said that they feel fairly or very unsafe walking outside alone at night.</p> <p>The main issues that respondents feel are part of Violence Against Women and Girls are Rape and sexual assault (96%), Domestic Abuse (94%), and female genital mutilation (92%). The top 3 issues that respondents think should be a priority with regards to Violence Against Women and Girls are, "Domestic abuse" (57%), "Rape and sexual assault" (55%) and "Emotional/Mental abuse" (34%).</p> <p>The top three places that respondents would go to if they or someone they knew was experiencing violence are, "Police Scotland" (83%), "Women's Aid East and Midlothian" (40%) and "Would speak to a friend/relative" (32%). The top 3 aspects that respondents state are high in helping to reduce offending are, "Support those with mental health problems" (78%), "Support those at risk of offending to deal with their drug misuse" (75%) and "Support those who experience abuse" (72%).</p>

	<p><b>Fire and Rescue Service</b></p> <p>SFRS offer free advice, devices and equipment to help improve safety in the home (i.e. to reduce the risk of slips, trips, falls), particularly for elderly people and young children. Respondents said that the following activities such as calling on the elderly in their homes, better advertising and working with the NHS could be undertaken by SFRS to encourage people to request this free service.</p> <p><b>Health, Wellbeing and Social Care</b></p> <p>Seventy four percent of respondents said that their health is either good or very good. A further 20% said it was fair and 6% said it was bad or very bad. Just under a third of all respondents (32%) said that they ate 4 portions of fruit and vegetables yesterday. This is followed by 29% who ate 5 or more portions. Just over a quarter (26%) ate 3 portions and 14% ate 1 or 2 portions of fruit and vegetables yesterday. Two percent of respondents said that they miss a meal because they cannot afford to buy the food they need. Seven percent of respondents said that they never or rarely engage in physical activity. Eighty seven percent of respondents said that they engage in physical activity at least once a week or more often.</p> <p><b>Parenting</b></p> <p>When asked “How did you feel about the support available in your community to help you feed your baby”, 84% of respondents said don’t know. Twelve percent of respondents said that they are fairly or very well supported. A further 4% said there was little or no support.</p> <p><b>Education and Employment</b></p> <p>Eight percent of respondents said that someone in their household attend a local school, with the corresponding 92% not. Ninety percent of respondents said that they are either fairly or very satisfied with the schools in their area. A further 10% said that they were neither satisfied nor dissatisfied and 0% were dissatisfied.</p> <p><b>Economic Situation</b></p> <p>Seventy two percent of respondents said that neither they nor a member of their family have been directly affected by any welfare reform changes that have been introduced since 2010. Nine percent of respondents said that they have been directly affected by welfare reform changes and 15% said that a member of their family has been directly affected. The top 2 services that people were aware of are Citizens Advice Bureau (CAB) (99%) and Midlothian Food Bank (82%). This is followed by local credit unions (35%) and other local advice services (28%). The two services that people are least likely to be aware of are Midlothian Council welfare rights service (27%) and the Scottish Welfare Fund (22%).</p> <p><b>Communication</b></p> <p>The top three means by which respondents access the internet are, “A personal computer or laptop (at Home)” (74%), “Mobile phone/iphone/smartphone” (57%) and “A tablet – iPad/playbook or similar” (47%). Seventy five percent of</p>
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	<p>respondents said that they are either fairly or very satisfied with the quality of their internet access overall. Fourteen percent said that they were dissatisfied and 11% said neither/nor. The main reasons that people gave for not using the internet other than for work included, “I am concerned about privacy e.g. keeping credit card or personal details safe” (18%), “I prefer to do things in person rather than use computers” (11%), “I am worried about the unsuitable or inappropriate material on the internet” (9%), “I don’t like using the internet or computers” (8%) and “I don’t know how to use a computer” (5%).</p> <p><b>Roads and Transport</b></p> <p>Thirty five percent of respondents who said that they had a requirement for disability transport services rated them as being good or very good. This is down from the 47% last year but up from 25% in 2016. A further 45% said that they were neither good nor poor and 21% said they were poor.