

THE SINGLE OUTCOME AGREEMENT FOR MIDLOTHIAN COMMUNITY PLANNING PARTNERSHIP

Through SOAs, Community Planning Partnerships (CPPs) are expected to mobilise public sector assets, activities and resources, together with those of the voluntary and private sectors and local communities to deliver a shared 'plan for place'.

SOAs are expected to:

- Use an evidence based approach, underpinned by disaggregated data, to drive improvement in meeting the differing needs of local populations
- Include clear performance commitments that will lead to demonstrable improvements in people's lives
- Focus upon reducing outcome gaps within populations and between areas, promote early intervention and preventative approaches in reducing outcome inequalities
- Identify priorities for interventions and include plans for prevention, integration and improvement to promote better partnership working and more effective use of resources.

DEMONSTRATING A CLEAR UNDERSTANDING OF PLACE

Midlothian CPP undertakes an annual data collection exercise, gathering together key available published data about the Midlothian area. The [Midlothian Profile](#) is produced by the Community Planning Research and Information Group on behalf of the CPP Board. The Midlothian Profile is used by the CPP as the starting point for an annual "Strategic Assessment" of Midlothian, undertaken by the five thematic partnership groups within the CPP and reviewed by the Community Planning Working Group before final agreement by the board. A [Strategic Assessment](#) is a review of statistics, followed by a review of the political, social, economic, technological, environmental and legal (PESTEL) changes either currently or in the next immediate period affecting the area, followed by an assessment of the level of impact (business risk) that these are likely to have on the partnership achieving its aims and on the communities of Midlothian.

Structures

The current partnership structure can be accessed by following the link below

- [Community Planning Structure](#)
- [Community Planning Board membership list](#)
- [Community Planning Working Group membership list](#)

PLAN AND DELIVER FOR OUTCOMES

The Strategic Assessment provides a broad overview of Midlothian as a whole and has been the basis for extensive public engagement to confirm the priorities identified in it as valid. In addition, the CPP has been engaged with communities in a process of Neighbourhood Planning; developing local plans for the 16 Community Council areas, as these best represent natural communities recognised by local residents. This five year cycle has now reached 13 out of the 16 areas, with the final three areas to be completed in 2014-15.

The evidence gathered for and from these processes, and the priorities identified in a co-production approach between public bodies and local people have been used to establish local action plans and pinpoint emerging trends. The local steering groups of community and public body representatives work together under the Community Planning Working Group and hold each other to account for delivery of practical impacts.

The CPP structure includes service users in a variety of ways, from formal user groups in community care, to seeking the views of young people on specific topics through the Midlothian Youth Platform, including supporting these young people to undertake their own consultations with their peers.

Over the past five years, the CPP has developed use of 'outcomes' drawn from national and local sources to set out in short statements the expectations of the partnership for improvement in quality of life for residents of Midlothian.

In 2012-13 the CPP reviewed these outcomes using national benchmarks. These outcomes and indicators are grouped in two time periods – changes the partnership thinks can be measured over a three year span and changes the partnership thinks will need to be measured over a ten year period. Alongside this, in response to the expectations of Scottish Government, the single plan document sets out a small number of one year priorities on which action will be taken in partnership, identified from the Strategic Assessment and the Neighbourhood Plans.

In this way the partnership is making clear:

- the practical steps that will be jointly taken by partners
- the ways in which these will have an impact in the community
- the evidence that will be used to measure progress
- the approaches that will be taken

The shared planning cycle of the partners is as follows:

- | | |
|---|-------------------------|
| • Annual revision of the Midlothian Profile: | January – March 2014 |
| • Revision of the Strategic Assessment: | April – June 2014 |
| • Public engagement processes: | July – September 2014 |
| • Drafting of budgets and one year priorities: | October – December 2014 |
| • Achieving formal approval of plans and budgets: | January – March 2015 |

The Council has made clear its commitment to, and civic leadership role for, community planning by ceasing to have a separate Corporate Strategy and adopting the Single Midlothian Plan as the Council's strategic document, with a clear expectation that all service plans will demonstrate links to shared outcomes with partners and communities. This places Community Planning at the centre of the 'way forward' for Council services and requires the Council to demonstrate how it will support the delivery of shared outcomes. Public sector partners have also agreed to use the Single Midlothian Plan as the strategic context for their service planning in the area. The medium (3 year) and long term (10 year) outcomes already established by Midlothian CPP have been refined by practice and on the basis of evaluation. The partners have agreed to continue to use these long and medium outcomes and indicators for the rest of the current three year period, ending at the end of financial year 2015-16; unless a revision has been agreed to an indicator based on an assessment of its effectiveness in measurement, or to an outcome where partners have agreed the current statement is no longer appropriate.

In the templates below the one year priorities and actions are all linked back to the medium or long term indicators. In the preamble text to each theme the web links to sub-plans of the partnership lead the reader to descriptions of the continuing activity being pursued towards the medium and long term indicators, in effect the "day to day" business of partnership working. Reporting of progress on all these plans is undertaken through the thematic partnerships, using the covalent performance reporting system. The right hand side of the templates below represents one year specific priorities and actions within these outcomes.

Detailed Structure Charts/Documentation

The structures of the CPP, including

- remits
- membership of each thematic group
- governance documents
- sub groups
- and sub group action plans

are all available on the Midlothian Council website at:

- [Community Planning web pages](#)

NATIONAL POLICY PRIORITIES

The National Delivery Group for community planning has indicated that there is now an expectation that each Community Planning Partnership will show how it is giving priority to improving the following six national priorities:

- Economic recovery and growth
- Employment
- Early years
- Safer and stronger communities and reducing offending
- Health inequalities and physical activity
- Outcomes for older people

In Midlothian these priorities are reflected in the local Strategic Assessment and specific themes have responsibility for taking action as follows:

- **Economic recovery and growth**
This is the responsibility of the Sustainable Growth theme of Community Planning.
- **Employment**
This is the responsibility of the Improving Opportunities theme of Community Planning.
- **Early years**
This is the responsibility of the Getting it Right for Every Midlothian Child theme of Community Planning.
- **Safer and stronger communities and reducing offending**
This is the responsibility of the Community Safety Board following the legislation last year creating a single national Police Service and a single national Fire Service.
- **Health Inequalities and Physical Activity**
This is the responsibility of the Improving Opportunities theme of Community Planning led by its sub group – the Joint Health Improvement Partnership, which also reports to the Midlothian Community Health Partnership.
- **Outcomes for older people**
This is the responsibility of the Adult Health & Community Care theme of Community Planning. This group will be working under the shadow Joint Health and Care Board until the end of 2014-15 when the current shadow board will become the new legal management body for both NHS and council adult health and care services.

LOCAL PRIORITIES

The CPP has chosen to continue to focus on three of these national priorities: Economic Recovery and Growth; Employment (especially youth employment); Early Years (including reducing child poverty).

Following the 2013 audit of Midlothian CPP by the Scottish Government's National Delivery Group for Community Planning, a number of recommendations were made to the CPP board. These included a request that a clearer link was made between the three key priorities, three approaches and target geographies and the indicators that are used to track progress on these. This year's plan highlights a small number of key indicators that will be used to track performance on these.

THE THREE "APPROACHES" - PREVENTIVE INTERVENTION; CHANGING ACCESS; CAPACITY BUILDING AND CO-PRODUCTION

At the beginning of 2012 Midlothian Council initiated a project to consider how it should reshape its values and its operating systems. This project, known as the "Future Models of Service Delivery", was the subject of public engagement alongside the CPP's engagement processes, seeking views on partnership priorities. Agreement was reached by all partners to adopt, as far as possible in their context, the same three principles as appropriate ways for local public services to develop. These three ways are:

- **PREVENTIVE INTERVENTION**

The term prevention as used here refers to the ways in which public services, including the voluntary sector (and citizens), can act now to prevent increased need for public services in future by helping people to retain their independence in the face of age, ill health, disability or other challenges; or to achieve self-supporting life circumstances requiring no or minimal public support when faced with difficulties such as poverty, unemployment, crime, domestic violence, child abuse or addiction. Current examples include the shift from providing residential care of older people to maintaining people's independence living in their own homes using new technology (Telecare); supporting parents in their children's early years through the work of Surestart Midlothian; resolving neighbour disputes before they escalate through the Council's community mediation service; recycling services which prevent waste going to landfill; traffic calming to reduce accidents; active schools and ageing well programmes to increase physical activity and reduce the health problems associated with inactive lifestyles; a healthy reading scheme to support patients' self help (reducing repeat visits to GPs).

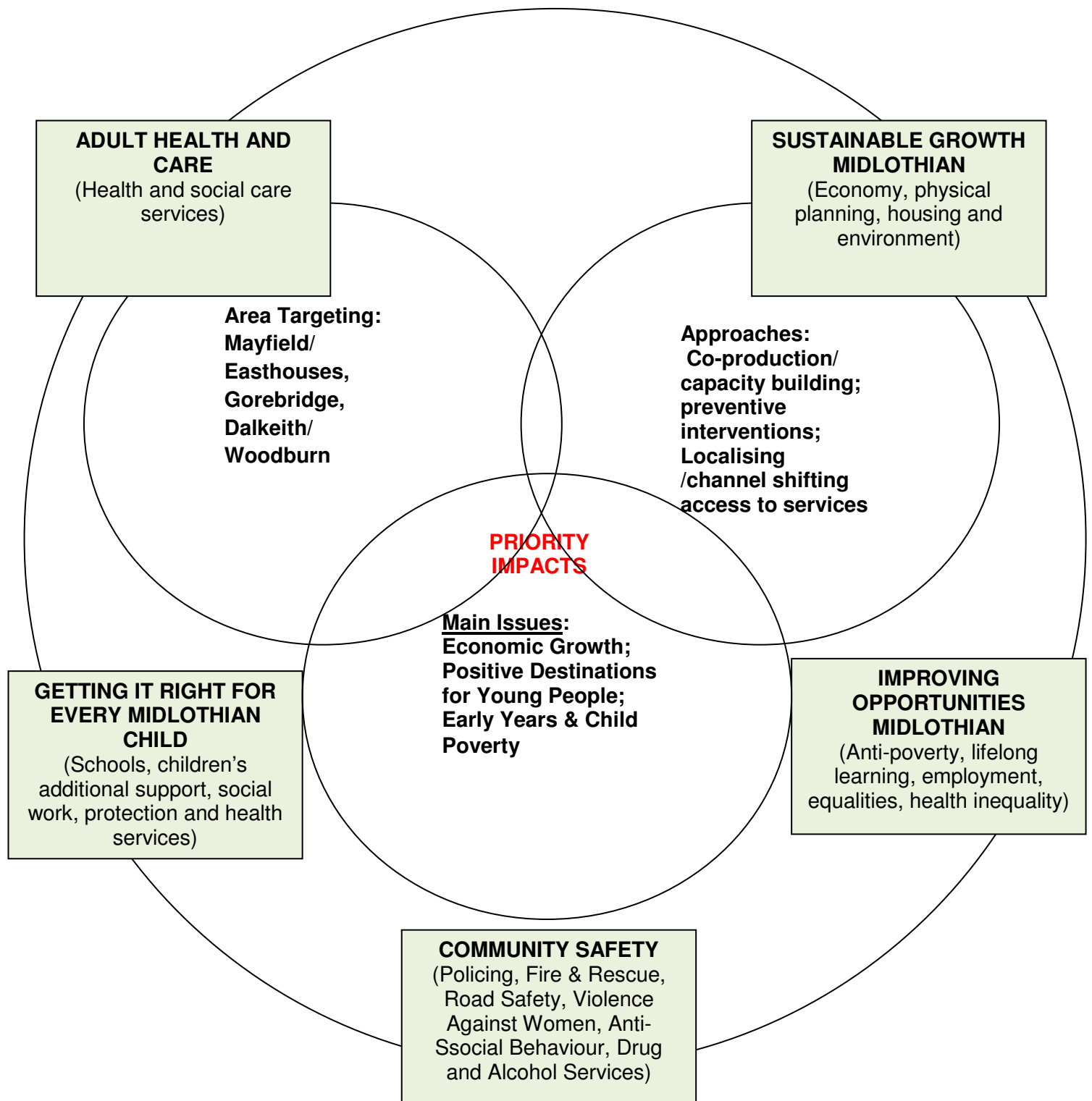
- **BUILDING COMMUNITIES' CAPACITY TO MANAGE THEIR OWN AFFAIRS AND CO-PRODUCTION OF PUBLIC SERVICES WITH SERVICE USERS AND COMMUNITIES**

For example: working with community volunteers to plan, develop and maintain open public spaces and access to the countryside; transferring some council buildings to community ownership or management (building on examples such as the Ladywood Centre in Penicuik, the Brown Building in Gorebridge, Loanhead Community Learning Centre); co-designing with service users and their families and carers the services for adults who attended the John Chant Centre to support their wish to be included in the wider community and to choose activities they want to take part in.

