

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



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Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Learning and Development In the Community Action Plan
Completion Date	19 July 2018
Completed by	Improving Opportunities Midlothian Community Planning Partnership Thematic Group
Lead officer	Alasdair Mathers/Annette Lang

Type of Initiative:

Policy/Strategy

Programme/Plan

Project

Service

Function

Other Statement of Intent.....

New or Proposed

Changing/Updated

Review or existing

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

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

The 1980 Education Act requires the Council to ensure adequate and efficient learning and development activities in the community. Further guidance requires us to produce an improvement plan every three years. Our current plans ends in August 2018 and the new plan is from September 2018 to August 2021. There are a number of organisations who deliver learning and development in the community so we produce this action plan with them through community planning arrangements.

We have to produce a plan after consultation with local people, service users, staff and stakeholders.

Our specific improvement plan will:

Increase the voice of learners and citizens to influence improvements in learning and development in our community.

Support young people, adults and families to improve their life chances through the development of skills for learning, life and work.

Increase through partnership working the number of young people securing and sustaining positive destinations.

Assist communities to meet local needs and develop their capacity. Support services to be more responsive to the needs of people experiencing inequalities.

Help to sustain resources for learning and development activities in the community, within a challenging financial climate.

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

The learning and development activities offered will meet the needs of learners and community members as required by the 1980 Education Act. These learning and community development activities were inspected in 2016 and received an external evaluation of very good. Therefore the plan will help us to ensure we maintain this in a resource reducing environment and progress towards excellent ratings which is the next step for quality improvement which is the highest available after very good.

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

High Relevance	Yes/no
The policy/ proposal has consequences for or affects people	yes
The policy/proposal has potential to make a significant impact on equality	yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	yes
The policy/proposal is likely to have a significant environmental impact	no
Low Relevance	
The policy/proposal has little relevance to equality	no
The policy/proposal has negligible impact on the economy	no
The policy/proposal has no/ minimal impact on the environment	yes
If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.	

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

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

Evidence	Comments: what does the evidence tell you?
<p>Data on populations in need</p>	<p>The Scottish Governments Annual Population Survey 2017 tells us that Midlothian is one of the fastest growing local authority areas. Which gives us opportunities but also demand issues. In addition approximately 5% of young people do not secure a positive destination and that approximately 2,500 adults are unemployed and many of them are over 40. People living and working in Midlothian are on a lower income compared to the national average. Some people have less qualifications than the averages in Scotland. We have 3 areas for targeted work where more people are on low incomes these are Mayfield, Dalkeith and Gorebridge. We used the Midlothian Profile to analyse the populations learning and community needs.</p> <p>https://www.midlothian.gov.uk/download/.../id/.../midlothian_profile_2016-17.pdf</p> <p>Which includes data from a range of sources including National Online Manpower Information System</p>
<p>Data on service uptake/access</p>	<p>We have information on the number of people accessing life learning and employability services. 4427 young people, 1197 people on paid adult learning, 363 family learning, 717 from areas of deprivation, 477 from an ethnic minority and 1505 qualifications were secured.</p> <p>The Third Sector Interface record the numbers of groups that are supported with grant applications, training and capacity building support.</p> <p>The Communities team support the delivery of 15 local neighbourhood plans. These plans identify data on service uptake and gaps in local provision.</p>
<p>Data on quality/outcomes</p>	<p>National Online Manpower Information System data provides information on local population, employment, learning and income in Midlothian. This informs the way in which we plan our services. Skills Development Scotland data hub records participation measures and the positive destinations of young people.</p>
<p>Research/literature evidence</p>	<p>Considering good practice from other local authority areas and internationally for example study visits on participatory budgeting, shared training with other partners. Inspection reports by Education Scotland, National learning hubs for example Community Learning and Development Standards Council. National Conferences on learning and community development/social enterprise. Third Sector National</p>

	Interface Network and national themed events e.g. Getting It Right For Every Child national project seminar.
<p>Service user experience information</p> <p>Consultation and involvement findings</p>	<p>Consultation carried out including focus groups, online surveys.</p> <p>Approximately 1,000 responses.</p> <p>The plan builds on the priorities identified by local people and stakeholders.</p> <p>Public/ stakeholder priorities for next 3 years:</p> <ul style="list-style-type: none"> • Help community groups to identify and meet local community needs. • Help community groups to secure funding. • Help community groups to develop the skills/knowledge to plan and manage their work. • Support people of all ages to volunteer. • Confidence building and skill development to help people improve their skills for learning, life and work. • Increase the number of computer courses from beginners to those that people need for work. • Ensure provision is locally accessible, free /reasonably priced and remains of good quality, friendly, informal, practical and sociable. • Sustain learning and development that reduces social isolation. • Sustain the variety of types of learning and entry levels on offer. • Address lack of provision in some places, timing of offers for those in employment. • Provide access to venues at affordable prices. • Support and nurture the existing strong sense of community. • Support the wide range of existing groups and volunteers. • Bring people together to act together, supporting each other and their neighbourhoods. • Address concern about increasing expectations on

	volunteers
Good practice guidelines	How Good is our learning and development in the community and also How Good is Our Third Sector. European Framework for Quality Management
Other (please specify)	We reviewed the engagement consultation plan for the action plan and took additional actions to include key groups such as gypsy travellers.
Is any further information required? How will you gather this?	We will monitor over the three years of the plan our success in addressing the outcomes of the plan which will address inequalities relating to learning, qualifications, income and inclusion within our communities.