</p> <p><b>Quality of Life</b></p> <p>With regard to quality of life, 74% select 1-3 indicating that the quality of life in Midlothian is good. A further 14% of respondents gave ratings between 4 and 6 and 11% of people rated the quality of life in Midlothian as between 7 and 10, not good. Ninety six percent of all respondents stated that they thought the neighbourhood they live in was either good or very good and 3% of respondents thought that their neighbourhood was fairly poor. Forty one percent of respondents said that they are connected and participate in their local community either a great deal (10%) or a fair amount (31%). A further 48% said only a little and 11% said not at all. Thirty seven percent of respondents stated that they had taken part in any community event, meeting or activity over the past year. Respondents were asked to consider a variety of statements regarding community involvement and cohesion. The statement to which the greatest number of people agreed was “People in my community help each other when there is a problem”, 84% agree. This is followed by “My community is a place where people from different backgrounds can get on well together”, 74% agree. In contrast, the statement to which the largest number of people disagreed was “People in my community can influence decisions that affect our community”, 23% disagree. Nine percent of all respondents said that they worried about not being able to afford to pay their rent or mortgage payments, this is down from 12% in 2017 and 13% in 2016. People living in rented accommodation are more likely to worry (14%) stating this compared to 7% of owner occupiers. The housing issue which the greatest number of people think is most important is “increasing the number of new affordable homes”, 60% stating this. This is followed by 39% who stated that improving the energy efficiency of housing, is most important</p> <p>At the other end of the scale, the issue that the greatest number of respondents feel is least important is “Assisting households with particular needs to access suitable housing and services”, 50% stating this.</p>
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<p>Consultation and involvement findings</p>	<p>The annual planning cycle engagement process has developed the priorities for action for 18-19. The strategic assessment is completed by each thematic partnership , assessing Political , Economic , Social ,Technological , Legal and Environmental changes affecting the local population, proposals for priorities are then subject to a public engagement process involving stakeholders including the Midlothian People’s Equalities Group, the Midlothian Youth Platform , the Citizens panel, neighbourhood planning groups , community councils and adult health and social care service users joint planning groups ( which includes a number of equality protected characteristics groups).</p>
<p>Good practice guidelines</p>	<p><b>Community Empowerment (Scotland) Act 2015 Part 2</b></p> <p><b>Community Planning Guidance and Regulation Summary of Expectations</b> can be found here <a href="http://www.gov.scot/Publications/2016/12/8801">http://www.gov.scot/Publications/2016/12/8801</a></p> <p>In respect of equalities protected characteristics groups , the guidance states CPP’s should meet the following benchmarks:</p> <p><b>Tackling inequalities</b></p> <p>The CPP has a strong understanding of which households and communities, both of place and of interest, in its area experience inequalities of outcome which impact on their quality of life.</p> <p>The CPP focuses its collective energy on where its partners’ efforts can add most value for its communities, with particular emphasis on reducing inequalities.</p> <p>The CPP develops locality and thematic approaches as appropriate to address these, with participation from community bodies representing the interests of persons experiencing inequalities.</p> <p>The CPP should build the capacity of communities, particularly those experiencing inequality, to enable those communities, both geographic and of interest, to identify their own needs and opportunities; and support their efforts to participate effectively in community planning, including in the co-production of services.</p> <p><b>Understanding of local communities’ needs, circumstances and opportunities</b></p> <p>The CPP has a strong understanding of its local areas, including differing needs, circumstances and opportunities for communities (geographical and communities of interest) within its area.</p> <p>This understanding is built on appropriate data and evidence from partners and community perspectives flowing from effective community engagement.</p>