- **SHIFTING WHERE AND HOW THE PUBLIC CAN ACCESS SERVICES**

For example: making access local; changing working hours; moving to online, digital or telephone access; sharing public sector premises; delivering services through community owned buildings. Current examples include: Council contact centre development; delivery of local clinics at Bonnyrigg Community Hospital; shared location of services at the new Lasswade Community High School Centre. This theme will be the focus of the CPP planning event in the autumn of 2014, completing a cycle of partnership planning events where each approach has been explored and examples of good practice examined

VENN DIAGRAM FOR MIDLOTHIAN COMMUNITY PLANNING PARTNERSHIP



COMMUNITY ENGAGEMENT

The partners in Midlothian CPP are committed to developing services with the active involvement of the service user, and to broader engagement of the public whom we serve; sharing the task of planning, commissioning and, where they wish to, delivering local public services. The annual cycle of Strategic Assessment and public engagement in the shared single plan development provides a whole area process. The set of community engagement processes used in this includes the bi-annual Citizens' Panel; stakeholder joint planning groups; use of the Council website; the local radio stations and the free newspaper published by the Council to invite public contributions, as well as engagement through the structures of Community Planning, currently involving around 70 third sector agencies, including the 16 Community Councils.

The use of Neighbourhood Planning at the level of the Community Council areas in Midlothian represents a commitment by the partners to work with natural communities to identify their local priorities alongside those of the public services. These Neighbourhood Planning processes involve the sharing of statistical information about each community and entering into a dialogue with local people, during which this information is put alongside the lived experiences of residents. From these discussions local action plans are established (following wider public engagement led jointly by local community members and public sector staff). Local multi-agency and community representative steering groups then progress agreed actions over a five year period, focusing on practical improvements in local quality of life. This is an example of co-production in action.

These two levels of community engagement by the CPP are complemented by the participation of service users in sub groups and thematic groups' action planning processes, for example the service user forums in community care; the tenants' forum in housing; the public partnership forum in the NHS; learner forums in CLD and the work of Midlothian Youth Platform; student representation on boards in further education; business community representative organisations' involvement in the business growth theme of the partnership.

Coordination of these activities is overseen by the Community Engagement Steering Group, which maintains a register of engagement, supports the achievement of national standards and will in future manage the public engagement process for the annual planning cycle of the partnership; taking forward the partnership's commitment to co-production as an approach to delivery of outcomes referred to above.

This year, as the end of the five year Neighbourhood Planning cycle approaches, a co-investigation review of Neighbourhood Planning has been initiated by the Community Planning Working Group. The aim of the review is to jointly reflect on and share lessons learned by local people and public sector staff, and produce recommendations for improvement.

AREA TARGETING

At the 2013 annual planning event the CPP agreed that in future it will add a further dimension to how it sets priorities. For many years there has been a significant statistical gap between the outcomes for residents living in parts of the county and the average outcomes for Midlothian and 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). The national approach is to recognise that areas which fall into the top 20% of difficulties shown in the 7 data sets require special attention to reduce the gap between the outcomes for people in these communities and the Scottish averages.

Examples of the gaps between these top 20% areas and the Scottish averages 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 decided to set a clear shared target of closing the gap between the outcomes experienced in these parts of Midlothian and the average outcomes experienced by residents across the county. This decision means that in the future partners will work together to give priority to actions in these three geographies, developing ideas in partnership with local people and the community agencies they lead. In a time of reducing public resources this will mean moving resources from other areas, or attracting external resources to complement those already available to the CPP.

Neighbourhood plans, based on significant levels of public engagement exist for each of these areas, and these plans, where recent, will provide a starting point for the development of neighbourhood targeting of public service resources. The Neighbourhood Planning process itself is under review and will recommend improvements and changes in time for the annual Community Planning event held in the autumn.

The period between publication of the 2014-15 plan and the development of the 2015-16 priorities (April – September) when evidence is gathered and assessed, will be used to gather local geography information and to work with representatives of these communities and staff of the CPP agencies to develop local actions to improve outcomes and ways of measuring their impact. This work will start in Gorebridge.

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 (EQIA) to monitor the potential impact of any changes in service planned individually or jointly. In addition the partners have established a forum of specialist agencies operating in the equalities field to act as a critical friend, challenging partners to consider these issues broadly.

Within Midlothian the partnership co-funds with the Council an Equalities Engagement post holder. This post holder has worked with a range of members of minority groups across the equalities protected characteristics to set up the Midlothian People's Equalities Forum, which has developed a cross equalities analysis of issues facing minority communities in Midlothian, delivered a learning programme for schools, organised a local MELA (a cross community celebration event), and continues to act as a critical friend to the community planning partners.

The decision of the CPP to target actions aimed at closing the outcome gap for residents in the parts of the county identified in the top 20% of SIMD reflects the decision of the Midlothian part of the CPP Equalities forum to retain those affected by poverty as equalities group, despite this being dropped from the national Equality Act 2010 list of protected characteristics groups. Great care will be required to ensure that this geographic focus does not adversely affect members of other protected characteristics population groups. Each step taken to re-allocate resources to geographic target areas will require an EQIA, the formal legally required consideration of how any policy may discriminate against or adversely affect people in 'protected characteristics groups'. These groups are:

- Age (Older people or children and young people)
- Disability
- Marriage or Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex (formerly called gender)
- Sexual Orientation
- Gender re-assignment

The Equalities Action plan for Midlothian can be found at:

- [Midlothian Equality Outcome Report](#)
- [East Lothian Council Equality Plan](#)

ADULT HEALTH AND CARE

Demographics

Population demographics show that an estimated 13,266 people aged 65 years and over reside within Midlothian. By 2028, it is estimated that there will be 20,200 people aged 65yrs+, with just over half of those individuals being over 75 years old. A particular challenge for the Partnership is the projected sharp rise in the numbers of people with dementia; national estimates are these will double between 2011-31. There are growing numbers of people with learning difficulties surviving with complex care needs and people with learning difficulties are also surviving longer in old age. There is also a growing prevalence of people with Autism Spectrum Disorder.

Deprivation

There are eight data zones in Midlothian within the 20% most deprived areas of Scotland; with 4 of these in the most deprived 15%. There is one data zone in Midlothian that falls into the most deprived 15% for health deprivation. The most health-deprived areas are Woodburn, Dalkeith and Mayfield. Further analysis is needed to determine whether there is a higher incidence of disability and age-related need in these areas.

Alcohol & Drugs

Scotland's drink problem is significantly worse than the rest of the UK. Alcohol consumption across the country has increased by 19 per cent since 1980 and as consumption has increased, so has alcohol related harm. Drug misuse is a priority for a number of agencies throughout the Midlothian area and has direct links to crime and social deprivation. It is estimated that a quarter of new individual patients reported to the Scottish Drug Misuse Database in Midlothian are living in households with dependent children. The estimated cost to Midlothian in terms of crime, social care, loss of productivity, health, accidents etc is in the region of £44 million per annum.

New Technology

The increasing numbers of older people and people with disabilities living in their own homes has resulted in significant developments in the use of technology such as telecare and telehealth. It is anticipated that the pace of change in this area will increase. The use of social media for health promotion and prevention is also likely to increase. There is a need to consider carefully the potential for a digital divide where non ICT users may be left out of service developments and information provision.

ADULT HEALTH AND CARE

RECOMMENDED PRIORITIES

Strategic planning and commissioning is increasingly important in the fields of health and social care. The national strategies published in 2013 alongside those planned for 2014 will require to be translated into local plans. In addition the new Health and Social Care Partnership arrangements require both an Integration Plan and a high level Strategic Plan. Finally there will be a requirement to compile joint commissioning plans for each of the main client groups as well as a new Joint Health Improvement Plan.

The emphasis placed on new ways of working by community planning partners is critical to the sustainability of health and care services. Working together with users of services and the wider community (coproduction), prevention and improving local access will underpin the efforts being made to ensure that services are fit for purpose and sustainable in the face of growing demand and more constrained resources. More specifically the priorities for action by the Community Planning partners are as follows. It is worth emphasising that actions will be progressed on all of these issues during 2014-15; the prioritisation exercise reflects the extent to which a wide range of agencies (community planning partnership) will be required to work together to ensure success. These are the priorities for the Community Planning Partners in Midlothian for 2014/ 15:

- Dealing with health inequality – more local health services
- Support for older people – more localised services; extending socialisation
- Staying at home – increased flexibility of local services/supports
- Support for carers – increased respite/breaks; young carers – to improve positive destinations

ADULT HEALTH & CARE SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

2014/15												
Longer Term			Medium Term			Priority	Action	Indicator/ Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target									
Enable people to live as independently as possible	Services emphasising education, prevention, recovery and rehabilitation are more readily available. This will entail the promotion of an asset- based approach enabling people to take more responsibility for their health and care.	Numbers of older people with LD supported through the physical exercise		Take steps to reduce health inequalities and increase local access to health services	Continue action plan to mitigate the impact of welfare reform Undertake focussed work in areas of multiple deprivation Redesign substance misuse services in favour of prevention and recovery Introduce new services for people with LD-Social Media and Physical Exercise for Older People Extend day treatment and diagnostics in the Community Hospital Develop Telehealthcare Strategy	Numbers of older people with LD supported through the physical exercise Number of people accessing local day treatment and diagnostics Reduction in the number of hospital bed days occupied as a result of emergency admissions Referral to treatment timescales for substance misuse Numbers of people supported through Ageing Well initiatives	Mar 2015	Eibhlin McHugh Tom Welsh Martin Bonnar Duncan McIntyre Kay Skey Matthew Curl		Prevention and Co- Production		

ADULT HEALTH & CARE SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
People have access to socially inclusive and personalised services	As a result of capacity building more people are able to access community based services	Numbers of older people accessing LAC service Numbers of people with mental health problems accessing outreach services Numbers of people with substance misuse problems accessing the recovery café Numbers of people using cafe connect		Develop more localised opportunities for people to maintain/develop community contacts and peer support	Extend the provision of local day care for young people with learning disability Fully implement local area coordination for older people including those with dementia Pursue the application for European funding for employment in the field of mental health Design and implement the recovery college for people with substance misuse problems Continue to seek to influence the availability of transport for older people and people with disabilities Continue to work with the library service to provide local information, advice and social contact Continue to roll out peer support Take steps to strengthen information for people with disabilities including work with libraries.	Numbers of older people accessing LAC service Numbers of people with mental health problems accessing outreach services Numbers of people with substance misuse problems accessing the recovery café Numbers of people using cafe connect	Mar 2015	John Skouse Morag Barrell Tbc Martin Bonnar Karl Vanter Philip Wark Morag Barrell/Jayne Lewis		Capacity Building & Prevention & Local Access