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

	Comments – positive/ negative impact
Equality Groups <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • People with additional support needs (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • Refugees and asylum seekers • People with different religions or 	<p>The action plan will support young people, adults, families and community members to access learning and community activities in their local area of Midlothian to help build their skills for learning, life and work. The action plan will also support communities to develop opportunities to meet local community needs and reduce social isolation.</p> <p>There is a variety of specific programmes including: literacy and numeracy, English for speakers for other languages, Focus team employability support for those with additional support needs, day and evening classes, support for local people who wish to volunteer, support for community organisation to build capacity and skills. Support to local people to influence services and have a voice.</p> <p>There is potential to market future</p>

<p>beliefs (includes people with no religion or belief)</p> <ul style="list-style-type: none"> • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	<p>opportunities to underrepresented groups e.g. Men, Male or Female only groups if a justified need was identified.</p> <p>The working group do not envisage any negative impacts.</p>
<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the criminal justice system • Those living in the most deprived communities (bottom 20% Scottish Index of Multiple Deprivation areas) • People misusing substances • People with low literacy/numeracy • Others e.g. veterans, students 	<p>Supports young people and adult returners and those with additional support needs to gain employability skills and qualifications which could lead to employment and improved economic circumstances.</p> <p>Targeted promotion of opportunities will take account of levels of deprivation as indicated in the Scottish Index of Multiple Deprivation.</p> <p>Support is available for Lifelong Learning and Employability literacy and numeracy service and will be promoted. Midlothian Financial Inclusion Network are partners in the action plan and work to address poverty. The communities' team have been proactively working with schools to reduce the cost of the school day.</p> <p>Veteran Intern programme is well promoted.</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi-rural communities • Urban Communities • Coastal communities 	<p>Midlothian Council offices and services are mainly in the town centres however there are a number of opportunities run from third sector or community run premises in local villages; although in some cases it can be difficult to access from rural areas. Public transport is</p>

	available for the majority of areas but not for all. To address this we also offer Massive Open Online Courses and we are investigating access to council subscriptions to online platforms such as Learnpro. To help people access support from a distance.
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6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

The new learning and development 2018 to 2021 plan should have a positive impact for those in protected characteristic groups and economic circumstances over time. Addressing inequalities is a fundamental driver for the delivery of this plan.
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7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

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

The action plan is delivered by a variety of stakeholders some of these partners receive grants from a range of grant providers including Midlothian Council. In some key areas contractors are procured for example those that deliver employability work through European funding. All external contracts will take into account equality and human rights.

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

Yes a summary public version is being prepared by Midlothian Council's Communication Department and annual public progress reports will be produced describing the successes and challenges.

Further, 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

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

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	The action plan will work to increase access to opportunities. Equality groups may gain relevant and up to date learning and employability skills.
Promotes good relations within and between people with protected characteristics and tackles harassment	By supporting people from diverse backgrounds through the community learning and development plan we will increase awareness and promote positive relationships.
Promotes participation, inclusion, dignity and self-control over decisions	One of the key priorities of this action plan is to increase the voices of local people to influence learning and development activities in the

	community.
Builds family support networks, resilience and community capacity	Many of the groups we support through the action plan offer opportunities for local people to come together to learn, provide or take action on community issues either through geographical areas of interest or themed interest areas.
Reduces crime and fear of crime	Not specifically, however if local people learn, gain employment or mix more socially in their community this can lead to improved networks, increased tolerance, a sense of belonging increases, less financial stress and improved resilience therefore local people are less likely to commit crime linked to poverty and be tolerant of others.
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, • sexual health, • substance misuse • Exercise and physical activity. • Life skills 	Aspects of the work in the plan will directly affect these areas for example. Healthy eating courses, budgeting, sexual health and substance awareness through youth work, adult learning and within communities. Neighbourhood planning processes and priorities positively support healthier lifestyles. Addressing health inequalities is key to the learning and development offer in communities.
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	Not applicable
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms	

or transport	Not directly but as economic circumstances improve this can increase access to quality housing and community participation.
Improves the physical environment e.g. housing quality, public and green space	
Economic	
Maximises income and /or reduces income inequality	The learning and development in the community plan improvement action plan is designed to make a direct impact against these headings.
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	

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

No

11. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Having reviewed the plan and integrated impact assessment carefully we are confident that there will be no negative impact on equality groups.				

12. Sign off by Director



Signature: Dr Mary Smith

Date: 25 July 2018

