

Midlothian Council

Integrated Impact Assessment Forms

2025 BUDGET PROPOSALS



Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details				
1. Title of proposal (include budget reference if applicable)		One Stop Shops Gorebridge Facilities		
2. Service(s)		Corporate Solutions		
3. Lead officer (name, job title and date of IIA training)		Saty Kaur, Chief Officer Corporate Solutions		
4. Other officers/partners involved (name, job title and date of IIA training)		Derek Oliver, Chief Officer Place Dougie Harvey, Sport & Leisure Service Manager		
5. Date IIA completed		10/01/2025		
6. Nature of proposal		Review of an existing service or function		
		Other (please specify)	Reducing Estate	
7. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?		<p>Explore potential estate rationalisation into a Gorebridge Hub of local facilities, principally into Gorebridge Leisure Centre as single unit for library, leisure and meeting rooms, as there is sufficient space to accommodate service offerings into one location from:-</p> <p>Gorebridge Library (current library roof repairs estimated £175K+) Gorebridge Leisure Centre Birkenside Pavilion</p>		
Equality and Rights				
8. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)				
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth) <input type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people) <input type="checkbox"/>

Religion and belief (people with different religions and beliefs, including no belief) <input type="checkbox"/>	Sex (men or women) <input type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight) <input type="checkbox"/>
9. Could the proposal have an impact on children and young people under the age of 18?		Yes
10. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.		No
11. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.	Preparation of an annual budget	
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Don't know <input type="checkbox"/>		
<p>If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.</p> <p>If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.</p> <p>If you answered 'no' to all of questions 8-11, please advance to <u>question 16 (Environment)</u>.</p>		
12. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)		
Protected characteristic	Potential impact	Explanation
Age	Unknown	Impact on service users in the alternative facilities and accommodation proposal in unknown at present and any displacement of activities mitigation.
Disability	Unknown	Impact on service users in the alternative facilities and accommodation proposal in unknown at present and any displacement of activities mitigation.
Gender reassignment	Neutral	Click here to enter text.
Marriage and civil partnership	Neutral	Click here to enter text.
Pregnancy and maternity	Neutral	Click here to enter text.
Race	Neutral	Click here to enter text.

Religion or belief	Neutral	Click here to enter text.
Sex	Neutral	Click here to enter text.
Sexual orientation	Neutral	Click here to enter text.

13. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Click here to enter text.	Neutral	Click here to enter text.
Article 6 (life, survival and development)	Click here to enter text.	Neutral	Click here to enter text.
Article 12 (respect for the views of the child)	Click here to enter text.	Neutral	Click here to enter text.
Article 19 (protection from violence, abuse and neglect)	Click here to enter text.	Neutral	Click here to enter text.
Article 23 (children with a disability)	Click here to enter text.	Neutral	Click here to enter text.
Article 27 (adequate standard of living)	Click here to enter text.	Neutral	Click here to enter text.

Article 29 (goals of education)	Click here to enter text.	Neutral	Click here to enter text.
Article 31 (leisure, play and culture)	Click here to enter text.	Neutral	Click here to enter text.
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			

14. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?

- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.

15. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Neutral	Click here to enter text.
Low and/or no wealth	Neutral	Click here to enter text.

Material deprivation	Neutral	Click here to enter text.
Area deprivation	Neutral	Click here to enter text.
Socio-economic background	Neutral	Click here to enter text.
Other	Neutral	Click here to enter text.
Click here to enter text.		

Environment

16. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Not applicable	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

17. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

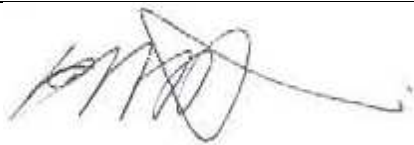
Consultation and Engagement

<p>18. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>Public consultation exercise carried out for feedback on budget proposals. These outcomes and comments reported and published publicly to the December 2024 meeting of Midlothian Council.</p>
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Mitigating Actions

<p>19. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>No</p>
<p>20. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>No</p>
<p>21. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>No</p>
<p>22. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>No</p>

<p>23. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Click here to enter text.</p>
<p>24. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.</p>	<p>Click here to enter text.</p>
<p>NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.</p>	
<p style="text-align: center;">Monitoring and Review</p>	
<p>25. How will the implementation and impact of the proposal be monitored? How frequently and by whom?</p>	<p>Click here to enter text.</p>
<p>26. How will the results of this monitoring be used to develop future proposals?</p>	<p>Click here to enter text.</p>
<p>27. When will the proposal be reviewed?</p>	<p>Click here to enter text.</p>
<p>28. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?</p>	<p>Click here to enter text.</p>
<p style="text-align: center;">Recommendation</p>	
<p>29. What is your recommendation for the proposal?</p>	<p>Adopt proposal with no amendments <input type="checkbox"/></p>

		Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/>	
		Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input type="checkbox"/>	
<p>30. Please give the reasoning behind your recommendation</p> <ul style="list-style-type: none"> - Include reference to any potential impact you have identified during the IIA process. - If you have not conducted a full impact assessment by completing all sections of this form, please explain why. 		<p>A full impact assessment not completed as no negative equality aspects identified in the proposal, which aims to ensure access to enhanced, co-located services. Further consultation in defining, developing or delivery of the proposal will be undertaken with specific stakeholder groups.</p>	
Authorisation by Director/Chief Officer/Head of Service			
Name	Kevin Anderson	Job title	Executive Director - Place
Signature		Date	10/01/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details					
31. Title of proposal (include budget reference if applicable)		Sport & Leisure – Weekend Closure of Dry-Side Facilities			
32. Service(s)		Place			
33. Lead officer (name, job title and date of IIA training)		Derek Oliver, Chief Officer Place			
34. Other officers/partners involved (name, job title and date of IIA training)		Douglas Harvey S&L Service Manager			
35. Date IIA completed		10/01/2025			
36. Nature of proposal		Reduction of an existing service or function			
		Other (please specify)	Conditional on the All Leisure Centre closures option not being accepted		
37. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?		<p>Close dry side facilities at weekend in Gorebridge and Newtongrange centres.</p> <p>Customer data systems currently evidence the lower user numbers at these times at these venues. The Legend data enables review and monitoring of impact comparison in the SP&L estate.</p>			
Equality and Rights					
38. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)					
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input checked="" type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input checked="" type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input checked="" type="checkbox"/>

Religion and belief (people with different religions and beliefs, including no belief)	<input checked="" type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight)	<input checked="" type="checkbox"/>
39. Could the proposal have an impact on children and young people under the age of 18?					Yes
40. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.					Yes
41. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.	Preparation of an annual budget				
	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	Don't know
<p>If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.</p> <p>If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.</p> <p>If you answered 'no' to all of questions 8-11, please advance to question 16 (Environment).</p>					
42. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)					
Protected characteristic	Potential impact	Explanation			
Age	Negative	Limit in access times to facilities. 75+ age group increased demand on Health & Social Care services due to reduced health and fitness because of limited locally available physical activity opportunities and facilities. Reduced rate pay as you go and monthly memberships currently available to 65+ age group - not routinely available from private gym providers. Reduced rate access for teenage young people via Teenzone gym memberships.			
Disability	Negative	Limit in access times to facilities or disability specific activities and groups for adults and children including multi-sports, boccia. We currently offer free or concessionary access to over 700 Midlothian Residents via Access to Midlothian card scheme			
Gender reassignment	Unknown	Limit in access times to facilities.			
Marriage and civil partnership	Neutral	Limit in access times to facilities.			