ADULT HEALTH & CARE SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
People are supported and treated at home rather than in care homes and hospital	By strengthening holistic community services, including housing and the built environment, people are more resilient and able to manage at home	Reduction in numbers of people with learning disability receiving services out-with Midlothian		Strengthen community based services through partnership working and the implementation of self-directed support	Continue to work with housing providers to develop housing solutions including older people, those with complex care needs and, as part of the national test site work, people with dementia	Reduction in numbers of people with learning disability receiving services out-with Midlothian	Mar 2015	Lyn Jardine/ Rebecca Squirrell		Prevention & Co-Production & Capacity Building
		Numbers of people learning disability accessing the social media service			Develop stronger partnership working including through the frailty service, the new single dementia service and integrated models of service for people with learning disability and those with substance misuse problems	Numbers of people with learning disability accessing the social media service		Alison White/ Tom Welsh		
		Balance of Care for older people			Design and implement a local strategy for people with sensory impairment in line with the new national strategy	Balance of Care for older people		Jayne Lewis		
		Numbers of people accessing Rapid Response out of hours			Implement a local strategy for Self Directed Support	Numbers of people accessing Rapid Response out of hours		Rebecca Squirrell		
		Numbers of loans through healthy reading scheme			Develop strengthened services for people with dementia as a national test site for the 8 Pillars approach	Numbers of loans through healthy reading scheme				

ADULT HEALTH & CARE SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
Carers are fully supported, trained and informed to enable them to carry out their role	More carers have are identified and have access to formal and informal support	Number of hours of respite/short breaks and number of "wee breaks"		Strengthen support to carers through increased provision of respite care and through more focussed support for young carers and BME carers	Fully implement the Wee Breaks service. Work with community groups to identify and provide support to BME carers	Number of hours of respite/short breaks and number of "wee breaks" Number of BME carers receiving support Number of carers reporting that they feel able to continue in their caring role	Mar 2015	Caroline Standing Joan Griffiths/ Margaret Petrie		Prevention & Co-Production

This is our vision: Midlothian is a safe place to live, work, visit and grow up in.

Community Safety is essential to the quality of life of people in Midlothian. The Community Safety Partnership embraces a range of issues including crime prevention; antisocial behaviour; drug and alcohol misuse; domestic abuse; road safety; fire safety and accident prevention. It is about ensuring everyone has the right to live in safe and secure communities, feeling safer and with reduced incidence of crime.

The Community Safety Partnership strives to achieve the following medium term outcomes:

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

CURRENT PICTURE

The Community Safety Partnership produces an annual Strategic Assessment, which is a forward-looking and predictive document informing the work of the Partnership. It is an analysis of issues impacting on community safety within Midlothian, with each issue prioritised through an evidence-based process of analysis, environmental scanning and risk assessment. This Scottish Government priority-setting matrix model was applied to the Midlothian 2013-14 Strategic Assessment which resulted in an evidence-led ranking of priorities that the Partnership will use to focus resources on for the year ahead.

HIGH PRIORITIES: The following areas have been highlighted as high priorities for 2014-15:

Drug and alcohol misuse (with a specific focus on alcohol)

The misuse of alcohol and drugs harms our communities and reducing the harm caused by their misuse remains a national as well as a local community priority (a recent survey found that over 70% of Citizens' Panel respondents rated drug misuse as a significant problem for Midlothian). Drug and alcohol misuse has direct links to serious and organised crime, social deprivation, antisocial behavior and domestic violence as well as acquisitive crime committed by substance users to fund their habits. The total cost of alcohol related harm to Midlothian has been estimated at £27.14 million, or £335 per person.

Reducing violent crime

Violent crime has cost Midlothian approximately £7million in the last year. There has been a significant increase in minor assaults in Midlothian over the last two years. Over a third of violent crimes are tagged as alcohol related, and the true figure is likely to be much higher than this.

Domestic abuse (Violence against Women)

Midlothian currently sits within the top eight of all 32 local authorities in Scotland for rates of domestic abuse per 100,000 people. Ten per cent of serious violent crime and 26% of minor violent crimes committed in Midlothian in 2012/13 were domestic incidents between partners/ex partners. Children were present in over one third of reported incidents of domestic abuse. The Community Safety Partnership has recently strengthened its approach by implementing a Multi Agency Risk Assessment Conference (MARAC) which will allow a more robust and effective response to domestic abuse in Midlothian.

Death and injury on Midlothian's roads

Four people were killed on Midlothian's roads in 2012, with a further four deaths in the first five months of 2013. The cost to Midlothian as a result of Road Traffic Accidents in 2012 was £18.6 million. An increasing trend is observed in the number of motorcyclists injured on the roads in the last 12 months and the number of pedestrian casualties in 2012 was higher than any year since 2008. A third (33%) of injury accidents involve young drivers.

Re-offending

Reducing re-offending is at the centre of community safety in Midlothian. The one-year reconviction rate for Midlothian and Edinburgh offenders is 27.9%. A small number of repeat offenders are responsible for a disproportionate amount of crime, with two individuals each responsible for over 100 offences and eleven individuals charged with over 50 offences in the last three years.

Sexual crime

In 2012/13 there were 30 sexual crimes committed against adults in Midlothian, which is fewer than the previous year, but higher than the numbers committed in previous years. Victims of sexual crimes are typically females of varying age from 16 to 57 years. Younger female victims aged 16-22 were victim to the majority of sexual crimes during 2012/13. Victims of sexual crime often know their attackers, who are often ex partners, family members and associates, with assaults taking place within private locations (dwelling houses, workplaces).

The support and protection of adults at risk of harm

The protection of adults at risk of harm is a national priority, with legislation and several policies focused on protecting and empowering the people who may be at risk of harm, identifying and delivering services and support and addressing inequalities that create vulnerability within our communities. The harm of vulnerable people takes many forms, broadly categorised as physical, sexual, emotional or neglect. The number of cases being managed under Adult Support and Protection Procedures has shown an increasing trend, with the primary type of harm reported being financial harm (29%) with psychological also featuring strongly (22%).

Protecting Midlothian's Children

Midlothian has around the average rate of children on the Child Protection Register. The predominant indicators of risk remain: emotional abuse, neglect, and parental drug /alcohol misuse. Over the last year Midlothian Council has strengthened its focus in multi-agency early intervention and prevention, including a stronger emphasis on the multi-agency forum structure within localities and multi-agency screening groups (Early Intervention and Substance Misuse) continuing to meet on a regular basis. As a consequence, staff from all agencies have an increased awareness of services that are available to support families.

MEDIUM & LOW PRIORITIES: The following areas have been highlighted as lower priorities. Although these will not be reported as part of the Single Midlothian Plan the partnership will continue to progress work in these areas

Crimes of Dishonesty

The economic cost of stolen property in Midlothian in 2012-13 was over £1.1 million. The Strategic Assessment shows that, with the exception of shoplifting, all types of dishonesty crime decreased during 2012-13 when compared to the previous year. However recent analysis (April 2013 – January 2014) has shown a 13% increase in crimes of dishonesty and a significant 74% increase in housebreaking. A small number of offenders are responsible for a large proportion of dishonesty crimes – 18 offenders responsible for 23% of crimes in 2012-13. The partnership is working together to take action to target offenders and raise awareness of home security in Midlothian.

Hate crime

Under-reporting of hate crime remains a concern in Midlothian, particularly around reporting of disability hate crime. Hate crime is recognised as having an impact on community cohesion and current available statistics show that a particular area of concern centres on hate crime occurring at the point of sale within the business premises. A survey was carried out by Police Scotland in partnership with Edinburgh and Lothian's Regional Equality Council (ELREC) and East and Midlothian Councils in order to investigate the issues around hate crime faced by local businesses. Partnership work is underway to address this area of concern.

Antisocial behavior

Vandalism offences, deliberate fire-raising and complaints of youth related antisocial behaviour all show a year on year decrease in Midlothian. The partnership is continuing to encourage youth early intervention and diversionary activity and take action to respond to specific cases as they arise.

Home Safety

There were 22 deaths as a result of unintentional injury in Midlothian in 2011, compared to 11 in 2010. One person lost their life as a result of a fire in their home during 2012-13, bringing the total number of fire fatalities in Midlothian in the last five years to three. Accidental dwelling fires are increasing in Midlothian. In 10% of dwelling fires the victim was under the influence of alcohol at the time the fire began.

Community involvement in setting and delivering community safety outcomes:

Community involvement is essential both in terms of pushing projects forward and in ensuring partnership work is targeted at the right areas.

COMMUNITY SAFETY SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

2014/15										
Longer Term	Medium Term			Priority	Action	Indicator/ Target for Priority	Due Date	Lead Person for Actions	Resource for implication	Which future models approaches?
Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target							
Very High Priorities										
Ensuring Midlothian is a safe place to live, work, visit and grow up in	Fewer people are victims of crime, abuse or harm	Reduce the volume of crime aggravated by alcohol (new)	12/13 baseline 1237 Target: 5% reduction (1175)	Alcohol and Drugs Misuse	Increase Police inspections to monitored and problematic premises	The proportion of premises for which a licensing board review has been sought and grounds for review upheld Target to be based on 13/14 baseline (TBC April 14)	Mar 2015	Police	Police staff time	Preventative
					Increase the number of premises involved in the 'Best Bar None' scheme	No of licensed premises improving their best bar one accreditation level – target 3				Locally targeted
					Introduce an intensive family support service targeted to support 5 families for 12 weeks maximum at the time in Midlothian	The number of children on the CP register whose registration is affected by parental substance misuse Baseline: 87 (1/8/12-31/7/13) Tgt : Reduce from 87 <i>NB measure those on the register not just new additions</i>		Children's Services	Funding from MELDAP Lloyds TSB PDI	Preventative
					Introduce an Offender Recovery Service in April 2014	Increase the uptake of voluntary throughcare from 10 to 20%		MB	Staff time	

COMMUNITY SAFETY SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
Very High Priorities										
Ensuring Midlothian is a safe place to live, work, visit and grow up in	Fewer people are victims of crime, abuse or harm	Reduce drug and/or alcohol related harm (new)	Reduce the number of alcohol related deaths to below the 3 year average for 2010-12: 15.3 per 100,000)	Alcohol and Drugs Misuse	Increase number of individuals engaging in post treatment Recovery Services	The no of individuals who attend the Horizons Recovery Café and complete Pink Ladies Programme successfully	Mar 2015	MELDAP	Staff time	Preventative
						Baseline – Horizons Café: 40 weekly				
						Pink Ladies: 30 a programme				
						Target – 5% increase in both programmes				
					Involve service users, carers, families and stakeholders in the re-design of substance misuse service provision via project plan for MELDAP system transformation.	Number of consultations events planned in Midlothian 14/15=2				
				Reducing Violent Crime	Work in partnership through the ASBVO group to reduce the risk posed by violent offenders	% Reduction in the number of minor assaults Baseline 12/13: 812 Target : 2.4% reduction (793)		Chief Inspector Police, Safer Communities Board/CS Delivery Group	Community Safety Staff	

COMMUNITY SAFETY SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
Very High Priorities										
Ensuring Midlothian is a safe place to live, work, visit and grow up in	Fewer people are victims of crime, abuse or harm	Increase the number of residents who feel safe in Midlothian after dark	70%	Reducing Violent Crime		% The number of recorded violent crimes (Baseline 12/13: 63) Target : 3% reduction (61)	Mar 2015	Delivery group		Preventative
		Decrease the number of incidents of domestic abuse	12/13 Baseline 1122 Target: reduce by 3%	Domestic Abuse-Violence Against Women	Increase multiagency working to improve the safety of high risk victims of domestic abuse Increase the % of domestic abuse perpetrators successfully completing the Caledonian programme	The number of detections for bail offences Maintain at 13/14 level (significant improvements achieved in 13/14)		Violence Against Women Partnership	Staff time of partners	
						Increase detection rates for crimes of domestic abuse Baseline 12/13: 79% Target : 79% or above		Criminal Justice		
		Increase detection rates for crimes of domestic abuse	Target: 79%		Increase awareness of violence against women	% of MARAC cases showing reduction in risk upon exit from the domestic abuse Increase the number of Violence Against Women training events taking place		Violence Against Women Partnership	Staff resource	Locally accessible