	<p><b>Focus on key priorities</b></p> <p>The CPP uses its understanding of local needs, circumstances and opportunities to establish a clear and ambitious vision for its area and identify local priorities for improvement.</p> <p>The CPP is clear about the improvement it wishes to make locally in terms of better outcomes for specific communities, reducing the gap in outcomes between the most and least deprived groups and improving long term sustainability of public service provision.</p> <p>The LOIP places a clear emphasis on identifying local priorities which focus on how the CPP will add most value as a partnership to improve outcomes and tackle inequalities, and the CPP targets activities around these priorities.</p> <p><b>Summary of Community Engagement Expectations.</b></p> <p>The CPP and community planning partners work with community bodies to ensure that all bodies which can contribute to community planning are able to do so in an effective way and to the extent that they wish to do so.</p> <p>The CPP and community planning partners have a clear understanding of distinctive needs and aspirations of communities of place and interest within its area, as a result of effective participation with community bodies.</p> <p>Effective community participation informs decisions about the CPP's priorities, how services are shaped and resources deployed; this includes working with community bodies on co-production where these bodies wish to do so.</p> <p>Effective community participation informs how the CPP manages and scrutinises performance and progress, and how it revises its actions to meet its ambitions as a result of its performance management.</p> <p>The CPP embraces the principles of effective co-production which is aimed at combining the mutual strengths and capacities of all partners (including community bodies) to achieve positive change</p>
Other (please specify)	Equality & Human Rights Commission (EHRC) guidance , Fairer Scotland Duty & Child Poverty Act guidance ( drafts ) , GIRFEC and CYP Act guidance
Is any further information required? How will you gather this?	No

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

Group	Issues identified and how the service addresses these
<b>Older people, people in the middle years</b>	<p>See SMP for detailed actions proposed this year on each.</p> <p>This can be found here :  <a href="https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian">https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian</a></p> <p>Key actions positively affecting protected characteristics groups include :</p> <p>Continue to 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> <p>Work with Ageing Well to support older people</p> <p>Work with Midlothian Council Active Choices to support people with longer term health needs including Mental Health</p> <p>Provide one-to-one or group ICT tuition to 95 older people and vulnerable adults over the age of 50 as part of the Connect Online Programme.</p> <p>Deliver the actions identified in Employability and Learning Midlothian (previously Midlothian Adult Learning Partnership) so that qualification levels are improved at all levels (SVQ1-4)</p> <p>Deliver programmes that will impact positively on physical activity.</p> <p>Deliver programmes that will impact positively on healthy eating.</p> <p>Provide support and direction to programmes and partnerships to ensure they undertake work to tackle health inequalities.</p>
<b>Young people and children</b>	<p>Establish a framework for partnering with those who experience domestic violence and intervening with domestic violence perpetrators in order to enhance the safety and wellbeing of children</p> <p>Reduce the number of young people referred to Child and Adolescent Mental Health Services (CAMHS) by providing alternative supports and targeted interventions.</p> <p>Develop mental health network in schools , and other settings</p> <p>Roll out improved mental health training for those who support young people in educational settings.</p>

	<p>Gather data and undertake research to analyse population level data, to really understand the mental health needs and service use of children and young people.</p> <p>Engage children, young people, parents/carers and families in genuine participation, together co-designing a better mental health support system.</p> <p>Create a Children and Young People's Wellbeing and Mental Health Strategy for Midlothian that provides a roadmap of how we can move from a reactive to a proactive service, focusing on skills based programmes, preventive work and the identification of difficulties ensuring children with additional support needs are offered timely and appropriate interventions</p> <p>Individualise approaches to attainment for targeted groups:</p> <ol style="list-style-type: none"> <li>1.Looked After Children</li> <li>2. Looked After at Home pupils</li> <li>2.Social Emotional Mental Health needs pupils</li> <li>3.Additional Support Needs (Saltersgate)</li> </ol> <p>Further develop pupil equity fund interventions</p> <p>Deliver core messages around harm reduction through Council briefing , undertaking awareness raising with Parents, staff in Children's Services, Education, Police Scotland , Health and Third sector partners</p> <p>Establish a family learning approach to early years services that promotes a positive attitude to lifelong learning, encourages socio-economic resilience and challenges educational disadvantages</p> <p>Ensure that children in their early years receive appropriate services/timely interventions through wellbeing meetings and Team around the Child Process</p> <p>Reduce barriers to learning by poverty proofing the school day with the Child Poverty Action Group in 11 primary schools in the priority areas. Extend this offer to all primary schools.</p> <p>Research in-school child poverty measures and interventions.</p> <p>Increase the level of achievement in mainstream youth work</p> <p>Ensure there is a youth work offer in each geographical cluster for all young people P6 to S6.</p> <p>Target approach to increase engagement with care experienced young people.</p> <p>Ensure that transitional support is offered to young people from p7 to S1 and then for S4, 5, 6 who are at risk of leaving school without a destination.</p> <p>Deliver "Leaving Home" education programme in Schools</p> <p>Improve reach of families accessing parenting programmes from priority areas</p>
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<p><b>Women, men and transgender people (includes issues relating to pregnancy and maternity)</b></p>	<p>Support girls and young women to enable them to reach their full potential through teenage pregnancy pathways</p> <p>Work with partners to increase activity to promote breastfeeding as an option and to adjust cultural barriers to breastfeeding being considered in priority areas</p> <p>Work with partners to increase activity to promote breastfeeding as an option and to adjust cultural barriers to breastfeeding being considered in priority areas</p> <p>Raise awareness of Violence Against Women and Girls with services and communities and strengthen support for survivors in the “Safe and Together” model.</p>
<p><b>Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)</b></p>	<p>Deliver Welfare Rights service to people with Health Care needs</p> <p>Work with the Royal Infirmary to develop a stronger pathway to local services and support for young adults attending the hospital regularly</p> <p>Extend the Wellbeing Service to support people with long term health conditions and mental health issues to all 12 GP Practices in Midlothian</p> <p>Work will progress to access additional housing (with support) for people who are receiving mental health rehabilitation support</p> <p>Develop substance misuse services to reduce immediate harm, future harm and promoting recovery.</p> <p>Ensure that there are robust policies and practice in areas such as behaviour, anti-bullying and diversity, including tackling prejudice and stigma around mental health.</p> <p>Professionals that work with children and young people reporting an increase in knowledge, skills or confidence in order to provide preventative support for children with mental wellbeing issues.</p>
<p><b>Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers)</b></p>	<p>The LLE service and College will continue to deliver language courses (English for speakers of other languages-ESOL )</p>

