



# Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

<b>Title of Policy/ Proposal</b>	Midlothian Community Planning Partnership – Single Midlothian Plan 23/27
<b>Completion Date</b>	May 2023
<b>Completed by</b>	Group Service Manager (Community Planning and Communities, Lifelong Learning and Employability), Community Planning Development Officer and Thematic Leads including Child Poverty
<b>Lead officer</b>	A Lang

## Type of Initiative:

<b>Policy/Strategy</b>	<b>New Single Midlothian Plan 2023-27</b>
Plan	Build on previous Single Midlothian Plan but outcomes and actions are new for 2023-2027 Single Midlothian Plan

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

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

The Single Midlothian Plan (SMP) sets out the priorities with the communities in Midlothian, using data and local people's views to inform the outcomes for next four years with an action plan. **Its primary purpose is to address inequality and ensure better outcomes for all.** The vision of the Midlothian Community Planning Partnership is set out below:

### Vision

By working together as a Community Planning Partnership, individuals and communities will be able to lead healthier, safer and greener lives by 2030. No child or household need live in poverty. Midlothian will be a Great Green Place to Grow by achieving our net zero carbon ambitions and supporting local people to strengthen the skills they need for learning, life and work

There are seven thematic groups with their own improvement actions. The overall legislation covering community planning is the Community Empowerment Act 2015. The specific legislation/drivers/strategy influencing other thematic groups are:

- Community Justice Outcome Improvement Plan
- National Community Justice Strategy Plan
- Community Justice (Scotland) Act 2016
- Equally Safe Priority 4 all men desist from Violence against Women and Girls
- Child Poverty Scotland Act 2017
- Midlothian Local Development Plan (2017)
- Climate Change (Emissions Reduction Targets) (Scotland) (Act 2019)
- Midlothian Council Climate Emergency Declaration Dec 2019
- The Children and Young People's (Scotland) Act 2014; Getting It Right For Every Child; United Nations Conventions on the Rights of the Child (UNCRC).; Our work is also influenced by the principles summarised in The Promise
- Housing Scotland Act (1987, 2001, and 2014)
- Housing to 2040
- Scottish Government National Strategy for Economic Transformation
- Regional Prosperity Framework

### What will change as a result of this policy?

The Community Planning Partnership by working together will improve outcomes for communities particularly in relation to health, wellbeing, community justice, the

environment, poverty, education, qualifications and community learning.

### **Vision**

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### **4 year outcomes**

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

Through the working community planning we wish to improve outcomes with local communities to reduce inequalities. Within the plan under the 7 thematic areas we set out the improvement actions we plan to undertake. For the majority of these action we identify targets and measures to monitor that we have achieved them. We complete reports for the community planning working group and Board on how well we are doing in achieving these for them to scrutinise. We will also highlight success and challenges to the public through a variety of methods including articles online and written communications.

## **2. Do I need to undertake a Combined Impact Assessment?**

<b>High Relevance</b>	<b>Yes/no</b>
The policy/ proposal has consequences for or affects people	Yes
The policy/proposal has potential to make a significant impact on equality	Yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
The policy/proposal is likely to have a significant environmental impact	Yes
<b>Low Relevance</b>	
The policy/proposal has little relevance to equality	No
The policy/proposal has negligible impact on the economy	No
The policy/proposal has no/ minimal impact on the environment	No
<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>	
<b>If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.</b>	

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

<b>Evidence</b>	<b>Comments: what does the evidence tell you?</b>
Data on populations in need	The evidence from the Midlothian Strategic Profile <a href="https://www.midlothian.gov.uk/download/downloads/id/4780/midlothian_profile_2022_pdf">https://www.midlothian.gov.uk/download/downloads/id/4780/midlothian_profile_2022_pdf</a> . (and SIMD continues to highlight the 3 priority areas - Mayfield and Easthouses, Gorebridge and Central Dalkeith/Woodburn should be prioritised. Midlothian's population is characterised by:

- larger than average young, and retired, segments;
- A slightly smaller than average working-age population; and
- The female proportion of the retired population increasing as it ages.
- General health remains good, while the incidence of limiting long-term illness appears to have increased.
- Cancer; coronary heart disease; respiratory disease, and diabetes all show large variations across Midlothian that correlate to areas of deprivation.
- Midlothian has a higher rate of multiple admissions than the Lothian average, but slightly lower than the Scotland average rate.
- The number of adult referrals to Social Services has increased. The increase in Community Care services (Homecare, Telecare etc.) corresponds to the increase in Midlothian's 65+ population. The number of Midlothian residents in care homes has decreased.
- Unemployment, qualification levels, positive destination and wages
- Employment: Employment levels in Midlothian is above the Scottish figures. In Midlothian 81.5% of people aged 16 to 64 are economically active. Those who are economically active increased by 2.3% to 48,000 during 2022
- In 2022 the weekly pay in Midlothian was £622.90, less than Scotland (£640.30) and Great Britain (£642.20).
- Local Business: In 2022 Midlothian had 2,740 businesses.
- Types of employment by industry. The largest single industrial sector is retail/wholesale, followed by human health/social work, Education, Manufacturing and construction.
- Economic site supply: There were 28 separate business parks/economic development sites in 2018.
- total number of homeless presentations to Midlothian Council during 21/22 – 430
- total number of applicants for housing with the Council 4,363 - as of end of Feb
- end of Feb total number of active homeless applications 706
- Homeless data and request for housing, waiting list
- Midlothian Council Housing 7,000+
- Children and young people aged 21 years and under account for 25.5% of the population of Midlothian.

**Year 2020 CO<sup>2</sup> equivalent (greenhouse gas emissions) in Midlothian**

Source	Year	Total (kt CO <sub>2</sub> e)	% of Midlothian Total
Industry	2020	29.6	6.7
Commercial	2020	27.4	6.2

	Public Sector	2020	17.6	3.9													
	Domestic (Use)	2020	135.2	30.5													
	Transport (All)	2020	122	27.5													
	Land use, land use change, and forestry (LULUCF)	2020	36.9	8.3													
	Agriculture	2020	58.9	13.3													
	Waste Management	2020	15.8	3.6													
	Total	2020	443.4	100%													
	<ul style="list-style-type: none"><li>Gross Value Added is the Gross Domestic Product adjusted for taxes and subsidies and is regarded as a better measure of the economic wellbeing - 2019 is the last updated figures - GDP £1.954m GVA £1.662M for Midlothian.</li><li>Midlothian Child Poverty overall 2019/20 - Child Poverty 23.9%</li></ul>																
	<p><b>Variation in child poverty rates across Midlothian, 2018-19</b></p> <table><tr><th>Ward</th><th>2018/19</th></tr><tr><td>Penicuik</td><td>14%</td></tr><tr><td>Bonnyrigg</td><td>11%</td></tr><tr><td>Dalkeith</td><td>35%</td></tr><tr><td>Midlothian East</td><td>23%</td></tr><tr><td>Midlothian South</td><td>26%</td></tr><tr><td>Midlothian West</td><td>11%</td></tr></table>				Ward	2018/19	Penicuik	14%	Bonnyrigg	11%	Dalkeith	35%	Midlothian East	23%	Midlothian South	26%	Midlothian West
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Data on service uptake/access	<ul style="list-style-type: none"><li>Getting It Right For Every Child: National and local research and evidence tells us that we need to work towards ensuring more children and young people receive timely and effective mental health support when they need it. The data tells us that we need to continue increasing our preventative approaches and early interventions that support children and young people’s mental health and wellbeing.</li><li>Adult Health:</li></ul>																

## 2020/21 targets and actuals

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

(p) = provisional

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




### 2. Flu Vaccine Uptake in Midlothian

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

### 1. Covid % Uptake for Midlothian

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

- number accessing homeless prevention advice and assistance services

	<p>during 21/22 684 total number of cases of homeless prevention cases during 21/22 189</p> <ul style="list-style-type: none"> <li>• Housing lets 21/22 - total lets 21/22 - 395</li> <li>• Liberations</li> <li>• Stride uptake</li> <li>• Spring uptake</li> <li>• Unpaid work uptake</li> <li>• Climate change – uptake not applicable</li> <li>• Business Gateway uptake/growth</li> <li>• Green projects business value</li> </ul>
Data on quality/outcomes	<p>We have analysed performance on the outcomes from last years single Midlothian plan. This learning has influenced the new priorities for example a dedicated theme on poverty.</p>  <p>H2 SMP 2022-23 Report Final.doc</p>
Research/literature evidence	<p>The Midlothian Profile, Citizens Panel and the SMP provide an evidence base of the needs of the residents in Midlothian. Good practice from other local authorities on climate change <a href="https://edinburghcentre.org/">https://edinburghcentre.org/</a> Health's consultation and link to results and on strategy</p>   <p>2022-03-02 Wider Community Planning Impacts Dashboard.doc IIA Data _service and t</p>
Service user experience information	<p>Communities Lifelong Learning and Education satisfaction rates: 93.8% were satisfied with CLLE services 81% people reported improved key skills</p> <p>Carers' and service users' experiences were sought and woven throughout the planning process for the Strategic Commissioning Plan</p> <p>Planning Leads also have access to data from:</p> <ul style="list-style-type: none"> <li>- National Health and Wellbeing Outcomes.</li> <li>- Consultation with people who use their service</li> <li>- Local Citizen's Panel</li> </ul> <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>