Pregnancy and maternity	Negative	Limit in access times to leisure/sports/activities/facilities Lack of pre-post-natal classes Loss of local breastfeeding friendly and baby changing facilities.
Race	Unknown	Limit in access times to facilities.
Religion or belief	Unknown	Limit in access times to facilities.
Sex	Negative	Limit in access times to facilities.
Sexual orientation	Negative	Limit in access times to facilities.

43. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	All children in Midlothian	Negative	Limit access to sporting and leisure facilities and the opportunity to learn life skills and create social bonds.
Article 6 (life, survival and development)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 12 (respect for the views of the child)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 19 (protection from violence, abuse and neglect)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 23 (children with a disability)	All children in Midlothian with a disability	Negative	Limited time access to local physical activity and sporting opportunities.

			Limited time in free access to leisure opportunities via Access to Midlothian card scheme.
Article 27 (adequate standard of living)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 29 (goals of education)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 31 (leisure, play and culture)	All children in Midlothian	Negative	Limit in access times. leisure/sports/activities/facilities and for support groups, clubs and artistic activities
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			
<p>44. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?</p> <p>- See pages 14-15 of the IIA Guidance.</p>			
Article of ECHR	Particular groups of people affected	Potential impact	Explanation
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
<p>45. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?</p>			

<p>- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.</p>		
Socio-economic disadvantage	Potential impact	Explanation
Low income	Negative	Limited time access to affordable leisure opportunities within local community Limited time concessionary rate access for those on low incomes/Universal Credit
Low and/or no wealth	Negative	Limited time access to affordable leisure
Material deprivation	Negative	Limited time access to heated buildings/washing areas/
Area deprivation	Unknown	Impact of health inequalities related to living in areas of deprivation because of limited time access in local leisure provision.
Socio-economic background	Negative	Impact of health inequalities related to living in areas of deprivation because of limited time access in local leisure provision.
Other	Negative	Limited time in rate access for Care Experienced young people and foster/kinship carers through Corporate Parenting card scheme.
Click here to enter text.		<p>Limited time in rate/free access to Carer's via Access to Midlothian card scheme</p> <p>Limited time reduced rate/free access for adults and children with a disability via Access to Midlothian card scheme.</p> <p>Limited time access for supported activities and reduced rate access for people with serious and enduring mental health problems via the Midlothian Active Choices exercise referral programme.</p>

		Limited time access for reduced rate access for unemployed people via the Access to Midlothian card scheme.
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Environment

46. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Neutral	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

47. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Consultation and Engagement

<p>48. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>Public consultation exercise carried out for feedback on budget proposals. These outcomes and comments reported and published publicly to the December 2024 meeting of Midlothian Council.</p>
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Mitigating Actions

<p>49. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>Yes</p>
<p>50. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>Yes</p>
<p>51. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>Don't know</p>
<p>52. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>Don't know</p>
<p>53. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Click here to enter text.</p>

<p>54. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.</p>	<p>Click here to enter text.</p>
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NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

<p>55. How will the implementation and impact of the proposal be monitored? How frequently and by whom?</p>	<p>Click here to enter text.</p>
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<p>56. How will the results of this monitoring be used to develop future proposals?</p>	<p>Click here to enter text.</p>
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<p>57. When will the proposal be reviewed?</p>	<p>Click here to enter text.</p>
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<p>58. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?</p>	<p>Click here to enter text.</p>
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Recommendation

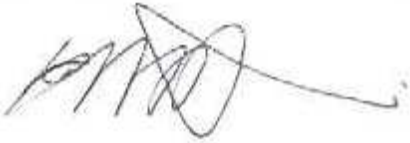
<p>59. What is your recommendation for the proposal?</p>	<p>Adopt proposal with no amendments <input checked="" type="checkbox"/></p>
	<p>Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/></p>
	<p>Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input type="checkbox"/></p>

60. Please give the reasoning behind your recommendation

- Include reference to any potential impact you have identified during the IIA process.
- **If you have not conducted a full impact assessment by completing all sections of this form, please explain why.**

[Click here to enter text.](#)

Authorisation by Director/Chief Officer/Head of Service

Name	Kevin Anderson	Job title	Executive Director - Place
Signature		Date	10/01/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details		
61. Title of proposal (include budget reference if applicable)	Property & Facilities Management – Weekend and Holiday PFM Reduced Cleaning Level	
62. Service(s)	Place	
63. Lead officer (name, job title and date of IIA training)	Derek Oliver, Chief Officer Place	
64. Other officers/partners involved (name, job title and date of IIA training)	Property & Facilities Management Team. Sport & Leisure Team	
65. Date IIA completed	10/01/2025	
66. Nature of proposal	Reduction of an existing service or function	
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Other (please specify)</td> <td style="width: 30%; text-align: center;">Click here to enter text.</td> </tr> </table>	Other (please specify)
Other (please specify)	Click here to enter text.	
67. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?	Reduce costs through limited cleaning regime at weekend and over holiday periods in schools, sport & leisure and other council buildings.	
Equality and Rights		
68. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)		
<u>Age</u> (older people, young people and children) <input type="checkbox"/>	<u>Disability</u> (people with disabilities) <input type="checkbox"/>	<u>Gender reassignment</u> (trans people, anyone whose gender identity differs from their sex assigned at birth) <input type="checkbox"/>
<u>Marriage and civil partnership</u> (people who are married or in a civil partnership) <input type="checkbox"/>	<u>Pregnancy and maternity</u> (women who are pregnant and/or on maternity leave) <input type="checkbox"/>	<u>Race</u> (people defined by their colour, ethnicity or nationality – e.g. Asian and black people) <input type="checkbox"/>
<u>Religion and belief</u> (people with different religions and beliefs, including no belief) <input type="checkbox"/>	<u>Sex</u> (men or women) <input type="checkbox"/>	<u>Sexual orientation</u> (lesbian, gay, bisexual, heterosexual/straight) <input type="checkbox"/>
69. Could the proposal have an impact on children and young people under the age of 18?		No

70. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.		No
71. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.	Preparation of an annual budget	
	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
	Don't know	<input type="checkbox"/>
<p>If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.</p> <p>If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.</p> <p>If you answered 'no' to all of questions 8-11, please advance to question 16 (Environment).</p>		
72. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)		
Protected characteristic	Potential impact	Explanation
Age	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods
Disability	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods
Gender reassignment	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods
Marriage and civil partnership	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods
Pregnancy and maternity	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods
Race	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods
Religion or belief	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods
Sex	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods

Sexual orientation	Neutral	Limited cleaning regime in schools, sports centres and other council buildings at weekends and over holiday periods	
<p>73. What kind of impact could the proposal have on children and young people in terms of the requirements of the UNCRC (Scotland) (Incorporation) Act 2023?</p> <p>- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.</p>			
UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Click here to enter text.	Neutral	Click here to enter text.
Article 6 (life, survival and development)	Click here to enter text.	Neutral	Click here to enter text.
Article 12 (respect for the views of the child)	Click here to enter text.	Neutral	Click here to enter text.
Article 19 (protection from violence, abuse and neglect)	Click here to enter text.	Neutral	Click here to enter text.
Article 23 (children with a disability)	Click here to enter text.	Neutral	
Article 27 (adequate standard of living)	Click here to enter text.	Neutral	Click here to enter text.
Article 29 (goals of education)	Click here to enter text.	Neutral	Click here to enter text.
Article 31 (leisure, play and culture)	All children in Midlothian	Neutral	

Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			

74. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?

- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
Click here to enter text.	Click here to enter text.	Neutral	Click here to enter text.
Click here to enter text.	Click here to enter text.	Neutral	Click here to enter text.
Click here to enter text.	Click here to enter text.	Neutral	Click here to enter text.
Click here to enter text.	Click here to enter text.	Neutral	Click here to enter text.

75. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Neutral	Click here to enter text.
Low and/or no wealth	Neutral	Click here to enter text.
Material deprivation	Neutral	Click here to enter text.
Area deprivation	Neutral	Click here to enter text.
Socio-economic background	Neutral	

Other	Unknown	Click here to enter text.
Click here to enter text.		

Environment

76. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Neutral	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

77. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Consultation and Engagement

<p>78. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>Public consultation exercise carried out for feedback on budget proposals. These outcomes and comments reported and published publicly to the December 2024 meeting of Midlothian Council. The Council's Managing Change Policy will be complied with for any staffing consultation and change effect.</p>
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Mitigating Actions

<p>79. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>No</p>
<p>80. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>No</p>
<p>81. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>No</p>
<p>82. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>No</p>
<p>83. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Click here to enter text.</p>

<p>84. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.</p>	<p>Click here to enter text.</p>
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NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

<p>85. How will the implementation and impact of the proposal be monitored? How frequently and by whom?</p>	<p>Click here to enter text.</p>
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<p>86. How will the results of this monitoring be used to develop future proposals?</p>	<p>Click here to enter text.</p>
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<p>87. When will the proposal be reviewed?</p>	<p>Click here to enter text.</p>
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<p>88. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?</p>	<p>Click here to enter text.</p>
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Recommendation

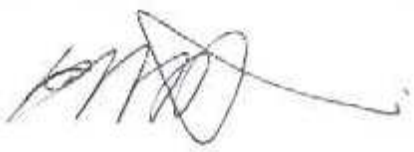
<p>89. What is your recommendation for the proposal?</p>	<p>Adopt proposal with no amendments <input checked="" type="checkbox"/></p>
	<p>Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/></p>
	<p>Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input type="checkbox"/></p>

90. Please give the reasoning behind your recommendation

- Include reference to any potential impact you have identified during the IIA process.
- **If you have not conducted a full impact assessment by completing all sections of this form, please explain why.**

Click here to enter text.

Authorisation by Director/Chief Officer/Head of Service

Name	Kevin Anderson	Job title	Executive Director - Place
Signature		Date	10/01/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details					
91. Title of proposal (include budget reference if applicable)		Sport & Leisure – Reduced Operating Hours Wet-Side Facilities			
92. Service(s)		Place			
93. Lead officer (name, job title and date of IIA training)		Derek Oliver, Chief Officer Place			
94. Other officers/partners involved (name, job title and date of IIA training)		Douglas Harvey S&L Service Manager			
95. Date IIA completed		10/01/2025			
96. Nature of proposal		Reduction of an existing service or function			
		Other (please specify)	Conditional on the All Leisure Centre closures option not being accepted		
97. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?		<p>Reduced operating hours on wet-side facilities at all swimming pools based on available customer data evidence, that highlights reduced usage at these times.</p> <p>Customer data systems currently evidence the lower user numbers at these times at these venues. The Legend data enables review and monitoring of impact comparison in the SP&L estate.</p>			
Equality and Rights					
98. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)					
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input checked="" type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input checked="" type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input checked="" type="checkbox"/>

Religion and belief (people with different religions and beliefs, including no belief)	<input checked="" type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight)	<input checked="" type="checkbox"/>
99. Could the proposal have an impact on children and young people under the age of 18?					Yes
100. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.					Yes
101. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.		Preparation of an annual budget			
		Yes	<input checked="" type="checkbox"/>		
		No	<input type="checkbox"/>		
		Don't know	<input type="checkbox"/>		
If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.					
If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.					
If you answered 'no' to all of questions 8-11, please advance to <u>question 16 (Environment)</u> .					
102. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)					
Protected characteristic	Potential impact	Explanation			
Age	Negative	Limit in access times to facilities. 75+ age group increased demand on Health & Social Care services due to reduced health and fitness because of limited locally available physical activity opportunities and facilities. Reduced rate pay as you go and monthly memberships currently available to 65+ age group - not routinely available from private gym providers. Reduced rate access for teenage young people via Teenzone memberships.			
Disability	Negative	Limit in access times to facilities or disability specific activities and groups for adults and children. We currently offer free or concessionary access to over 700 Midlothian Residents via Access to Midlothian card scheme			
Gender reassignment	Unknown	Limit in access times to facilities.			
Marriage and civil partnership	Neutral	Limit in access times to facilities.			

Pregnancy and maternity	Negative	Limit in access times to facilities Loss of local breastfeeding friendly and baby changing facilities.	
Race	Unknown	Limit in access times to facilities.	
Religion or belief	Unknown	Limit in access times to facilities.	
Sex	Negative	Limit in access times to facilities.	
Sexual orientation	Negative	Limit in access times to facilities.	
<p>103. What kind of impact could the proposal have on children and young people in terms of the requirements of the UNCRC (Scotland) (Incorporation) Act 2023?</p> <p>- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.</p>			
UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	All children in Midlothian	Negative	Limited time access to facilities and the opportunity to learn life skills and create social bonds.
Article 6 (life, survival and development)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 12 (respect for the views of the child)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 19 (protection from violence, abuse and neglect)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 23 (children with a disability)	All children in Midlothian with a disability	Negative	Limited time access to local physical activity and sporting opportunities.