COMMUNITY SAFETY SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
High Priorities										
Ensuring Midlothian is a safe place to live, work, visit and grow up in	People feel safe in their neighbourhoods and homes	Reduce the number of people killed	Reduce by 40%: At 2018 target:2	Death and Injury on Midlothian's Roads	Work in partnership to deliver road safety preventative work	Reduce the number of people killed 14/15 target = 2	Mar 2015	Midlothian Council Road Safety	Staff time	Preventative
		Reduce the number of people seriously injured	Reduce by 55%: At 2018 target: 19			Reduce the number of people seriously injured 14/15 target = 27				
		Maintain the number of children under 16 killed	Reduce by 50%: At 2018 Target: 0			Maintain the number of children under 16 killed 14/15 target = 0				
		Reduce the number of children aged under 16 seriously injured	Reduce by 65%: At 2018 Target:2			Reduce the number of children aged under 16 seriously injured 14/15 target= 4				
		Reduce the slight casualty rate	Reduce by 10%: At 2018 Target: 234			Reduce the slight causality in car accidents 14/15 Target = 245				
						%of school travel plans that are updated 14/15 target = 100%				
					Work collaboratively to update school travel plans					

COMMUNITY SAFETY SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
High Priorities										
Ensuring Midlothian is a safe place to live, work, visit and grow up in	Fewer people are victims of crime, abuse or harm	Maintain the rate below the national average (national target 6% below)	Reduce the rate of reconviction to less than 26.1%	Re-Offending	Progress work towards the production of a reducing reoffending action plan for Midlothian	Reduce the % of those on orders who reoffend – measured by an increase the % of successful completions of orders	Mar 2015	MB	Partners' staff time	Preventative
			Baseline 26.1% (Edinburgh & Midlothian 2010/11)			Baseline: 95% (12/13) 14/15 Target: 96%				
		Maintain the detection rate for sexual crime (new)	Baseline 12/13: 83.3% Target: 83.3%	Sexual Crime	Undertake multiagency risk management work	Offending rate for MAPPA clients 14/15 target = 2%				
			Reduce the number of open adult support and protection cases	Adult Support & Protection	Work as a partnership to identify adults at risk of harm at an early stage	The number of open adult support and protection cases Monitor this on a data only basis. (average at Q3 13/14 = 35)		Midlothian Council Public Protection Unit (MCPPU)		
			adult health & social care theme)		Take partnership action to respond to information provided about possible scam victims				Partners and staff time	

COMMUNITY SAFETY SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
High Priorities										
Ensuring Midlothian is a safe place to live, work, visit and grow up in	Fewer people are victims of crime, abuse or harm	Reduction in child protection registrations	5% reduction in reported through GIRFEM C	Protecting Midlothian's Children	Deliver the Midlothian family resilience project	% of families involved in the project demonstrating positive outcomes – Target 100%	Mar 2015	John Brown	Staff Time	Preventative
		Reduction in child protection repeat registrations			Work as a partnership to identify children at risk at an early stage. (0 – 17 year olds)	Reduction in child protection repeat registrations Baseline: 15 (Feb 2014) Tgt: 14/15 less than 15		Christine Schaffer Children's Services and partners		
		% of secondary school pupils who feel safe and secure in their local communities (new)	70% Based on baseline of 62.5% 2012/13		Launch whole systems approach	30% reduction in the number of Standard Police Report (SPR) sent to crown office			Partnership staff time	
						Maintain the proportion of 16-17 year olds diverted from prosecution (currently 100%) (13/14 0 16-17 year old appeared at court)				

GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD

The Getting it Right for Every Midlothian Child (GIRFEMC) Partnership is a multiagency strategic partnership group that collectively works to progress initiatives that enhance outcomes for children, young people and their families¹ in Midlothian, through delivery of the Integrated Children's Services Plan².

Our primary objective is to be actively committed to working in partnership to ensure we 'Get It Right For Every Child'³, where every young person is given the best preparation to participate in the opportunities available on the pathway to adulthood through early intervention and prevention. This approach is also being taken by the Scottish Government's Early Years Collaborative⁴.

We aim to support the collective development, design and implementation of a range of services that meet local need and deliver on national policy⁵ including the Children and Young People's Bill with particular emphasis on the early years⁶ of a child's life.

Planning and Structure

The Midlothian Integrated Children's Services Plan (ICSP) uses an overarching planning framework that encompasses strategic objectives and priority outcomes focused around the needs of children and young people that link directly to local and national policy objectives. Key areas of focus include early years; prevention and early intervention; attainment and achievement, leading to positive post school destinations; supporting vulnerable children and young people and improved inter-agency working.

The actions relating to the key areas of focus are managed through three subgroups who are Prevention & Early Intervention, Specialist Intervention and Interagency. The subgroups report to the Getting It Right for Every Midlothian Child Board on a quarterly basis where their performance and progress is scrutinised.

This approach allows us to focus efforts on areas of risk and, when appropriate, scrutinise the reports and data. The high level actions in the overarching plan will be broken down into lower level actions carried out by the partner organisations.

¹ Midlothian Parenting and Family Support Strategy:
http://www.midlothian.gov.uk/download/downloads/id/3282/midlothian_parenting_and_family_support_strategy

² Midlothian Integrated Children's Services Plan:
http://www.midlothian.gov.uk/download/downloads/id/1785/midlothian_integrated_childrens_services_plan_2011_to_2014

³ GIRFEC: <http://www.scotland.gov.uk/Topics/People/Young-People/gettingitright>

⁴ Early Years Collaborative: <http://www.scotland.gov.uk/Topics/People/Young-People/Early-Years-and-Family/early-years-collaborative>

⁵ Early Years and Parenting <http://www.scotland.gov.uk/Topics/People/Young-People/Early-Years-and-Family>

⁶ Midlothian Early Years and Childcare Plan:
http://www.midlothian.gov.uk/download/downloads/id/3002/early_years_and_childcare_partnership_annual_report_2011-12

GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD

Community Planning Partnership

The Community Planning Partnership event held in September 2013 involved a large cross section of Midlothian's children's services planning partners who, following the workshops and discussion, agreed the priority actions which are detailed in the plan.

These priorities will be achieved through a collective partnership approach underpinned by 'Getting it Right for Every Child in Midlothian'. Furthermore, the design and alignment of future services are to be underpinned by the principles of prevention and early intervention to reduce reliance on specialist intervention.

In 2013-14 analysis of service provision in areas of deprivation was carried out and in 2014-15 we will continue this work and deliver partnership services in targeted areas of greatest deprivation.

The plan links the priorities and longer term outcome indicators to the 2014-15 priorities and actions, evidencing the "golden thread" through from GIRFEMC outcomes to partner organisations' plans and activities.

Links

The Partnership links to the Improving Opportunities Midlothian thematic plan actions to reduce child poverty levels, help young learners by improving opportunities to learn and get jobs, helping them be successful learners and go on to positive destinations.

There is a strong link with the Community Safety aim to ensure Midlothian is a safe place to live, work, grow up in and visit, demonstrated by the high priority actions relating to Violence Against Women and Protecting Midlothian's Children through the Child Protection Committee and other work.

There is also a link to the Adult Health & Care thematic plan in delivering outcomes of supporting carers and reducing the number of people affected by drug and alcohol misuse, mental health, housing issues and homelessness.

(Housing now under Sustainable Growth theme)

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

2014/15										
Longer Term	Medium Term			Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models/approaches?
Every child in Midlothian has the best start in life and ready to succeed	We have developed strong, resilient children, families and communities	Reduce the numbers of children and families in receipt of Specialist intervention such as Child Protection (CP) LAC, etc.	5% reduction in CP registrations 85% of children reviewed have reached all of the expected developmental milestones at their 27-30mth review 60% of children & families surveyed say that services have made a positive difference (<i>cont...</i>)	Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, active, respected, responsible and included (the Getting it Right for Every Child wellbeing indicators) within a local family or care setting	Increase the numbers of children and their families benefiting from Early Years interventions	80% of women have booked antenatal assessment within 12 weeks 2% decrease in P1 obesity levels Increase 12/13 baseline of families receiving early intervention services by 32 100% of families are offered the 27-30 month review of children's health and development Reduce stillbirths to 3.9 per 1,000 births (from a baseline of 4.9 31/03/2015 per 1,000 births in 2010) 2% reduction of infant mortality from a baseline of 3.7 per 1,000 live births in 2010 85% of all children reviewed have reached all of the expected developmental milestones at their 27-30 month review	Mar 2015	Prevention & Early Intervention in Sub Grp H Fraser (Early Yrs & Childcare Ptnshp) Prevention & Early Intervention in Sub Grp	Health Visitor/ Education Staff/ CLD/ Support Staff SureStartH omelink CLD (Early Yrs Funding) Midwife, Health etc.	Prevention

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
Every child in Midlothian has the best start in life and ready to succeed	We have developed strong, resilient children, families and communities	Reduce the numbers of children and families in receipt of Specialist intervention such as Child Protection (CP) LAC, etc.	(cont...) 5% reduction in CP registrations 85% of children reviewed have reached all of the expected developmental milestones at their 27-30mth review 60% of children & families surveyed say that services have made a positive difference	Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, active, respected, responsible and included (the Getting it Right for Every Child wellbeing indicators) within a local family or care setting	Increase the numbers of children and their families benefiting from Early Years interventions	60% of children & families surveyed say that services have made a positive difference 75% of eligible women engage with Family Nurse Partnership	Mar 2015	H Fraser (Performance & Planning Team) Prevention & Early Intervention Subgroup	Education & Childrens Services staff, MYP Midwife, Health etc.	Co-Production Prevention

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource for implication	Which future models
We have improved the life chances for Midlothian's children, young people and families at risk	All vulnerable children and young people have safe lives	We have increased the availability of multi-agency support without the need for statutory involvement	5% reduction in CP registratns 5% reduction in CP repeat registrations Maintain the levels of children living in kinship or foster care 60% of children and families surveyed tell us they feel safer	Improve outcomes for children and young people by continuing to implement Getting it Right for Every Child and putting in place changes required by the laws which go with it.	Implement the Children and Young Peoples Bill	Increase in the number of P1-P3 children that receive free school meals from January 2015 The number of 3-4 year old children that receive an increase in childcare hours to 600 from August 2014 The number of 2 year old children that are looked after or from workless households that receive 600 hours childcare from August 2014.	Mar 2015	Prevention & Early Intervention Sub Group	Education, Early Years	Prevention

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models
We have improved the life chances for Midlothian's children, young people and families at risk	All vulnerable children and young people have safe lives	We have increased the availability of multi-agency support without the need for statutory involvement	5% reduction in CP registrations	Improve outcomes for children and young people by continuing to implement Getting it Right for Every Child and putting in place changes required by the laws which go with it	Strengthen the partnership approach towards prevention and early intervention including commissioning and resource allocation	5% reduction in Child Protection registrations	Mar 2015	Inter-Agency Sub Group/CP Committee	SocWork staff/ Health & Educatn Officers involved in CP	Prevention
			5% reduction in CP repeat registrations			5% reduction in Child Protection repeat registrations				
			5% reduction in CP repeat registrations			5% increase in vulnerable under 5's using voluntary multi-agency support		H Fraser (Early Yrs & Child Care Ptnship)	Social Work staff/ Health & Education Officers	Locally targeted
			Maintain the levels of children living in kinship or foster care			Maintain the levels of children living in kinship or foster care (172 as at Jan 2014)		Specialist Interventn Sub group		
			60% of children and families surveyed tell us they feel safer			60% of children and families surveyed tell us they feel safer		H Fraser (Performance & Planning Team) MYP	Education & Childrens Services staff, MYP	Prevention