<b>Refugees and asylum seekers</b>	The Care for people groups will continue to coordinate support to refugees and asylum seekers relocated to Midlothian
<b>People with different religions or beliefs (includes people with no religion or belief)</b>	The faith community partnership part of the CPP will continue to focus on the positive role played by members of faith communities in delivering services within Midlothian
<b>Lesbian, gay, bisexual and heterosexual people</b>	<p>Address LGBT prejudiced based bullying/discrimination/inappropriate behaviour in our schools and colleges</p> <p>Create equality resources and networks to support neighbourhood planning</p> <p>Find opportunities for equalities characteristics groups to maximise influence by working together</p> <p>Work in partnership to explore and set up local adult LGBT+ group.</p>
<b>People who are unmarried, married or in a civil partnership</b>	No specific plans have been made for these groups
<b>Those vulnerable to falling into poverty</b>	<p>See SMP for detailed actions proposed this year on each This can be found here : <a href="https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian">https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian</a></p> <p>Actions planned to have a positive impact in 2018-19 include :</p>
Unemployed People on benefits	Provide short term support to people experiencing significant hardship. This will include practical interventions including access to food banks; travel vouchers and trial energy vouchers for households experiencing fuel poverty.
Single Parents and vulnerable families	<p>Provide training to front line workers on the Welfare Reform Act so they can provide high quality support to people experiencing poverty.</p> <p>Increase the interventions and support to unemployed adults.</p>

Pensioners	Increase the interventions and support to workless households.
Looked after children	ESF Midlothian Pipeline Project will engage and support clients through is operation to remove the barriers they face to employment and vocational training.
Those leaving care settings (including children and young people and those with illness)	<p>In partnership between the Council, Registered Social Landlords and private developers, deliver 165 new affordable homes.</p> <p>Investigate accelerated development of affordable housing via use of innovative approaches and consequent economic benefit</p> <p>Develop affordable housing to meet specialist needs.</p>
Homeless people	<p>Raise awareness of energy saving or fuel poverty advice and assistance schemes.</p> <p>Increase the support to young people through the Youth Homelessness Prevention Service</p>
Carers (including young carers)	Deliver online housing options and advice to improve availability of tailored information and advice
Those involved in the community justice system	<p>Reduce bed and breakfast accommodation use by 50% by 2017.</p> <p>Increase the number of people receiving support from the LLE job club. Deliver the actions and targets in Developing Scotland's Young Workforce (DSYW) Plan.</p> <p>Provide high quality and localised welfare advice and support, targeted at the areas with the highest levels of poverty.</p>
Those living in the most deprived communities (bottom 20% SIMD areas)	<p>Establish the "Gorebridge Connected" project during 2018/2020.</p> <p>Support people to attract additional income through the AIM HI project.</p> <p>Increase the uptake of benefits such as the Healthy Start vouchers.</p>
People misusing services	
People with low literacy/numeracy	