			Limited time in free access to leisure opportunities via Access to Midlothian card scheme.
Article 27 (adequate standard of living)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 29 (goals of education)	Click here to enter text.	Choose an item.	Click here to enter text.
Article 31 (leisure, play and culture)	All children in Midlothian	Negative	Limit in access times. leisure/sports/activities/facilities
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			
<p>104. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?</p> <p>- See pages 14-15 of the IIA Guidance.</p>			
Article of ECHR	Particular groups of people affected	Potential impact	Explanation
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
<p>105. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?</p>			

<p>- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.</p>		
Socio-economic disadvantage	Potential impact	Explanation
Low income	Negative	Limited time access to affordable leisure opportunities within local community Limited time concessionary rate access for those on low incomes/Universal Credit
Low and/or no wealth	Negative	Limited time access to affordable leisure
Material deprivation	Negative	Limited time access to heated buildings/washing areas/
Area deprivation	Unknown	Impact of health inequalities related to living in areas of deprivation because of limited time access in local leisure provision.
Socio-economic background	Negative	Impact of health inequalities related to living in areas of deprivation because of limited time access in local leisure provision.
Other	Negative	Limited time in rate access for Care Experienced young people and foster/kinship carers through Corporate Parenting card scheme.
Click here to enter text.		<p>Limited time in rate/free access to Carer's via Access to Midlothian card scheme</p> <p>Limited time reduced rate/free access for adults and children with a disability via Access to Midlothian card scheme.</p> <p>Limited time access for supported activities and reduced rate access for people with serious and enduring mental health problems via the Midlothian Active Choices exercise referral programme.</p>

		Limited time access for reduced rate access for unemployed people via the Access to Midlothian card scheme.
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Environment

106. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Neutral	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

107. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Consultation and Engagement

<p>108. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>Public consultation exercise carried out for feedback on budget proposals. These outcomes and comments reported and published publicly to the December 2024 meeting of Midlothian Council.</p>
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Mitigating Actions

<p>109. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>Yes</p>
<p>110. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>Yes</p>
<p>111. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>Don't know</p>
<p>112. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>Don't know</p>
<p>113. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Click here to enter text.</p>

<p>114. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.</p>	<p>Click here to enter text.</p>
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NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

<p>115. How will the implementation and impact of the proposal be monitored? How frequently and by whom?</p>	<p>Click here to enter text.</p>
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<p>116. How will the results of this monitoring be used to develop future proposals?</p>	<p>Click here to enter text.</p>
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<p>117. When will the proposal be reviewed?</p>	<p>Click here to enter text.</p>
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<p>118. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?</p>	<p>Click here to enter text.</p>
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Recommendation

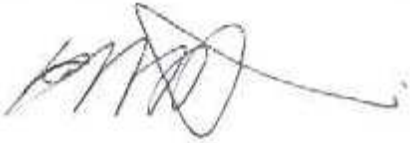
<p>119. What is your recommendation for the proposal?</p>	<p>Adopt proposal with no amendments <input checked="" type="checkbox"/></p>
	<p>Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/></p>
	<p>Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input type="checkbox"/></p>

120. Please give the reasoning behind your recommendation

- Include reference to any potential impact you have identified during the IIA process.
- **If you have not conducted a full impact assessment by completing all sections of this form, please explain why.**

[Click here to enter text.](#)

Authorisation by Director/Chief Officer/Head of Service

Name	Kevin Anderson	Job title	Executive Director - Place
Signature		Date	10/01/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details				
121. Title of proposal (include budget reference if applicable)	Children, Young People & Partnerships (CYPP) Contracts Review			
122. Service(s)	Children, Young People and Partnerships			
123. Lead officer (name, job title and date of IIA training)	Sinead Urquhart, Executive Business Manager			
124. Other officers/partners involved (name, job title and date of IIA training)	Magnus Inglis, Principal Officer			
125. Date IIA completed	18/02/2025			
126. Nature of proposal	Reduction of an existing service or function			
	Other (please specify)	Click here to enter text.		
127. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?	The proposal seeks to review all children, young people and partnerships service contracts as they come up for renewal. Services such as contracted family learning and therapeutic services will be reduced.			
Equality and Rights				
128. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)				
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth) <input type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input checked="" type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people) <input type="checkbox"/>
Religion and belief (people with different religions and beliefs, including no belief)	<input type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight) <input type="checkbox"/>
129. Could the proposal have an impact on children and young people under the age of 18?				Yes

130. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.		No
131. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.		Significant budget proposals including cuts and level of aid given Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/>
<p>If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.</p> <p>If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.</p> <p>If you answered 'no' to all of questions 8-11, please advance to question 16 (Environment).</p>		
132. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)		
Protected characteristic	Potential impact	Explanation
Age	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on our vulnerable children and families.
Disability	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on children and families with disabilities.
Gender reassignment	Neutral	No disproportionate impact identified
Marriage and civil partnership	Neutral	No disproportionate impact identified
Pregnancy and maternity	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on our vulnerable children and families
Race	Neutral	No disproportionate impact identified
Religion or belief	Neutral	No disproportionate impact identified

Sex	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on our vulnerable children and families
Sexual orientation	Neutral	No disproportionate impact identified

133. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Pupils and children in general	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on our vulnerable children and families
Article 6 (life, survival and development)	Children	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on our vulnerable children and families
Article 12 (respect for the views of the child)	None identified	Neutral	The potential changes would not impact upon respect for the views of children.
Article 19 (protection from violence, abuse and neglect)	None identified	Neutral	No impact identified.
Article 23 (children with a disability)	Children	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on our vulnerable children and families

Article 27 (adequate standard of living)	Children	Negative	These services are commissioned to provide support to children/pupils/families who need them, therefore any reduction will have a significant negative impact on our vulnerable children and families
Article 29 (goals of education)	Children	Negative	A reduction in early learning family supports could impact upon children's development and subsequently pupils' ability to attend and engage with their education and learn.
Article 31 (leisure, play and culture)	Children	Negative	A reduction in early learning family supports could impact upon children's development and subsequently pupils' ability to attend and engage with their education and learn.
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			

134. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?
- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
No disproportionate impact identified as per above, other than P1, A2 right to education, which is discussed at UNCRC.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.

<p>135. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?</p> <ul style="list-style-type: none"> - An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance. 		
Socio-economic disadvantage	Potential impact	Explanation
Low income	Negative	These commissioned services often offer targeted support for vulnerable and/or families in areas of high deprivation.
Low and/or no wealth	Negative	These commissioned services often offer targeted support for vulnerable and/or families in areas of high deprivation.
Material deprivation	Negative	These commissioned services often offer targeted support for vulnerable and/or families in areas of high deprivation.
Area deprivation	Negative	These commissioned services often offer targeted support for vulnerable and/or families in areas of high deprivation.
Socio-economic background	Negative	These commissioned services often offer targeted support for vulnerable and/or families in areas of high deprivation.
Other	Negative	These commissioned services often offer targeted support for vulnerable and/or families in areas of high deprivation.
Families with 3 or more children, lone parent families		

Environment

<p>136. What impact could the proposal have on the environment?</p> <ul style="list-style-type: none"> - Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance. 		
Potential impact	Affected populations	Explanation
Not applicable	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

137. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
The proposal is based on the need for the Council to deliver a balanced budget. However, it is clear that any reduction will have a significant negative impact upon children, young people and families who benefit from these commissioned services.	The number of families and children accessing these services varies. For example, one partner organisation supported over 400 children and over 500 adult carers over the last year.	Impact evaluation reports upon the commissioned services, informed by parental feedback.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.
Consultation and Engagement		
<p>138. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>The council is carrying out a consultation and engagement exercise in October and November 2024 and this IIA will be reviewed taking into account the feedback received.</p> <p>Members of the Financial Strategic Group, central senior managers and head teachers were asked for feedback on the proposals and any other potential proposals they had.</p>	
Mitigating Actions		
139. Could the proposal, in its current form, discriminate against people in a protected characteristic group?	Yes	
140. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?	Yes	
141. Could the proposal, in its current form, violate human rights under the ECHR?	No	
142. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?	Yes	
<p>143. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Further detail on how the savings would be achieved are required to fully assess any potential for discrimination and therefore any mitigations. Service priorities would need to be reassessed and resources diverted from other services in order to seek to minimise negative impacts of the proposal. The review of family learning will try to take some of these reductions into account.</p>	