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models
We have improved the life chances for Midlothian's children, young people and families at risk	We have reduced the numbers of young people who are experiencing harm as a result of risk taking and challenging behaviour	There has been a reduction in substance misuse, teenage pregnancy, challenging behaviour etc	5% increase in numbers of families involved in Early Screening group. 20% reduction in the number of teenage pregnancies as a rate per 1,000 population	Support children and young people to manage risk taking behaviour	Develop a coordinated partnership approach to understanding and managing challenging behaviour	Increase by 5% the proportion of the relevant people who have undertaken risk taking training	Mar 2015	Specialist Intervention Subgroup	Education & Childrens Services staff/	Co-Production
						5% increase in numbers of families involved in Early Screening group		H Fraser (Early Yrs & Child Care Ptnshp)	Social Work staff/ Health & Education Officers	Locally targeted
						10% increase in targeted workforce trained in adolescent risk-taking and challenging behaviour.		Specialist Intervention Subgroup		Prevention
						2% reduction in the number of teenage pregnancies				
					Reduce teenage parenthood through early intervention in education settings					

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models
Our people are successful learners, confident individuals, effective contributors and responsible citizens	We have raised the attainment and achievement of Midlothian's children and young people	There has been an increase in the positive destinations of Midlothian's children and young people	Increase % of S4 pupils with 5+ level 5 (by end of S4) to 34% (from 33%) Increase % of S5 pupils with 3+ level 6 to 23% (from 21%). Increase % of school leavers in positive destinations to 87% (<i>cont...</i>)	Raise the educational attainment and achievement of children and young people, including improving the numbers going on to positive destinations after leaving school	Early identification of those not achieving at nursery, education or training and appropriate multi-agency interventions are put in place	5% increase in number of children attending PEEP based on 12/13 baseline	Mar 2015	H. Fraser, EYP	Community workers with Education officers	Prevention
						5% increase of number of children attending Bookbug based on 12/13 baseline				
						Increase PIPS on entry scores to 50.0 for Maths and Reading.		Head of Service/ School Grp Mgrs/ Early Years & Childcare Ptnshp		Locally targeted
						Increase P7 literacy levels to 90% & increase P7 numeracy levels to 96%.		Head of Service/ School Grp Mgrs	Education Officers	
						Increase % of S4 pupils with 5+ level 5 (by end of S4) to 34% (from 33%) AND Increase % of S5 pupils with 3+ level 6 to 23% (from 21%)				

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models
Our people are successful learners, confident individuals, effective contributors and responsible citizens	We have raised the attainment and achievement of Midlothian's children and young people	There has been an increase in the positive destinations of Midlothian's children and young people	(cont...) Increase by 3% the number of LAAAC placed outwith Midlothian who improve their literacy and numeracy levels. 5 % increase on 12/13 baseline figures of care leavers in positive destinations. Increase by 5% the no young people leaving care who engage with Through Care/ After Care Svs	Raise the educational attainment and achievement of children and young people, including improving the numbers going on to positive destinations after leaving school	Early identification of those not achieving at nursery, education or training and appropriate multi-agency interventions are put in place	Reduce total number of exclusions in Primary Schools to 95	Mar 2015	Head of Service/ School Grp Mgrs	Education Officers	Locally targeted

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models
Our people are successful learners, confident individuals, effective contributors and responsible citizens	We have raised the attainment and achievement of Midlothian's children and young people	There has been an increase in the positive destinations of Midlothian's children and young people		Raise the educational attainment and achievement of children and young people, including improving the numbers going on to positive destinations after leaving school	Early identification of those not achieving at nursery, education or training and appropriate multi-agency interventions are put in place	Reduce total number of exclusions in Secondary Schools to 440	Mar 2015	Head of Service & School Group Managers	Education Officers	Locally targeted
						Increase % of school leavers in positive destinations to 87%		Head of Service & School Group Managers & IOM	Education IOM	
						The percentage of young women who become pregnant that are able to continue their education		Head of Service & School Group Managers	Education Officers	
						5 % reduction in looked after children and young people placed out of area		Specialist Intervention Subgroup	Education & Children's Svs staff/ Social Work staff/ Health & Education Officers	
						Increase by 3% the number of LAAC placed outwith Midlothian who improve their literacy and numeracy levels				
				Improve outcomes for vulnerable or at risk children and young people		Reduce by 3% the number of children experiencing multiple care settings				

GIRFEMC SINGLE MIDLOTHIAN PLAN ACTION PLAN 2015-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models
Our people are successful learners, confident individuals, effective contributors and responsible citizens	We have raised the attainment and achievement of Midlothian's children and young people	There has been an increase in the positive destinations of Midlothian's children and young people		Improve outcomes for vulnerable or at risk children and young people	Ensure that vulnerable looked after children and young people receive the same education as all children and young people Improve pathways for young people leaving the care system	Establish a baseline for the length of time children wait for adoption placements		Specialist Interventn Subgroup	Fostering & Adoption Team Leaders	Locally targeted
						3 % baseline figures of care leavers in positive destinations increase on 13/14			IOM, Residential & Throughcare staff	
						Increase by 5% the number of young people leaving care who engage with Through Care and After Care services			Throughcare/ After Care Team leader	
						75% of children surveyed tell us that they feel included		H Fraser (Performance & Planning Team)/ MYP	Education & Children's Services staff, MYP	Co-Production

IMPROVING OPPORTUNITIES IN MIDLOTHIAN

There are five priority areas for 2014-2015:

- Support financially vulnerable households in the current economic climate including welfare reform
- Build community, workforce and partners' capacity to tackle health inequalities and influence public health
- Improving Positive Destinations for all
- Widen, promote and develop access to digital services
- Engagement with Local Employers

Improving opportunities for Midlothian focuses heavily on preventing and reducing inequalities. Poverty is defined as when a household income¹ is less than 60% of the UK average income. The factors that contribute to poverty are diverse and cyclical so in order to effectively address poverty it is essential to adopt a multi-faceted approach that takes into account social, economic and health issues.

There are 13 datazones in Midlothian within the most deprived 20% for all deprivation. One datazone ranks within the 5-10% most deprived. There are four datazones in the 10-15% most deprived and a further 8 in the 15-20% most deprived. There are ten datazones in Midlothian that fall into the lowest quintiles (most deprived 20%) for health deprivation.

Over the last full year period January 2012 – December 2012, 41,900 (78.7%) of the total working age population of Midlothian were economically active. This is above the Scottish average figure of 76.9%. Analysis of previous years illustrates that the number of Midlothian residents in employment has decreased by 1.3% from the previous year, a result of the economic recession and a reflection of the current job market. The highest proportion of claimant count unemployment continues to be amongst young people up to age 24, although there has been a slight decline at 7.7% compared to a peak of 9.7% in 2012. However, despite the decline, it is still above the Scottish average of 6.9%.

Benefit dependency is defined as the proportion of the working age population claiming at least one of three key working age benefits, which currently are: Income Support, Employment and Support Allowance and Jobseekers Allowance. Within Midlothian, 7.5% of the population claim ESA, 5.3% claim income support and 3.3% claim jobseekers allowance. Those claiming income support are most commonly females (65.6%) aged 25-49 years who are likely to be single parents either not in work or working part time. ESA data provides evidence for the link between deprivation and health inequalities in that those areas where claimant rates are highest (Easthouses/Mayfield North and Dalkeith/Woodburn) are those areas ranked highest for deprivation according to the SIMD, which suggests that those residing in deprived areas are more likely to be disabled or long-term sick than those living in non deprived area.

The impact of changes introduced by the UK Government's Welfare Reform Act are being seen in housing, where Scottish Parliament has taken steps to provide transitional support to tenants in under-occupied tenancies; in emergency support, where councils have been given responsibility for the new welfare fund arrangements taking over services previously provided by the Department for Work and Pensions; in disability support, where all recipients of Disability Living Allowance are being reassessed and transferred into the new Personal Independence Payment system administered by the Department for Work and Pensions; in the area of long-term illness, where the Employment Support Allowance system is re-categorising all claimants as between those deemed fit to seek work despite their conditions and those not deemed able to work; and will in the next year begin to be seen in the transfer of all claimants into the new Universal Credit system.

IMPROVING OPPORTUNITIES IN MIDLOTHIAN

Thirty seven per cent of Midlothian Citizens' Panel respondents are dissatisfied with their skills and qualifications. Qualification levels in the adult population at SVQ level 3 equivalent and above are below Scottish average. Midlothian has considerably fewer people with HNDs, degrees, or degree-level qualifications than in Scotland as a whole. Over the last year a quarter of individuals in Midlothian borrowed a library book, a significant increase over the last three years. It is a priority to ensure the Midlothian working age population has satisfactory literacy and numeracy skills.

Capacity building

Community capacity helps to deliver better outcomes, with a key aim to give individuals more control over their own lives and more choice in how their needs are met. By involving the community in the planning and delivery of services we will improve the quality of life for people living in local communities, ensuring that communities are actively engaged in the decisions made by the public services which affect them, together with a commitment by public services to work together to provide a better service to the local community.

Recent surveys have shown that at least 37% of local residents undertake some form of volunteering with the most common roles being those of 'organising or helping to run an activity or event', or 'leading a group or being a member of a committee'. This represents a 6% increase in the past year. Twenty nine per cent of respondents stated that they would like to volunteer but lacked information or someone to get them started. As a member of the Third Sector Midlothian (which also includes Midlothian Voluntary Action and Social Enterprise Action Midlothian) Volunteer Centre Midlothian is actively engaged in encouraging local people of all ages to volunteer; supporting the development of good practice in the management of volunteers and raising the profile of volunteering in the community planning process. Increasingly more young people are keen to become involved in volunteering.

Supported by the organisational development, training and grant seeking advisory work of Midlothian Voluntary Action, there are community groups throughout Midlothian well placed to participate in community planning and community asset management. A range of community groups are represented at Neighbourhood Planning level to ensure the views and priorities of the local community are heard by the partnership. Capacity building across Midlothian is required to ensure that those communities that are disadvantaged, powerless and unorganised have the opportunity to engage in decision making. Community Councils provide statutory representation for local communities. There are currently 16 Community Councils in Midlothian, all composed of elected volunteers from the local community. Fifty per cent of Citizens' Panel respondents felt that the development of voluntary organisations was an important topic for the Midlothian area and 46% of respondents felt that promoting volunteering was an important topic.

Social enterprise is business activity which is undertaken to achieve social aims and to redirect profits into services for communities or beneficiary groups. Midlothian has a thriving social enterprise sector, comprised largely of small scale charitable organisations that have developed trading or contracting activities in order to subsidise their social benefit activities. The sector includes community halls, miners' welfare clubs, care providers, community retailing, development trusts, community gardens and employability or supported employment providers.

The CPP has identified three key themes. The IOM partnership supports all three, as well as addressing lifelong learning and reducing health inequality.

IMPROVING OPPORTUNITIES IN MIDLOTHIAN

IOM leads work on the Child Poverty Strategy, which concentrates on five broad themes:

- **Supporting families** who are in or at risk of poverty to cope with and be more in control of their circumstances.
- **Building resilience within local communities**, so that vulnerable families feel better supported and able to access services and resources they need.
- **Supporting young people to gain easier entry into employment**, training or further/higher education.
- **Reducing inequalities** which are the most significant contributing factors toward poverty.
- **Widening access to services** through:
 - a) better publicity and
 - b) better use of community facilities to enable individuals to access support in a non-stigmatising ways

IOM leads work on Positive destinations for school leavers. This work, led by the Opportunities For All sub group has succeeded in increasing positive destinations for school leavers by 10.8 % over the period since the economic downturn, however this still leaves the area 30th out of 32 CPPs when comparing school leaver destinations.

IOM leads the employability aspect of Midlothian Economic Recovery Plan (MERP), through the work of the Midlothian Employment Action Network (MEAN), which is working on community benefit procurement, employer engagement and vocational learning.