Others e.g. veterans, students	
Geographical communities  Rural/ semi-rural communities  Urban Communities	The plan clearly targets communities most affected by multiple deprivation concentrations and recommends adjustments to use of resources to achieve improvement in outcomes

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

No

**7. Is any part of this service to be carried out wholly or partly by contractors?**

Yes

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

All Council and other Public sector partners commissioning arrangements include explicit expectations about meeting the equality duties.

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

Objectives Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	<p>Equality, Diversity and Human Rights are cross-cutting and underpin all that the Community Planning Partnership does, plans and provides.</p> <p>The Equality Act 2010 &amp; Public Sector Equality Duty requires public organisations, both as an employer and in the planning and delivery of services to have due regard to the need to (1) eliminate unlawful discrimination, harassment and victimisation, (2) advance equality of opportunity and (3) foster good relations between people who share a protected characteristic and those who do not.</p> <p>Success/failure to meet this overarching outcome will be reported on to the Community Planning</p>



	<p>Working Group and Board throughout 2018-19 and to the Equality &amp; Human Rights Commission by 30 April 2019 and subsequently by 30 April 2021.</p> <p>Midlothian H&amp;SC Partnership , managed by the Integration Joint Board for Adult Health and Care also have equality outcomes and mainstreaming reports on which it is due to report to the Equality and Human Rights Commission by 30 April 2018</p> <p>The equalities impacting actions of the partnership are embedded in and across the 5 themes as shown above rather than being set out as a separate action plan template.</p>
Promotes good relations within and between people with protected characteristics and tackles harassment	<p>Actions include :</p> <p>Address LGBT prejudiced based bullying/discrimination/inappropriate behaviour in our schools and colleges</p> <p>Create equality resources and networks to support neighbourhood planning</p> <p>Ensure that there are robust policies and practice in areas such as behaviour, anti-bullying and diversity, including tackling prejudice and stigma around mental health.</p>
Promotes participation, inclusion, dignity and self- control over decisions	<p>The CPP is committed to including the voices of community members in planning and decision making. The use of neighbourhood planning approaches , service user joint planning groups, stakeholder groups, youth platform, citizens panel , faith communities partnership , Midlothian People's Equality Group , parent councils , pupil councils, and the Community Empowerment Act right to make participation requests all support engagement and involvement of a diverse range of citizens including those from protected characteristics groups .</p>
Builds family support networks, resilience and community capacity	<p>The work of the CPP emphasises the building of community capacity for self-help as a core</p>

	approach. Support is offered to families and community groups who volunteer. 29% of the population of Midlothian does so.
Reduces crime and fear of crime	The work of the community safety partnership is focussed on this. This year there is an emphasis on reducing gender based violence and monitoring and addressing hate crimes.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	The Joint health improvement partnership, a sub set of Improving opportunities thematic partnership is focused on reducing inequalities in health outcomes over life. A new physical activity and health strategy will be published in 2018, a new Food and Growing strategy linking with the targets for reducing obesity and diabetes is being developed. The Drug and Alcohol Partnership shared between Mid and East Lothian continues to develop recovery groups.
<b>Environmental</b>	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	<p>Specific actions this year include :</p> <p>Consult on and publish Midlothian Council's Active Travel Strategy (2018-2021)</p> <p>Provide new housing developments with sustainable travel packs</p> <p>Roll out of I Bike programme in Midlothian to primary and secondary schools to promote getting to school by walking, cycling, scooting and public transport</p> <p>Produce Work Place Active Travel Plans through engagement with major Midlothian employers</p> <p>Publish the Midlothian Green Network Secure and deliver components of the green network through new development, Council work programmes, and where relevant from accessing external funding sources</p> <p>Midlothian Local Biodiversity Action Plan (LBAP) produced and its actions are being</p>
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	
Improves the physical environment e.g. housing quality, public and green space	