<p>144. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.</p>	<p>The financial constraints currently faced by the Council require difficult choices to be made in terms of the services which will stop, reduce or change in order to balance the budget.</p>
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NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

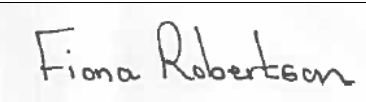
<p>145. How will the implementation and impact of the proposal be monitored? How frequently and by whom?</p>	<p>Need to await more detail on which commissioned services will be affected by the reduction in budget and the CYPP division will utilise its current approaches (some of which are statutory) to gathering data and intelligence on outcomes and the needs of our citizens to monitor the impact. The review of the family learning service will include assessing need and designing the service in line with this, with ongoing monitoring to ensure it meets the needs of Midlothian families.</p>
<p>146. How will the results of this monitoring be used to develop future proposals?</p>	<p>The information and analysis will be used to inform and/or adapt priority improvement action plans and service delivery models. The review of the family learning service will include assessing need and designing the service in line with this, with ongoing monitoring to evaluate the impact upon Midlothian families.</p>
<p>147. When will the proposal be reviewed?</p>	<p>Following conclusion of the consultation, if the proposal is to be taken forward, more details will be developed and the IIA reviewed.</p>
<p>148. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?</p>	<p>The contractors are commissioned to deliver the current services and any changes, reductions or cessations will be undertaken following discussions.</p>

Recommendation

149. What is your recommendation for the proposal?	Adopt proposal with no amendments <input type="checkbox"/>
	Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/>
	Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input checked="" type="checkbox"/>

<p>150. Please give the reasoning behind your recommendation</p> <ul style="list-style-type: none"> - Include reference to any potential impact you have identified during the IIA process. - If you have not conducted a full impact assessment by completing all sections of this form, please explain why. 	<p>Any reduction in commissioned services will significantly negatively impact on the Council's ability to realise its vision for children and families in Midlothian: The Single Midlothian Plan</p> <ul style="list-style-type: none"> • Individuals and communities have improved health and skills for learning, life and work • No child or household living in poverty
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Authorisation by Director/Chief Officer/Head of Service

Name	Fiona Robertson	Job title	Executive Director Children, Young People & Partnerships
Signature		Date	18/02/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details					
151. Title of proposal (include budget reference if applicable)	Reduce Community, Lifelong Learning & Employability (CLLE) Core Budget by £75,000				
152. Service(s)	Children, Young People and Partnerships				
153. Lead officer (name, job title and date of IIA training)	Sinead Urquhart, Executive Business Manager				
154. Other officers/partners involved (name, job title and date of IIA training)	Magnus Inglis, Principal Officer				
155. Date IIA completed	18/02/2025				
156. Nature of proposal	Reduction of an existing service or function				
	Other (please specify)	Click here to enter text.			
157. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?	An efficiency review of CLLE services and delivery model.				
Equality and Rights					
158. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)					
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input checked="" type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input checked="" type="checkbox"/>
Religion and belief (people with different religions and beliefs, including no belief)	<input type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight)	<input type="checkbox"/>
159. Could the proposal have an impact on children and young people under the age of 18?				Yes	

160. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.		No
161. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.		Service redesign/transformation Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/>
If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15. If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15. If you answered 'no' to all of questions 8-11, please advance to question 16 (Environment) .		
162. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)		
Protected characteristic	Potential impact	Explanation
Age	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian Plan
Disability	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian Plan
Gender reassignment	Neutral	No disproportionate impact identified
Marriage and civil partnership	Neutral	No disproportionate impact identified
Pregnancy and maternity	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian Plan
Race	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian Plan. CLLE currently offer English as a second language classes.
Religion or belief	Neutral	No disproportionate impact identified

Sex	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian Plan
Sexual orientation	Neutral	No disproportionate impact identified

163. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Children and young people	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian. There may be greater impact on children and young people from deprived areas and those at risk.
Article 6 (life, survival and development)	Children and young people	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian. There may be greater impact on children and young people from deprived areas and those at risk.
Article 12 (respect for the views of the child)	Children and young people	Neutral	No disproportionate impact identified
Article 19 (protection from violence, abuse and neglect)	Children and young people	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian. There may be greater impact on children and young people from deprived areas and those at risk.

Article 23 (children with a disability)	Children and young people	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian. There may be greater impact on children and young people from deprived areas and those at risk.
Article 27 (adequate standard of living)	Children and young people	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian. There may be greater impact on children and young people from deprived areas and those at risk.
Article 29 (goals of education)	Children and young people	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian. There may be greater impact on children and young people from deprived areas and those at risk.
Article 31 (leisure, play and culture)	Children and young people	Neutral	No disproportionate impact identified
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			

164. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?
- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
No disproportionate impact identified as per above, other than P1, A2 right to education. The impact upon	Adults	Negative	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in

children is discussed at UNCRC.			the Single Midlothian. There may be greater impact on adults from deprived areas and those at risk.
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Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.

165. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Negative	There may be greater impact on children, young people and adults from deprived areas and those at risk. Some vulnerable adults may not receive a service and it may negatively impact on the current positive destinations of those vulnerable young people and adults.
Low and/or no wealth	Negative	There may be greater impact on children, young people and adults from deprived areas and those at risk. Some vulnerable adults may not receive a service and it may negatively impact on the current positive destinations of those vulnerable young people and adults.
Material deprivation	Negative	There may be greater impact on children, young people and adults from deprived areas and those at risk. Some vulnerable adults may not receive a service and it may

		negatively impact on the current positive destinations of those vulnerable young people and adults.
Area deprivation	Negative	There may be greater impact on children, young people and adults from deprived areas and those at risk. Some vulnerable adults may not receive a service and it may negatively impact on the current positive destinations of those vulnerable young people and adults.
Socio-economic background	Negative	There may be greater impact on children, young people and adults from deprived areas and those at risk. Some vulnerable adults may not receive a service and it may negatively impact on the current positive destinations of those vulnerable young people and adults.
Other	Choose an item.	Click here to enter text.
Click here to enter text.		

Environment

166. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact

Affected populations

Explanation

Not applicable

Click here to enter text.

Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

167. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
Community Learning and Development Partners' Strategic Plan May 2024 to August 2027 and associated IIA	Circa 5,000 learners engage with CLLE per annum, made up of 3,300 under 18 years old and 1,700 over 18.	98.3% of people were satisfied with CLLE services.
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Click here to enter text.	Click here to enter text.	Click here to enter text.

Consultation and Engagement

168. How has the proposal been informed by consultation and engagement?

- Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account.

The council is carrying out a consultation and engagement exercise in October and November 2024 and this IIA will be reviewed taking into account the feedback received.

Members of the Financial Strategic Group, central senior managers and head teachers were asked for feedback on the proposals and any other potential proposals they had.