Recommended Priorities

The use of a standard risk assessment as part of the process has resulted in the following priorities for action being identified:

- Increased positive destinations for adults and young people
 - Widen, promote and develop access to digital services
 - Engage with local employers
 - Mitigate the impact of Welfare Reform and the current economic climate on financially vulnerable households
 - Build community workforce and partners capacity to tackle health inequalities
-

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

2014/15										
Longer Term	Medium Term			Priority	Action	Indicator/ Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target							
	Reduce Poverty Levels in Midlothian relative to Scottish average	Reduce the % of working age population on non-work benefits	Increase the Scotland/ Midlothian gap by 1% per annum	Support financially vulnerable households in the current economic climate including welfare reform	To create a Directory of Employability Services in Midlothian (relating to stages 1-5 of strategic skills pipeline)	12 Employability service providers report that they are more aware of other services and referral routes within the area. MEAN has a clearer understanding of the gaps in existing service provision	Apr 2014	Morag Gemmell MEAN	Staff Time	
					Source ESF money for Midlothian for 2014-20 period	Submit application when details confirmed by Scottish Government Target= 1 application	Mar 2015	Gillian Cousin MEAN	Staff Time but without access to ESF significant withdrawal of services and resources to Midlothian	Prevention Locally Accessible
		Number of poverty indicators for which Scotland - Midlothian gap is maintained or improved	4		Referral systems established between agencies providing welfare advice, food support, clothing, household goods, fuel poverty advice with due regard to data protection issues	Target 20 agencies participating to improve referral system		MARCH Hardship Coordinator	Fully funded by Big Lottery Fund Support and Connect	Prevention Avoid debt and undue financial hardship through good information and easy access to advice

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Reduce Poverty Levels in Midlothian relative to Scottish average	Number of poverty indicators for which Scotland - Midlothian gap is maintained or improved	4	Support financially vulnerable households in the current economic climate including welfare reform	Identify key priorities to update Child Poverty Action Plan	Carry out a series of 6 seminars, focusing on Poverty Issues throughout Midlothian, in order to identify priorities for the child poverty refreshed plan	Mar 2015	Louise McShane/ Child Poverty	Staff Time/ Partner Time/Social Inclusion Budget	Preventative Co-production
					Provision of Welfare Rights Forum and Training	Target 150 Practitioners. Capacity of sector is built to respond to needs		Senior Welfare Rights Officer, Midlothian Council	Funded by Midlothian Council	Prevention Avoid debt and undue financial hardship through good information and easy access to advice
					Individuals experiencing a fall in income due to welfare reform are offered an integrated package of welfare advice, budgeting advice, fuel advice and food waste advice	Target 120 people take up support. % of users reporting better understanding of their circumstances		MARCH Hardship Co-ordinator	Fully funded by Big Lottery Fund Support and Connect	Prevention Avoid debt and undue financial hardship through good information and easy access to advice

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Reduce Poverty Levels in Midlothian relative to Scottish average	Number of poverty indicators for which Scotland - Midlothian gap is maintained or improved	4	Support financially vulnerable households in the current economic climate including welfare reform	Individuals with poor IT skills seeking employment and online access to welfare help offered IT support in libraries	Target 50 individuals offered IT support	Mar 2015	Philip Wark - Library Services Manager	Library staff time	Prevention
	Citizens are engaged with service development and delivery	Vol orgs are better able to recruit, retain and manage volunteers	150		Provide training and support to Third Sector organisations to develop quality volunteering placements and good practice in volunteer management	150 organisations supported 4 training sessions to up-skill vol. orgs. 12 email bulletins to update organisations on good practice; new opportunities and training 75% of VIOs feel better able to recruit, manage and retain volunteers as a result of receiving training and support		Volunteer Centre Midlothian	Costs contained within this year's TSI business plan	Locally Targeted Co-production & Capacity Building

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Citizens are engaged with service development and delivery	Build the capacity of third sector agencies		Support financially vulnerable households in the current economic climate including welfare reform	Support of asset ownership in areas of geographic need involving 10 orgs	10 organisations supported Impact of the support: No Of Organisations that go on to pursue asset ownership/No of Organisations who decide not to go ahead with asset ownership	Mar 2015	SEAM Developmt Officer	SEAM Budget and influence on partner budgets	Support of asset ownership in areas of geographic need involving 10 orgs
	Reduce Inequality in Health Outcomes	Decrease the total percentage of those who never or rarely engage in physical activity	11% (from household survey)	Build community, workforce and partners' capacity to tackle health inequalities and influence public health policy	Target inactive school children, adults and senior citizens and offer a variety of activities to encourage participation in sport /physical activities Integration of prevention planning and physical activity pathways into Health and Social Strategic Plan	Active Schools delivering in all 36 schools Minimum of 40 activities offered by AW & MAC See below 1/4ly or termly newsletters to update organisations/individuals on opportunities available. Target 4		Area 3 Ops Manager	Projects are Currently externally funded until March 2015	Locally Accessible Preventative
		Increase the availability of support for those experiencing mild to moderate mental health issues	50		Provide a bibliotherapy service through libraries and other appropriate venues	Minimum of 20 bibliotherapy sessions held	15 March 2015	Philip Wark - Library Services Manager	Funding through Scottish Library and Information Council	Locally Accessible Preventative

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Reduce Inequality in Health Outcomes	Increase the number of visits to C Card Midlothian by clients aged 16+	890	Build community, workforce and partners' capacity to tackle health inequalities and influence public health policy	Increase the c card provision for Midlothian clients aged 16+ Continue the development of newly established c card points and share bestpractice Promote and raise awareness of existing c card services across Midlothian targeting 16+ and local agencies.	800 C card direct visits Establish a minimum of 1 new c card direct	Mar 2015	Claire Health Promotion NHS On behalf of Midlothian Sexual Health and HIV Group	Staffing/venue from host agencies for C Card Drop Ins NHS Lothian for training and C Card Products	Locally Accessible Services
	Reduce the gap in life expectancy between the 30% most deprived areas in Midlothian and the average in Midlothian	Reduce the indicator gap by 1% per annum		Enhance community planning partners' knowledge and understanding of health inequalities	Engage 100% of elected mbrs in discussions re health inequalities at least once. Engage 100% of the Joint Shadow Board in discussion at least once. Run a seminar where 60% of elected mbrs are provided with practical examples of how to make a difference to their communities experiencing multiple deprivation in Midlothian.	Engage 100% of elected mbrs in discussions re health inequalities at least once. Engage 100% of the Joint Shadow Board in discussion at least once. Run a seminar where 60% of elected mbrs are provided with practical examples of how to make a difference to their communities experiencing multiple deprivation in Midlothian.		Mandy MacKinnon NHS	Staff and Elected Members' Time	N/A

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Reduce Inequality in Health Outcomes	Reduce the gap in life expectancy between the 30% most deprived areas in Midlothian and the average in Midlothian	Reduce indicator gap by 1% per annum	Build community, workforce and partners' capacity to tackle health inequalities and influence public health policy	Support 2 networks of social enterprise around food & health	2 networks of social enterprises supported. Networks report on the impact of this support. Participant numbers demand on services etc. Level of improvement	Mar 2015	SEAM Developmt Officer	SEAM Budget and influence on partner budgets	Capacity building
	Midlothian residents are successful learners and young people go on to positive destinations when they leave learning	% of school leavers with positive & sustained destinations (progressing to employment training further or higher education or volunteering)	87% (target set when baseline was 77%)	Increase Positive Destinations for adults and young people	Increase the numbers of young people going into positive destinations currently 89.2%	Reduction of negative destinations to less than 10.8% Through clear analysis of where resources should be allocated Greater uptake of Schools Vocational programme and better college engagement All schools using the 16+ Data Hub to inform planning To reach target of 50 participants on the Council Voluntary placement programme	Apr 2015	Elaine Brown	Staff time and allocated resources	Preventative

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Midlothian residents are successful learners and young people go on to positive destinations when they leave learning	% of school leavers with positive & sustained destinations (progressing to employment training further or higher education or volunteering	87%	Increase Positive Destinations for adults and young people	Increase numbers of young people developing confidence and skills through volunteering	Deliver 4 Get Ready to Volunteer courses Provide 90 young people with 1 to 1 support to help them actively engage in volunteering Through volunteering 75% of participants will gain confidence & skills to help them progress positively in their lives Provide supported and supervised volunteering through Transform Project to 65 young people. 80% will feel that through volunteering they have new skills and experience to offer an employer 80% of young people will feel better prepared for the recruitment process for employment and/or education	Mar 2015	Volunteer Centre Midlothian	Costs contained within this year's TSI business plan	Locally Targeted Co-production & Capacity Building

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
				Increase Positive Destinations for adults and young people	MALP developing new strategy impact indicators to follow after April 2015/2016					
	Midlothian residents are successful learners and young people go on to positive destinations when they leave learning	Increase percentage of working age population with qualificatns above SCQF4	Maintain (above Scottish average)							
		Increase percentage of working age population with qualification s above SCQF5								
		Increase percentage of working age population with qualification s above SCQF6/7	Reduce indicator gap by 1% per annum							
		Increase percentage of working age population with qualification s above SCQF8/9								

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
				Increase Positive Destinations for adults and young people	Increase numbers involved in volunteering	Develop volunteering strategy with third sector organisations Undertake survey to determine the number of people volunteering Promote and develop volunteering to increase number by 5%	Mar 2015	VCM and 3rd Sector orgs	Costs contained within this year's TSI business plan	Locally Targeted Co-production & Capacity Building
	Citizens are engaged with service development and delivery	Voluntary Organisations are better able to recruit, retain and manage volunteers	150		Align MALP priorities with the Statement of Ambition for Adult Learning produced by the National Forum for Adult Learning	Key activities contained within the MALP action plan. Target 3 activities contained within action plan. Gather data of the impact on adult learners to continually improve services		Marian Docherty	Staff Time	N/A
		Reduce the percentage of working age population with no qualifications	11%	The MALP partnership will map current adult learning provision across the MALP membership		1 Database produced and distributed to key stakeholders. Impact of information monitored via adult Learners/ AL Organisations	Aug 2014	Anne McConaghy/Marian Docherty	CLD Staff Time	Coproduction

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Citizens are engaged with service development and delivery	Reduce the percentage of working age population with no qualifications	11%	Increase Positive Destinations for adults and young people	Build a cross partnership curriculum for adults with opportunities for progression and identify current strengths and gaps in provision	Produce MALP Action Plan- target 1 action plan produced	Mar 2015	Anne McConaghy/Marian Docherty	Partners Time and CLD Staff Time	Prevention Coproduction
		Increase the number of adults seeking and receiving career and educational information and guidance	400		MALP developing new strategy impact indicators to follow after April 2015/2016					
		Increase the number of young people achieving personal development goals through accredited awards in informal settings	120		Promote achievement by young people through awards programmes that contribute to positive outcomes, including Saltire Awards (Vol Centre), Youth Achievement Awards and Duke of Edinburgh (various providers)	Number of awards achieved target 500 Almost all award achievers report increased confidence	Mar 2015	CLD Laurence Reid and Youth Partnership Group	Staff Time	Preventative