Consultation and involvement findings	<p>The Single Midlothian Plan continues to be developed using a co-production model. In line with the Midlothian COMPACT TRACK values —Togetherness, Respect, Accountability, Creativity and Kindness—this ensures that the relationships between our sectors develop in ways which ensure the best outcomes for local communities.</p> <p><a href="https://www.midlothian.gov.uk/downloads/download/735/midlothian_compact_2020-2025_pdf">https://www.midlothian.gov.uk/downloads/download/735/midlothian_compact_2020-2025_pdf</a></p> <p>The Single Midlothian Plan is informed by consultation through thematic groups and the work of the community partnership is reported to communities for feedback. In addition key equality groups provide direct feedback Midlothian Peoples Equality Group and Faith Partnership Group. Housing tenant's participation officer liaises with the tenants group over the actions within the SMP. The following link advertises current consultations that can form the SMP priorities.</p> <p><a href="https://www.midlothian.gov.uk/directory/33/consultations/category/182">https://www.midlothian.gov.uk/directory/33/consultations/category/182</a></p>
Good practice guidelines	<p>The SMP complies with guidance set out by the community empowerment act 2015 and is informed by the review of CPP improvement service.</p> <p><a href="https://www.improvementservice.org.uk/what-we-do/support-for-community-planning-partnerships">https://www.improvementservice.org.uk/what-we-do/support-for-community-planning-partnerships</a></p> <p>It also takes into account the national standards for community engagement.</p>
Other (please specify)	
Is any further information required? How will you gather this?	Yes, we wish to improve how we work with local people with direct experience to influence the actions and priorities for the timeframe 2023-27.

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

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years,	Positive - opportunities to reduce poverty, social isolation, improve health and wellbeing and develop new skills.
Young people and children	Positive – reduce child poverty and enable young people and children to access new opportunities, receive support on issues such as health and well-being or supporting the development of employability skills.
Women, men and transgender people (includes issues relating to pregnancy and maternity)	Positive - opportunities to reduce poverty, social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
Disabled people (included physical disability; learning disability; sensory Impairment;	Positive - opportunities to reduce poverty, social isolation, improve health and wellbeing,



long term medical conditions; mental health problem)	learn new skills and increase access to employment, education and training.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	Positive - opportunities to reduce poverty, social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training and improve written and spoken language skills.
Refugees and asylum seekers	Positive - opportunities to reduce poverty, social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training and improve written and spoken language skills.
People with different religions or beliefs (included people with no religion or belief.	The Faith Partnership is a subgroup of Community Planning provides a forum for faith based groups to directly influence the work and priorities of the Single Midlothian Plan. Since Jan 22 the faith partnership have held meetings and to ensure the voice of faith partnership is heard a representative has been invited to the Community Planning Working Group
Lesbian; gay bisexual and heterosexual people	Midlothian Peoples Equality Group is a key consultative group of the Community Planning Partnership and Single Midlothian Plan and provides a forum for those from equalities groups to influence the Single Midlothian Plan.
People who are unmarried; married or in a civil partnership	Positive - opportunities to reduce poverty, social isolation, improve health and wellbeing, learn new skills and increase access to employment, education and training.
<b>Those vulnerable to falling into poverty</b>	
Unemployed	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.

People on Benefits	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
Single Parents and vulnerable families	Positive - opportunities to receive specialist support and improve health and wellbeing.
Pensioners	Positive - opportunities to reduce social isolation, improve health and wellbeing and develop new skills.
Looked after Children	Positive - opportunities to receive specialist support and improve health and wellbeing.
Those leaving care settings ((including children and young people and those with illness)	Positive - opportunities to receive specialist support and improve health and wellbeing.
Homeless People	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
Carers (including young carers)	Positive - opportunities to receive specialist support and improve health and wellbeing.
Those involved in the criminal justice system	Positive - opportunities to learn new skills and increase access to employment, education and training.
Those living in the most deprived communities (bottom 20% SIMD areas)	Positive - opportunities to learn new skills and increase access to employment, education and training and access to income maximisation support.
People misusing services	Positive - opportunities to receive specialist support and improve health and wellbeing.
People with low literacy/numeracy	Positive - learn new skills and increase access to employment, education and training and improve written and spoken language skills.
Others e.g. veterans, students	Positive - opportunities to receive specialist support and