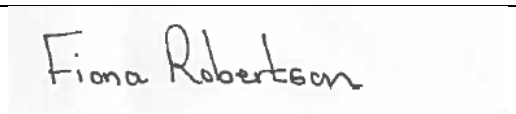
Mitigating Actions	
169. Could the proposal, in its current form, discriminate against people in a protected characteristic group?	Yes
170. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?	Yes
171. Could the proposal, in its current form, violate human rights under the ECHR?	Yes
172. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?	Yes
173. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal. - Please provide estimates of the resource implications of adopting these actions.	A service review will be required and priority given to meeting the CLD regulations of an 'adequate and efficient' service and achieving the outcomes in the Single Midlothian Plan.
174. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.	The financial constraints currently faced by the Council require difficult choices to be made in terms of the services which will stop, reduce or change in order to balance the budget.
NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.	
Monitoring and Review	
175. How will the implementation and impact of the proposal be monitored? How frequently and by whom?	The delivery of the saving will be monitored via quarterly financial monitoring. The impact on staff and schools will be monitored based on feedback and figures gathered from performance data. Education Scotland inspections. Communities, Lifelong Learning and Employability Annual Report. Midlothian Community Learning and Development Plan Progress Report.

176. How will the results of this monitoring be used to develop future proposals?	Findings will be incorporated into the CLLE improvement planning and reporting arrangements.
177. When will the proposal be reviewed?	Quarterly
178. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?	Not applicable

Recommendation

179. What is your recommendation for the proposal?	Adopt proposal with no amendments <input type="checkbox"/>
	Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/>
	Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input checked="" type="checkbox"/>
180. Please give the reasoning behind your recommendation - Include reference to any potential impact you have identified during the IIA process. - If you have not conducted a full impact assessment by completing all sections of this form, please explain why.	A reduction in CLLE services will negatively impact on the Council's ability to realise its vision for children and families in Midlothian: The Single Midlothian Plan <ul style="list-style-type: none"> • Individuals and communities have improved health and skills for learning, life and work • No child or household living in poverty

Authorisation by Director/Chief Officer/Head of Service

Name	Fiona Robertson	Job title	Executive Director Children, Young People & Partnerships
Signature		Date	18/02/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details	
181. Title of proposal (include budget reference if applicable)	Review Central Teams
182. Service(s)	Children, Young People and Partnerships
183. Lead officer (name, job title and date of IIA training)	Sinead Urquhart, Executive Business Manager
184. Other officers/partners involved (name, job title and date of IIA training)	Magnus Inglis, Principal Officer
185. Date IIA completed	18/02/2025
186. Nature of proposal	Reduction of an existing service or function
	Other (please specify) Click here to enter text.
187. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?	The saving would come from reducing staff across various teams in the Directorate. This will include the Education Quality Improvement Team, Educational Psychology Service and the Business Support Team. Reducing staff will require a restructure in line with the Managing Change Policy and Policy for Organisational Restructure (Teaching staff)

Equality and Rights

188. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)					
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input checked="" type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input type="checkbox"/>

Religion and belief (people with different religions and beliefs, including no belief)	<input type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight)	<input type="checkbox"/>
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189. Could the proposal have an impact on children and young people under the age of 18? Yes

190. Could the proposal have an impact on [human rights](#)? No
 - See pages 14-15 of the IIA Guidance.

191. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.	Significant budget proposals including cuts and level of aid given
	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/>

If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.

If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.

If you answered 'no' to all of questions 8-11, please advance to **question 16 (Environment)**.

192. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)

Protected characteristic	Potential impact	Explanation
Age	Negative	Depending on the way the reduction is applied, there could be a negative impact upon pupils, working age and/or older people, however further detail is required to fully assess this. If the reduction is applied to the central education team it will impact upon the support provided to children and young people with additional support needs and the general school service. A reduction in the Business Support Team would impact upon the support provided to schools as well as the production of the census figures and attainment data that determine the funding received from the Scottish Government and how resources are assigned to schools on the basis of need and roll.
Disability	Negative	Depending on the way the reduction is applied, there could be a negative impact upon pupils, working age and/or older people with a disability, however further detail is required to fully assess this. For example if the ASN central team is reduced it will impact upon our ability to meet our statutory duty to meet the needs of pupils with additional support needs.

Gender reassignment	Neutral	No disproportionate impact identified
Marriage and civil partnership	Neutral	No disproportionate impact identified
Pregnancy and maternity	Negative	Depending on the way the reduction is applied, there could be a negative impact, however further detail is required to fully assess this.
Race	Neutral	No disproportionate impact identified
Religion or belief	Neutral	No disproportionate impact identified
Sex	Negative	Depending on the way the reduction is applied, there could be a negative impact, however further detail is required to fully assess this.
Sexual orientation	Neutral	No disproportionate impact identified

193. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Pupils and children in general	Negative	Depending on the way the reduction is applied, there could be a negative impact upon pupils, however further detail is required to fully assess this.
Article 6 (life, survival and development)	Pupils	Negative	Depending on the way the reduction is applied, there could be reduction in support provided to pupils, for example educational psychologist service, however further detail is required to fully assess this.
Article 12 (respect for the views of the child)	None identified	Neutral	The potential changes would not impact upon respect for the views of children.

Article 19 (protection from violence, abuse and neglect)	None identified	Neutral	No impact identified.
Article 23 (children with a disability)	Pupils	Negative	Depending on the way the reduction is applied, there could be a negative impact upon pupils with a disability, however further detail is required to fully assess this.
Article 27 (adequate standard of living)	Children	Negative	Depending on the way the reduction is applied, there could be reduction in support provided to pupils and this could impact on their longer term post-school destinations, however further detail is required to fully assess this.
Article 29 (goals of education)	Pupils	Negative	Depending on the way the reduction is applied, there could be a negative impact upon pupils, however further detail is required to fully assess this.
Article 31 (leisure, play and culture)	None identified	Neutral	No impact identified.
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			

194. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?

- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
No disproportionate impact identified as per above, other than P1, A2 right to education, which is discussed at UNCRC.	Click here to enter text.	Choose an item.	Click here to enter text.
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Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.

195. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Negative	Depending on the way the reduction is applied, there could be a negative impact on pupils, however further detail is required to fully assess this.
Low and/or no wealth	Negative	Depending on the way the reduction is applied, there could be a negative impact on pupils, however further detail is required to fully assess this.
Material deprivation	Negative	Depending on the way the reduction is applied, there could be a negative impact on pupils, however further detail is required to fully assess this.
Area deprivation	Negative	As above. Some services are targeted to areas with greater need.
Socio-economic background	Negative	As above. Some services are targeted to areas with greater need.
Other	Negative	No significant impact identified.
Click here to enter text.		