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Citizens are engaged with service development and delivery	Maintain the percentage of trainees completing courses through training and employability sources	40%	Increase Positive Destinations for adults and young people	Deliver Employability Fund programme funded by Skills Development Scotland (SDS) Deliver Working for Families programme	Progression to Employability, Further Education, etc to meet 90% of SDS contract performance targets	Mar 2015	Dennis Dunne (MTS – Youths) / Marina Miller (MTS – Adults)	Funded by a variety of external funders	Preventative
	Improve opportunities to access public services	Number of physical and virtual Library visits per 1000 population	5780		To provide local access to a wide range of physical and online information, resources and support in partnership with other organisations	Increase in number of physical and virtual library visits per 1000 population compared to last year		Philip Wark Library Services Manager	Partners time and Library staff time	Prevention Locally Accessible
	Reduce Poverty Levels in Midlothian relative to Scottish average	Reduce the % of working age population on non-work benefits	Increase the Scotland/ Midlothian gap by 1% per annum	Engagement with Local Employers	To launch the Midlothian Employer Offer by creating effective single point of access, located within JCP and appropriate protocols for partners engaging with employers. DWP to host single point of access during pilot. Future location/resourcing to be assessed Work with 10 social enterprises to help sustain and grow	20 employers making of Single Point of Contact/ referrals to MEAN partners (targets to be reviewed after 6 month pilot)		Morag Gemmell and employmt offer sub group MEAN	Staff Time Venue Event Launch Costs	Preventative
						10 social enterprises supported/sustained Feedback from 10 social enterprises on impact of the support		SEAM Developmt Officer	SEAM Budget and influence on partner budgets	Community Capacity Building

IMPROVING OPPORTUNITIES IN MIDLOTHIAN SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
	Reduce Poverty Levels in Midlothian relative to Scottish average	Number of poverty indicators for which Scotland - Midlothian gap is maintained or improved								
				Widen, promote and develop access to digital services	MALP to develop a coordinated approach to access ICT with appropriate support if required	4 appropriate programmes are in place Feedback from service users on the impacts of training and availability of IT access.	Mar 2015	Marian Docherty / Anne McConaghy MALP	Staff Time Access to hard and software Course costs	Prevention Locally Accessible
			4		Hold a technology conference to prepare for the challenges of a digital approach to benefit claiming and job searching.	20 organisations attend seminar and identify key actions to be taken in 2014/15		Deputy Manager, MVA and input from all IOM partners	From existing budget	Prevention Avoid debt and undue financial hardship through good information and easy access to advice
			4		Deliver 1-1 IT tuition to housebound older people Develop and run computer clubs to provide ongoing help and support for older people Deliver 6 week iPad for Beginners classes to older people over the age of 65	IT tuition delivered to 30 housebound older people Continue to run 4 computer clubs and develop 4 new clubs		Volunteer Centre Midlothian (Connect Online)	Funded by a variety of external funders	Local access to services Individuals can access ICT in local settings Locally Targeted Co-production & Capacity Building

SUSTAINABLE GROWTH THEMATIC GROUP

The CPP has merged into one theme three complementary dimensions of 'creating sustainable communities'; 'promoting economic growth'; 'ensuring a sustainable environment', and 'developing housing to meet communities' needs'. These three dimensions are the underpinning principles of planning legislation in Scotland. It is the view of the CPP that by aligning the structure of the CPP in this way there will be an improved link between the community planning and local development planning processes.

Progress has been made in linking the outputs of Neighbourhood Planning to the development planning process and Midlothian has been complemented nationally for the extent to which its local plan process has undertaken engagement throughout its development phase.

MIDLOTHIAN ECONOMIC RECOVERY PLAN (MERP)

The economic recession that started in mid-late 2008 and the economic downturn that followed have created enormous challenges for CCP partners such as the Council, Scottish Enterprise, Federation of Small Businesses and Midlothian & East Lothian Chamber of Commerce.

At a national level, the Scottish Government (SG) has reacted to the economic challenges through the launch of a refreshed SG Economic Strategy in September 2011. This Strategy provides a bold framework to deliver the SG's central purpose: to focus the SG and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth.

The framework is underpinned by a set of ambitious targets that form a key part of the National Performance Framework (NPF). The NPF, refreshed in December 2011, provides a broad range of targets and indicators covering issues such as income distribution and economic growth. Following extensive engagement with the business communities of Midlothian the MERP has been completed and will be the overarching strategic economic recovery plan for Midlothian, shaping the future economic development work of the Council and its CPP partners.

- Support the local economy through the Midlothian economic recovery plan
- Maximise next generation community broadband
- Promote Midlothian – to visitors & business
- Meeting housing needs to provide sustainable communities.
- Enhance/safeguard town centres and historic environment.
- Promote biodiversity
- Promote and develop active and sustainable travel and transport
- Tackle issues relating to climate change
- Improve sustainable waste management

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

2014/15										
Longer Term	Medium Term			Priority	Action	Indicator/ Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	ENVIRONMENT						
Greenhouse gas emissions for which Midlothian is responsible are reduced		Per capita CO2 emissions in the local authority (Long Term)	2020 – 4.5 tonnes (Long Term)	Tackle issues relating to climate change	See 'waste' and 'Borders Rail' actions	N/A	N/A	N/A	N/A	N/A
None	The environmental impact of waste is reduced	Percentage of waste going to landfill [LPI]	Long run target to reduce to 5% by 2025 Interim targets for each year set end Q4 by Midlothn Council	Improve sustainable waste management	Part develop food waste facility and complete associated access road as part of Zero Waste Parc at Millerhill	% progress to achieve action Target: 100%	Mar 2015	Phil Riddell, Business Manager, Waste & Fleet Services, Midlothian Council		
		Total tonnes of biodegradable municipal waste (BMW) sent to landfill [LPI]	Long run indicator reduce by 2020 Interim targets for each year set end Q4 by Midlothn Council							

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ENVIRONMENT										
None	The environmental impact of waste is reduced	Percentage of municipal waste recycled [SPI]	Long run target to increase to 5% by 2025 Interim targets for each year set end Q4 by Midlothian Council	Promote and develop active and sustainable travel and transport	Develop infrastructure incidental to Borders Rail	% progress to action Target: 100%	Mar 2015	Neil Dougall, Business Manager – Road Services, Midlothian Council		
Accessibility by sustainable modes of travel is improved	None	Proportion of Midlothian for which the area is accessible (Long Term) Bus journey times to Edinburgh boundary city centre bound in peak period (7-9am) from Dalkeith, Penicuik and Gorebridge (Long Term)	Long run indicator increase by 2020 (Long term) Long run indicator decrease by 2020 (Long Term)							

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ENVIRONMENT										
None	Biodiversity in Midlothian is improved	Proportion of designated local biodiversity sites under active managemt	Long run target to increase to 60% by 2020		Support the Central Scotland Green Network and Lothian's & Fife Green Network Partnership through development and delivery of the Midlothian Green Network	% progress to achieve action Target: 100%	Mar 2015	Janice Long, Planning Policy and Environmt Manager, Midlothian Council		
		Hectarage of broadleaf/ mixed woodland cover in Midlothian	Long run target to increase to c.2344 by 2020		Implement the Midlothian Open Space Strategy and monitor and review the action plan in conjunction with the Midlothian Local Development Plan.	% progress to achieve action				
	Aspects of Midlothian's amenity are enhanced	Number of Air Quality Managemt Areas	2015 – 0	Enhance/ safeguard town centres and historic environment	Complete the Dalkeith Town Centre Townscape Heritage Initiative/Conservation Area Regeneration Scheme and maintain progress on the Gorebridge Conservation Area Regeneration Scheme	% of monies available for award which have been awarded				
		Average Midlothian Town Centre Health check Score	Long run indicator - increase			Target: 100% at end of 5 year programmes				

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ENVIRONMENT										
	Aspects of Midlothian's amenity are enhanced	Overall Street Cleanliness (LEAMS)	Targets for each year set Q1 by Midlothn Council	Tackle issues relating to climate change	Begin assessing threats/opportunities and identify next steps; publicly commit to identify and manage risks, undertake local risk-based assessment, and communicate potential vulnerabilities/opportunities amongst partners; undertake comprehensive risk based assessment, identify adaptive responses and start incorporating into strategic documents, begin implementing responses, identify major weather and climate vulnerabilities/opportunities	% progress to achieve action Target: 100%	Mar 2015	Janice Long, Planning Policy and Environmt Manager, Midlothian Council		
	Midlothian's resilience to climate change impacts is improved	Total hectares of derelict and urban vacant land Level of adaptation as specified in former UK National Indicator 188	Long run indicator - decrease Levels 0 (Getting started), 1 (Public commtmt and impacts assessmt) and 2 (Comprehensve risk assessmt) – 2014/15 Level 3 (Comprehensve action plan) – 2015/16 Level 4 (Impleme ntation, monitorin g and continuou s review)							

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
HOUSING										
We will provide access to quality, affordable housing by delivering affordable homes for rent and sale	Provision of more social housing taking account of local demand	Number of completions by Midlothian Council	825 new homes between 2013 and 2017	Provision of more social housing taking account of local demand	In partnership between Council , RSL and private developers, deliver 100 new homes, including 60 Council and 40 RSL	100 new units completed	Mar 2015	Stephen Clark	Local Housing Strategy Partners	Local Access Prevention
					Develop plans and specification for particular needs accommodation	Plans for 12 units to be completed			AHC/ Users/ Housing staff	Co-production
		Number of completed units by development partners		Prevent homelessness Ensure people threatened with homelessness can access advice and support	Reduce the proportion of households presenting to the Council as homeless	500 households provided with housing options advice to prevent homelessness		Simon Bain	Local Housing Strategy Partners	Prevention

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
HOUSING										
We will provide access to quality, affordable housing by delivering affordable homes for rent and sale	Provision of more social housing taking account of local demand	Designate housing for particular needs within existing and new build stock	825 new homes between 2013 and 2017	Prevent homelessness Ensure people threatened with homelessness can access advice and support	Increase the support to young people through the Youth Homelessness Prevention Service by 10% (371 in 2013)	401 16 – 25 year olds presenting offered support	Mar 2015	Simon Bain	Local Housing Strategy Partners	Prevention
Prevention of homelessness and ensure that people threatened with homelessness can access housing options, or advice and support services and settled accommodation as appropriate	Prevent homelessness and ensure that people threatened with homelessness can access housing options, or advice and support services and settled accommodation as appropriate	Increase housing options	Aim to minimise needs for temporary accommodation through homelessness prevention advice & assistance		Deliver the "Leaving Home" education programme in six secondary schools , increasing awareness of and referrals to youth homelessness prevention service	12 sessions to 250 pupils with at least 75% expressing they had become more informed about their housing options	May 2015	Simon Bain		Homeless prevention helps households to avoid a crisis situation
					Increase the number of households accessing energy saving or fuel advice and assistance schemes. Baseline referrals 1800 2013/14	Increase by 10 % to 1980		Stephen Clark		Energy advice helps to prevent fuel poverty in Midlothian households

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ECONOMIC DEVELOPMENT										
Midlothian's economy and businesses are thriving in an integrated manner Midlothian is known for its opportunities for new and expanding businesses	Attract new jobs and businesses to Midlothian Support growth of key economic sectors in Midlothian	Number of businesses receiving support locally	200	Support the Midlothian economy through the Midlothian Economic Recovery Plan (MERP)	Develop Midlothian Community Planning Partnership procurement programme	Increase 5% of businesses winning public sector contracts	Mar 2015	Ian Johnson/ Partners/ Procurement Mgrs	Public sector budgets	N/A
					Deliver Business Gateway contract in Midlothian	Ten confirmed high value starts		John Beveridge Economic Development		
					Submission of Midlothian's area of economic opportunity to seek assisted area status	Bid submitted and AA status achieved		John Beveridge / MBO Group, Scottish Enterprise		
					Through the Strategic Development Authority for South East Scotland progress preparation of South East Scotland Strategic Development Plan no.2	Commence awareness raising session (subject to Development Planning Scheme programme)	June 2014	Janice Long, Planning Policy & Environment Mgr, Midlothian Council		
					Prepare Proposed Plan for Midlothian Local Development Plan and publish for representations	Proposed Plan published in line with development plan scheme for Midlothian (subject to Council approval)	May 2014	Janice Long, Planning Policy and Environment Mgr, Midlothian Council		