	<p>implemented and the Midlothian Biodiversity Partnership is restarted.</p> <p>Midlothian Council will explore installation of ground and roof mounted solar panels on Council owned land and property</p> <p>Provide information on the Planning pages of Midlothian Council's website on the types availability of renewable energy, and their requirements for planning consent</p> <p>Midlothian Council will explore installation of ground and roof mounted solar panels on Council owned land and property</p> <p>Provide information on the Planning pages of Midlothian Council's website on the types availability of renewable energy, and their requirements for planning consent</p>
<b>Economic</b>	
Maximises income and /or reduces income inequality	The work of Midlothian financial Inclusion network, a sub set of the Improving opportunities thematic partnership last year achieved £ 5.7 million increased income for households receiving welfare benefits by ensuring correct entitlements have been achieved . This work will continue in 2018-19.
Helps young people into positive destinations	Last year 95.3 % of young people achieved a positive destination, a continuing 8 year upward trend. The target for 2018-19 is 95% the Developing Young workforce CPP sub group of Improving Opportunities thematic partnership has a detailed action plan to continue to support young people to achieve positive and sustained post school engagement in learning , training , personal development and employment .
Supports local business	Sustainable growth thematic partnership has identified the top 50 economically important businesses (Scottish Enterprise account managed, Business gateway pipeline with growth potential), and will continue to offer support for growth. The

	Gorebridge, Newtongrange, Dalkeith Mayfield and Penicuik town centres have either a masterplanning or a Business Improvement District initiative underway. Borders Rail Partnership is supporting rail corridor economic development actions.
Helps people to access jobs (both paid and unpaid)	The Employability and Learning Midlothian working group, a sub set of the Improving opportunities thematic partnership was established with a main aim of increasing employability of adults, a new action plan is being developed for 2018-19. The Third Sector Interface Volunteer Midlothian plan aims to increase support for volunteering
Improving literacy and numeracy	The Improving opportunities thematic partnership is committed to increasing the qualification levels of Midlothian adults. A new employability and learning Midlothian group (ELM) has been created by merging two previous groups. This has improving literacy and numeracy and English for speakers of another language as core actions for 18-19. Funding is now directed by Scottish Government through FE college budgets rather than CPP's.
Improves working conditions, including equal pay	Public and third sector partners are committed to equal pay and inclusive employment practices. The average wage of Midlothian Council female employees is slightly higher than that of male employees due mainly to the high proportions of professional teaching and social work posts held by women, and 5 of the Council's 11 senior managers posts are currently held by women.
Improves local employment opportunities	The CPP Sustainable Growth and Improving Opportunities thematic partnerships collaborate on growing business and enabling local people to gain from the new opportunities. Work will continue on projects such as the secondary school centres of excellence, with the first at Newbattle High School focussing on Digital industries opening this year. The links between Midlothian Science Zone and local employers and schools have been

	developing and will continue to open opportunities in Science technology Engineering and Maths a key priority of the curriculum development work of the Education service. The achievement of City Deal status will see major capital works to improved transport infrastructure and access to economic development sites in the County begin next year. The local development pan commits to a radial bus route connection Midlothian to employment hot spots at West and East Edinburgh.
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**9. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?**

Yes. Advice from the Head of Planning and the Planning manager is that whilst the plan is a qualifying strategy the planned actions do not require a separate Environmental Impact Assessment.

**10. Action Plan**

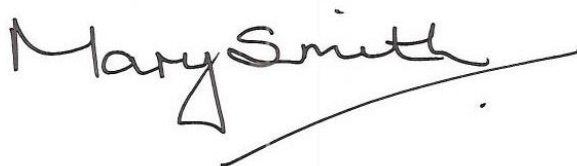
Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
None				

**11. 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 also 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](mailto:equalities@midlothian.gov.uk)

**12. Sign off by Director Education Communities and Economy**

Name Dr Mary Smith

A handwritten signature in black ink that reads "Mary Smith". The signature is written in a cursive style with a long horizontal stroke extending to the right from the end of the word "Smith".

Date 02 May 2018