Environment

196. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
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Not applicable	Click here to enter text.	Click here to enter text.
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If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

197. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
The proposal is based on the need for the Council to deliver a balanced budget. However, it is clear that any reduction will have a significant negative impact upon children, young people and families.	Circa 17,000 children and young people in Midlothian.	How Good is Our Education Authority report, CLLE Thematic Inspection report, HMle School Inspection reports.
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Consultation and Engagement

<p>198. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>The council is carrying out a consultation and engagement exercise in October and November 2024 and this IIA will be reviewed taking into account the feedback received.</p> <p>Members of the Financial Strategic Group, central senior managers and head teachers were asked for feedback on the proposals and any other potential proposals they had.</p>
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Mitigating Actions

<p>199. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>Yes</p>
<p>200. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>Yes</p>
<p>201. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>No</p>
<p>202. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>Yes</p>
<p>203. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Further detail on how the savings would be achieved are required to fully assess any potential for discrimination and therefore any mitigations. Service priorities would need to be reassessed and resources diverted from other services in order to seek to minimise negative impacts of the proposal.</p>

<p>204. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.</p>	<p>The financial constraints currently faced by the Council require difficult choices to be made in terms of the services which will stop, reduce or change in order to balance the budget.</p>
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NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

<p>205. How will the implementation and impact of the proposal be monitored? How frequently and by whom?</p>	<p>Need to await more detail on which services will be affected by the reduction in budget and the CYPP division will utilise its current approaches (some of which are statutory) to gathering data and intelligence on outcomes and the needs of our citizens to monitor the impact.</p>
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<p>206. How will the results of this monitoring be used to develop future proposals?</p>	<p>The information and analysis will be used to inform and/or adapt priority improvement action plans and service delivery models.</p>
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<p>207. When will the proposal be reviewed?</p>	<p>Quarterly</p>
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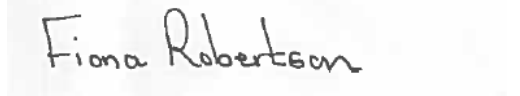
<p>208. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?</p>	<p>Not applicable</p>
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Recommendation

<p>209. What is your recommendation for the proposal?</p>	<p>Adopt proposal with no amendments <input type="checkbox"/></p>
	<p>Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/></p>
	<p>Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input checked="" type="checkbox"/></p>

<p>210. Please give the reasoning behind your recommendation</p> <ul style="list-style-type: none"> - Include reference to any potential impact you have identified during the IIA process. - If you have not conducted a full impact assessment by completing all sections of this form, please explain why. 	<p>Any reduction in commissioned services will negatively impact on the Council's ability to realise its vision for children and families in Midlothian: The Single Midlothian Plan</p> <ul style="list-style-type: none"> • Individuals and communities have improved health and skills for learning, life and work • No child or household living in poverty
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Authorisation by Director/Chief Officer/Head of Service

Name	Fiona Robertson	Job title	Executive Director Children, Young People & Partnerships
Signature		Date	18/02/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details					
211. Title of proposal (include budget reference if applicable)	Lets and Charges for After School Clubs (ASC)				
212. Service(s)	Children, Young People and Partnerships				
213. Lead officer (name, job title and date of IIA training)	Sinead Urquhart, Executive Business Manager				
214. Other officers/partners involved (name, job title and date of IIA training)	Magnus Inglis, Principal Officer				
215. Date IIA completed	18/02/2025				
216. Nature of proposal	Review of an existing strategy or policy				
	Other (please specify)	Click here to enter text.			
217. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?	The current discount offered to charities providing an ASC is 85%. This proposal would seek to reduce this discount to a maximum of 50%.				
Equality and Rights					
218. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)					
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input type="checkbox"/>
Religion and belief (people with different religions and beliefs, including no belief)	<input type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight)	<input type="checkbox"/>
219. Could the proposal have an impact on children and young people under the age of 18?				Yes	

220. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.		No
221. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.	Development/implementation of Charging Policies	
	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
	Don't know	<input type="checkbox"/>
<p>If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.</p> <p>If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.</p> <p>If you answered 'no' to all of questions 8-11, please advance to <u>question 16 (Environment)</u>.</p>		
222. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)		
Protected characteristic	Potential impact	Explanation
Age	Negative	Increasing the let fees is likely to result in after school clubs (ASCs) passing on the increase in costs to parents and carers.
Disability	Negative	Increasing the let fees is likely to result in after school clubs (ASCs) passing on the increase in costs to parents and carers. Parents and carers may find it more challenging to find an ASC that can meet their child's specific needs.
Gender reassignment	Neutral	No disproportionate impact identified
Marriage and civil partnership	Neutral	No disproportionate impact identified
Pregnancy and maternity	Neutral	No disproportionate impact identified
Race	Neutral	No disproportionate impact identified
Religion or belief	Neutral	No disproportionate impact identified
Sex	Negative	If families are unable to afford out of school care some will have to stop or reduce work, training or studying.

Sexual orientation	Neutral	No disproportionate impact identified	
<p>223. What kind of impact could the proposal have on children and young people in terms of the requirements of the UNCRC (Scotland) (Incorporation) Act 2023?</p> <p>- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.</p>			
UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Pupils	Unknown	Uncertain how many families would be affected by the increase in fees if ASCs were to increase their fees.
Article 6 (life, survival and development)	Not applicable	Neutral	No impact identified.
Article 12 (respect for the views of the child)	Not applicable	Neutral	No impact identified.
Article 19 (protection from violence, abuse and neglect)	Not applicable	Neutral	No impact identified.
Article 23 (children with a disability)	Pupils	Negative	Parents and carers may find it more challenging to find an ASC that can meet their child's specific needs.
Article 27 (adequate standard of living)	Pupils	Negative	If families are unable to afford out of school care some will have to stop or reduce work, training or studying.
Article 29 (goals of education)	Not applicable	Neutral	No impact identified.
Article 31 (leisure, play and culture)	Pupils	Negative	If ASC increase their fees and some families cannot afford the increase and cannot send their children there, it may reduce their opportunities for play activities with their peers.

Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			

224. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?

- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
No disproportionate impact identified as per above, other than P1, A2 right to education, which is discussed at UNCRC.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.

225. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Negative	If families are unable to afford out of school care some will have to stop or reduce work, training or studying.
Low and/or no wealth	Negative	If families are unable to afford out of school care some will have to stop or reduce work, training or studying.
Material deprivation	Negative	If families are unable to afford out of school care some will have to stop or reduce work, training or studying.

Area deprivation	Negative	If families are unable to afford out of school care some will have to stop or reduce work, training or studying.
Socio-economic background	Negative	If families are unable to afford out of school care some will have to stop or reduce work, training or studying.
Other	Choose an item.	Click here to enter text.
Click here to enter text.		

Environment

226. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Not applicable	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

227. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
The proposal is based on the need for the Council to deliver a balanced budget.	Out of School Care is not a Council service or one that it is statutorily obliged to provide universally, figures are not available.	Out of School Care review report is being finalised and an action plan will be developed to take forward recommendations from the report.