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ECONOMIC DEVELOPMENT										
Midlothian's economy and businesses are thriving in an integrated manner Midlothian is known for its opportunities for new and expanding businesses	Attract new jobs and businesses to Midlothian Support growth of key economic sectors in Midlothian	No new businesses in Midlothian / business survival rates	200 new business starts p.a./65% business survival rate after 3 years	Support the Midlothian economy through the Midlothian Economic Recovery Plan (MERP)	Progress appropriate transport interventions for the A701 corridor in line with MLDP programme and in accordance with Strategic Transport Appraisal (STAG)	By the adoption date	Dec 2015	Janice Long, Planning Policy and Environmt Mgr, Midlothian Council	Economic Developmt Staff Team	N/A
		Improved GVA	Maintain an increase in GVA/head p.a. (measure d jointly with ELC) of 2% over a rolling 3 yr period		Preparation of a draft Action Programme for delivery of the transport and other infrastructure required to enable economic development	First draft of Action Programme prepared (subject to Council approval)	June 2014	Janice Long, Planning & SGM Group	Council planning staff team	
		Gross weekly residents earnings (median) gap reduced	Maintain increase of 2% p.a. growth of Midlothian resident F/T Weekly earnings (median) against Scotland equivalent		Deliver the priorities and actions contained in the Bush Framework Masterplan. Including branding / marketing, the physical environment transportation and utilities	Identify and set priorities and timescales through the Bush Governance Board. Aiming to have 3 meetings p.a.	Mar 2015	John Beveridge, Economic Developmt		

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ECONOMIC DEVELOPMENT										
Midlothian's economy and businesses are thriving in an integrated manner Midlothian is known for its opportunities for new and expanding businesses	Attract new jobs and businesses to Midlothian Support growth of key economic sectors in Midlothian	Number of new business starts	200 p.a.	Support the Midlothian economy through the Midlothian Economic Recovery Plan (MERP)	Prepare and submit a business case to the Scottish Government for the operation of the Leader Programme in Midlothian and East Lothian over the 2014/2020 timeframe Establish a Business Improvement District steering group for Penicuik	LEADER programme funding continued under Midlothian coordination Steering group established Business plan adopted Ballot held	Mar 2015	John Beveridge, Economic Developmt, MBO Group John Beveridge, Econ Dev Partners in and BIDs group	Council planning/ roads team. External capital funding required Council planning, Econ Dev and transport staff/ partners' time	N/A
		Business survival rates	65% survival rate after 3 years							
		Instances of businesses to trade outwith Scotland	25 instances of assistance in 2013/14 targeted		Progress the Gorebridge Conservation Area Regeneration Schemes (CARS) to completion	Launch of 5 year regeneration scheme; Launch of the training plan; Deliver 6 training courses over 4yrs The project will deliver the following community projects: Local heritage archive project with heritage trail; 2 high school heritage skills courses; projects with 2 primary schools; production of local films on the history and heritage of the area involving local groups; development of a heritage centre		Janice Long, Planning, Rod Lugg, CARS	Econ Dev and strategic partners at Bush	Capacity Building & Co Production

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ECONOMIC DEVELOPMENT										
Midlothian's economy and businesses are thriving in an integrated manner	Attract new jobs and businesses to Midlothian	Availability of employment land	124 ha immediately available	Support the Midlothian economy through the Midlothian Economic Recovery Plan (MERP)	Explore opportunities to promote economic development / regeneration activity in Midlothian's town centres	5% Reduction on vacant retail premises with vacancies taken up by alternative retail / business use (baseline 2013: 41)	Mar 2015	John Beveridge/ MBO Group		N/A
	Support growth of key economic sectors in Midlothian	Leverage of external funding/ jobs created/ safeguarded by investment	Maintain at least Scottish ratio of £1:£1		Seek to establish a delivery mechanism for the A720 improvement in respect of the Sheriffhall roundabout grade separation eg. Cross boundary transport study	Establish timescale for construction of upgrade		Council transport/ planning staff time	External partner capital funding required	
		Town centre vacancy rates	Reduce town centre vacancy rates by 5% p.a. (Baseline 2013: 41)		Deliver the priorities and actions contained in the Midlothian Tourism Action Plan 2013/15. Including food and drink development, events and promotion linked to Homecoming Scotland 2014	Develop and promote the best of Midlothian food and drink products through the actions of the steering group	Mar 2015	Econ Dev/ prtnrs staff time. Food & Drink steering grp, Midlothian Tourism Forum (MTF), Visit Scotland, Planning Policy staff time	Council Econ Dev staff/ partners' time	
						Align the Midfest 2014 event with Homecoming. Deliver Midfest over 4-19 Sept 2014. Achieve 325 visitors to Midlothian from rest of UK and 75 guests from outside UK.		John Beveridge, Econ Dev. Rachel Lewis, Business Mgr	Public sector budgets £5k extrnl funding from Visit Scotland, Contribtn from MTF	Capacity Building & Co Production

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ECONOMIC DEVELOPMENT										
Midlothian's economy and businesses are thriving in an integrated manner	Attract new jobs and businesses to Midlothian			Support the Midlothian economy through the Midlothian Economic Recovery Plan (MERP)	Prepare a portfolio of potential hotel development sites / planning briefs in Midlothian for circulation to interested parties	Refresh existing hotel development sites / planning briefs	Mar 2015	John Beveridge, Econ Dev Mgr	Econ Dev Planning Policy staff team time	N/A
	Support growth of key economic sectors in Midlothian				Implement the Midlothian element of the Borders Rail Line Tourism Marketing Programme	Identify opportunities for tourism development and activities around the Borders Rail line in Midlothian			Econ Dev, Midlothian Tourism Forum, Visit Scotland	Capacity Building & Co Production
Visitors and resident benefit from Midlothian's quality environment and attractions	Improve image and perception of Midlothian both from residents and those living outwith Midlothian	Annual number of tourist days in Midlothian	1,600	Promote Midlothian to visitors and businesses	Deliver actions from the Midlothian Tourism Action Plan	Return on investment from Visit Scotland local promotional campaigns (new jobs)		John Beveridge, Economic Development Manager, Midlothian Council	Econ Dev, Midlothian Tourism Forum, Visit Scotland	N/A
		Tourism revenue (STEAM)	£62m							

SUSTAINABLE GROWTH SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource implication	Which future models approaches?
ECONOMIC DEVELOPMENT										
Recognition of Midlothian as an important economic contributor to the City Region and wider Scottish economy	Improve approaches to marketing/promoting Midlothian as a place to live, work and invest in	% Residents who believe Midlothian is benefiting from economic revival (Citizens Panel)	50%	Maximise next generation community broadband	Increased level of NGB coverage in Midlothian	BT taking forward commercial roll out to 78% of premises in Midlothian in 2014	June 2014	John Beveridge, Economic Development Manager, Midlothian Council	Council funding £500,000 for Step Change project – commencing in Midlothian ca. 2016/17. (BT commercial roll out costs borne by BT)	N/A

EQUALITY & DIVERSITY

All public and third sector partners have a legal responsibility to ensure equality of opportunity is available to all, in respect of service planning and delivery, access to goods and services; and employment, education and training. Midlothian CPP has set up Midlothian People's Equality Group to bring together individuals from all of the above voluntary groups to look more generally at equality issues facing Midlothian. Various voluntary organisations exist to provide a voice for the people of Midlothian.

Age Inequalities

The 60+ age group in Midlothian is growing in comparison to the rest of the population and Midlothian it is predicted there will soon be more pensioners than children. Young people are economically dependent on parents for longer than previous generations because of their lack of entitlement to benefits, educational grants and their increased vulnerability to unemployment.

Ethnicity

The total population of Midlothian in the 2011 Census was 83,187, of which 3517 (4.22%) people described themselves in categories other than 'White Scottish' or 'White British'. This minorities' population includes 72 people who identified themselves as 'Gypsy /traveler', 474 as 'White Irish', 455 as 'White Polish', 1044 as 'White – other white', 210 as 'mixed ethnic group', 371 as part of the British or Scottish Pakistani community, 180 as part of the British or Scottish Indian community, 41 as British/Scottish Bangladeshi, 130 as British/Scottish Chinese, and 188 as other Asian British/Scottish. Further, 159 identified as British/Scottish African, 99 as British/Scottish Black/ Caribbean, and 94 as other ethnic group (Arab and Other Ethnic Group).

Disability

Midlothian has 10.4 adults with learning disabilities known to the local authority per 1,000 population. This is the highest of any local authority in Scotland. The percentage of residents in receipt of Incapacity Benefit in Midlothian is 8.3% of the working age population.

Gender Inequalities

Males currently earn more than females in Midlothian, with a Median Gross Weekly Earning for full time workers of £469.00 compared to females at £404.00, the Scottish gross median wage for all workers is £ 508.00, and the UK £518.00. Occupations are still segregated by gender - only 2.4% of modern engineering apprenticeships are female and only 1.5% of modern childcare apprenticeships are male. The EHRC (2008) point out however that girls' attainment is higher than boys' at S5 and S6 levels and that 57% of all university students are women. 87% of working age men are economically active in Midlothian compared to 81.2% of working age women. In Scotland, women are slightly more likely to live in relative low-income households than men (both before and after housing costs). Further, 31 per cent of women workers are low-paid. Given that 90 per cent of lone parents are female; this has clear and direct connections to child poverty. It also means that in retirement, women's income is 40 per cent less than men's.

Sexual Orientation or Transgender Status

There are no accurate figures for the numbers of Lesbian, Gay, bisexual and Transgender (LGBT) people in Midlothian. A study by Stonewall of LGBT people's experiences of accessing public services in Scotland found that more than half would conceal their sexual orientation or gender identity mainly because they were worried about the reaction they would get and over 71% said they had been assumed by public services to be straight.

EQUALITY & DIVERSITY

Religion or Belief

In the 2011 Census, 33.7% of the population described themselves as belonging to the Church of Scotland. 9.8% to the Roman Catholic Church, 4.0% to other Christian denominations. 0.6% as Muslims, 0.5% to other religions, 45.2% as having no religious beliefs, and 6.2 % preferred not to answer.

Economic or Social Hardship

Older people, people from ethnic minorities, disabled people, young people and women are more likely to experience social and economic hardship as a consequence of structural disadvantage.

Priorities

- Develop more holistic ethnic, religion, LGBT, & Gypsy Traveller profiles, as well as contact with and understanding of these groups
- Develop community engagement, involvement and consultation practices so that all protected characteristic groups are included in service planning & delivery exercises
- Initiate and be part of hate crime exercises that affect those within protected characteristic groups especially disability, race, religion and LGBT
- Mainstream Equality Impact Assessments Council & Community Planning partner-wide
- Put plans and procedures in place to ensure that all our young people, disadvantaged or not, receive the same education as well as raising the attainment and achievement level and eradicating homophobic behaviour in our schools and colleges
- Support the Licensing Board to work with license holders & other Council Services to support good behaviour in and around licensed premises
- Support employers to work at making their workforces more representative of the Midlothian population profile as well as eradicating discrimination & fostering good relations

EQUALITIES SINGLE MIDLOTHIAN PLAN ACTION PLAN 2014-15

Longer Term			Medium Term			2014/15				
Long Term Outcome (up to 10 years)	Med Term Outcome (up to 3yrs)	Outcome Indicator	Outcome Target	Priority	Action	Indicator/Target for Priority	Due Date	Lead Person for Actions	Resource for implication	Which future models approaches?
Compliance plus status with regard to the Equality Act 2010 & Public Sector Equality Duty	As detailed for each of the Partnership Theme groups	Partnership Theme Groups achieve SMART-based actions	95% actions met by all Themed Partnerships Groups	See table for each themed partnership group	See table for each themed partnership group	See table for each themed partnership group	See table for each themed partnership group	See table for each themed partnership group	See table for each themed partnership group	See table for each themed partnership group
Equality, Diversity and Human Rights are cross-cutting and underpin all that the Community Planning Partnership does, plans and provides. The Equality Act 2010 & 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. Success/failure to meet this overarching outcome will be reported on to the Community Planning Working Group and Board throughout 2014/15, and to the Equality & Human Rights Commission by 30 April 2015.										