	improve health and wellbeing.
<b>Geographical Communities</b>	
Rural/ semi-rural Communities	Rural and semi-rural communities are able to influence the Single Midlothian Plan through the citizen's panel survey, through Federation Community Councils reps in Community planning, and directly within the sustainable growth thematic area.
Urban Communities	Urban communities, including the formulation of the local plan, are able to influence the Single Midlothian Plan through the citizen's panel survey, through Federation Community Councils reps in Community planning, and directly within the sustainable growth thematic area.
Coastal Communities	n/a

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

No

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

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

**Yes. The citizen's panel survey is operated by a procured company and their T&Cs take into account equality and human rights**

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

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

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

<b>Objectives</b>	<b>Comments</b>
<b>Equality and Human Rights</b>	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Third sector organisations will be able to continue to provide locally based services addressing the needs of their local communities.
Promotes good relations within and between people with protected characteristics and tackles harassment	Third sector organisations will be able to continue to provide locally based services addressing the needs of their local communities.
Promotes participation, inclusion, dignity and self- control over decisions	<p>Volunteer grant panel vacancies were advertised via Myjobscotland and through existing networks. They had an equal say in the scoring of applications.</p> <p>Unsuccessful applicants will not be identified in the public report to protect their dignity.</p>
Builds family support networks, resilience and community capacity	<p>Those funded will benefit through enhanced family support, resilience and community capacity support.</p> <p>Those not funded will be offered tailored support to attract additional resources and funding.</p> <p>A priority action for GIRFEC is to collectively demonstrate UNCRC is implemented across all partnership programmes; UNCRC - The United Nations Convention on the Rights of the Child - sets out the human rights of every person under the age of 18</p>
Reduces crime and fear of crime	Midlothian is Safer thematic group will look at reducing offending and reoffending and address the underlying causes of offending behaviour.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	<p>Those funded will benefit through enhanced support focusing on health and wellbeing.</p> <p>Those not funded will be offered tailored support to attract additional resources and funding.</p>
<b>Environmental</b>	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	Will support projects that aim to reduce carbon emissions.
Plan for future climate change	Will support projects that aim to reduce carbon emissions.

Pollution: air/ water/ soil/ noise	Will support projects that aim to reduce carbon emissions.
Protect coastal and inland waters	Will support projects that aim to reduce carbon emissions.
Enhance biodiversity	Will support projects that aim to reduce carbon emissions.
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	n/a
Reduce need to travel / promote sustainable forms of transport	Will support organisations to provide locally based opportunities.
Improves the physical environment e.g. housing quality, public and green space	Funding secured through shared prosperity under the banner of Community Planning Partnership provides additional resources to improve the physical environment including community buildings.
<b>Economic</b>	
Maximises income and /or reduces income inequality	Will support organisations to be able to provide income maximisation support.
Helps young people into positive destinations	Will support organisations to be able to provide employability programmes.
Supports local business	n/a
Helps people to access jobs (both paid and unpaid)	Will support organisations to be able to provide services such as job clubs, employment related training and development of volunteering opportunities
Improving literacy and numeracy	Will support organisations to engage their participants in activities that will promote the improvement of literacy and numeracy skills.
Improves working conditions, including equal pay	The policy will support the development of activities that will enable local people to be better informed and confident in challenging poor working conditions.
Improves local employment opportunities	Local people will have increased access to services that support their personal development, educational attainment and consequently, improve readiness to access employment opportunities.

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

**No**

## 10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Limited engagement of those with direct experience to influence actions	Poverty and other thematic areas have directly engaged with service users and those with direct experience however this could be strengthened and expanded over the next 4 years	Key actions are included in the plan to establish citizens assessors, direct experience panels and updated forums for those with direct experience on areas of improvement in the Plan. GIRFEC sub-groups and associated networks have also directly engaged with service users and those with direct experience.	2023-27	Rebekah Sullivan & Thematic Leads
Document not accessible to those with learning difficulties	It is not possible to provide an easy read version until the plan has been written	Easy read format now being produced for Single Midlothian Plan	Annual	Rebekah Sullivan

## 11. Sign off by Chief Officer

Signature



Name  
Date

Joan Tranent  
June 2023