However, an increase in let fees may be passed on to parents and carers.		
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Consultation and Engagement

<p>228. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>The council is carrying out a consultation and engagement exercise in October and November 2024 and this IIA will be reviewed taking into account the feedback received.</p> <p>Members of the Financial Strategic Group, central senior managers and head teachers were asked for feedback on the proposals and any other potential proposals they had.</p> <p>Meetings with Parent Council chairs were held.</p>
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Mitigating Actions

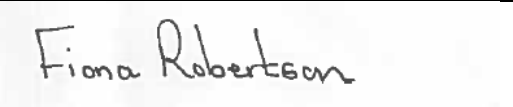
<p>229. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>Yes</p>
<p>230. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>No</p>
<p>231. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>No</p>
<p>232. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>Yes</p>

<p>233. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>ASCs direct families to support and resources that are available to help with costs, including Tax Free Childcare. This offsets some of the cost of childcare against tax liability for parents and carers.</p>
<p>234. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.</p>	<p>The financial constraints currently faced by the Council require difficult choices to be made in terms of the services which will stop, reduce or change in order to balance the budget.</p>
<p>NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.</p>	
<p>Monitoring and Review</p>	
<p>235. How will the implementation and impact of the proposal be monitored? How frequently and by whom?</p>	<p>Following the finalisation of the Out of School Childcare report, the Council will appraise options for the future provision of out of school childcare in Midlothian.</p>
<p>236. How will the results of this monitoring be used to develop future proposals?</p>	<p>Following the finalisation of the Out of School Childcare report, the Council will appraise options for the future provision of out of school childcare in Midlothian.</p>
<p>237. When will the proposal be reviewed?</p>	<p>Following the finalisation of the Out of School Childcare report, the Council will appraise options for the future provision of out of school childcare in Midlothian.</p>
<p>238. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?</p>	<p>Any ASC delivering services on behalf of the Council has to comply with the Council's terms and conditions for purchasing of services.</p>

Recommendation

239. What is your recommendation for the proposal?	Adopt proposal with no amendments <input checked="" type="checkbox"/>
	Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/>
	Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input type="checkbox"/>
240. Please give the reasoning behind your recommendation - Include reference to any potential impact you have identified during the IIA process. - If you have not conducted a full impact assessment by completing all sections of this form, please explain why.	While this increase in let fees may be passed on to parents and carers, most will be able to offset some or all of the increase through the support that is available, such as Tax Free Childcare.

Authorisation by Director/Chief Officer/Head of Service

Name	Fiona Robertson	Job title	Executive Director Children, Young People & Partnerships
Signature		Date	18/02/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details			
241. Title of proposal (include budget reference if applicable)	Out of School Childcare Provision		
242. Service(s)	Children, Young People and Partnerships		
243. Lead officer (name, job title and date of IIA training)	Sinead Urquhart, Executive Business Manager		
244. Other officers/partners involved (name, job title and date of IIA training)	Magnus Inglis, Principal Officer		
245. Date IIA completed	18/02/2025		
246. Nature of proposal	Introduction of a new service or function		
	Other (please specify)	Click here to enter text.	
247. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?	<p>This proposal seeks to enhance the provision of out of school childcare provision (after school clubs and breakfast clubs) across the authority. This proposal would build on what is currently available through schools or external groups/organisations; what the demand for this future provision is; and the potential offer that the Education authority could provide. This could be done either through recruiting new staff, redeployment opportunities or contractual changes, or through a partnership delivery model. Any proposal to establish a council-run out of school childcare service will require a fully developed business case to ensure its financially viable and generate income.</p>		
Equality and Rights			
248. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)			
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>
		Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input type="checkbox"/>

Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input type="checkbox"/>
Religion and belief (people with different religions and beliefs, including no belief)	<input type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight)	<input type="checkbox"/>

249. Could the proposal have an impact on children and young people under the age of 18? Yes

250. Could the proposal have an impact on [human rights](#)?
- See pages 14-15 of the IIA Guidance. No

251. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.	Service redesign/transformation
	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/>

If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.

If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.

If you answered 'no' to all of questions 8-11, please advance to **question 16 (Environment)**.

252. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)

Protected characteristic	Potential impact	Explanation
Age	Positive	Initial findings of the ongoing Out of School Childcare review indicate there is high demand for out of school childcare provision. Increasing the availability of provisions could offer children and young people increased opportunities to interact with their peers in a safe environment after school and in the holidays.
Disability	Positive	Initial findings of the ongoing Out of School Childcare review indicate there is demand for provisions that can meet the additional support needs of children and young people.
Gender reassignment	Neutral	No disproportionate impact identified
Marriage and civil partnership	Neutral	No disproportionate impact identified

Pregnancy and maternity	Neutral	No disproportionate impact identified
Race	Neutral	No disproportionate impact identified
Religion or belief	Neutral	No disproportionate impact identified
Sex	Positive	Increased choice and flexibility of out of school childcare may enable parents and carers to increase their employment hours or even take up employment, training or study
Sexual orientation	Neutral	No disproportionate impact identified

253. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Pupils	Positive	Increased availability of out of school care places will mean any children who are not able to get a place currently may be able to.
Article 6 (life, survival and development)	None identified	Neutral	No impact identified.
Article 12 (respect for the views of the child)	None identified	Neutral	No impact identified.
Article 19 (protection from violence, abuse and neglect)	None identified	Neutral	No impact identified.
Article 23 (children with a disability)	Pupils	Positive	Increase in provisions that can meet the needs of children with additional support needs.

Article 27 (adequate standard of living)	Pupils	Positive	Increased range of settings and providers for out of school care will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Article 29 (goals of education)	None identified	Neutral	No impact identified.
Article 31 (leisure, play and culture)	Pupils	Positive	Increased availability of out of school care may increase pupils' opportunities for play activities with their peers.
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.			

254. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?

- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
No disproportionate impact identified as per above, other than P1, A2 right to education, which is discussed at UNCRC.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.

255. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Positive	Increased range of settings and providers of out of school childcare places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Low and/or no wealth	Positive	Increased range of settings and providers of out of school childcare places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Material deprivation	Positive	Increased range of settings and providers of out of school childcare places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Area deprivation	Positive	Increased range of settings and providers of out of school childcare places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Socio-economic background	Positive	Increased range of settings and providers of out of school childcare places will offer greater choice to any parents and carers who may currently be having to restrict hours of

		work/training/study due to availability of places that meet their needs.
Other	Choose an item.	Click here to enter text.
Click here to enter text.		

Environment

256. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Not applicable	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

257. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
The proposal is based on the need for the Council to deliver a balanced budget.	Out of School Care is not a Council service or one that it is statutorily obliged to provide universally as such figures are not available.	Out of School Care review report is being finalised.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Consultation and Engagement

<p>258. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>The council is carrying out a consultation and engagement exercise in October and November 2024 and this IIA will be reviewed taking into account the feedback received.</p> <p>Members of the Financial Strategic Group, central senior managers and head teachers were asked for feedback on the proposals and any other potential proposals they had.</p> <p>Meetings with Parent Council chairs were held.</p>
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Mitigating Actions

<p>259. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>No</p>
<p>260. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>No</p>
<p>261. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>No</p>
<p>262. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>No</p>
<p>263. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Not applicable</p>

264. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.	Not applicable
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NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

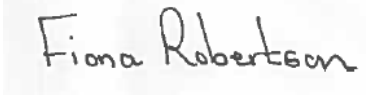
265. How will the implementation and impact of the proposal be monitored? How frequently and by whom?	Following the finalisation of the Out of School Childcare report, the Council will appraise options for the future provision of out of school childcare in Midlothian.
266. How will the results of this monitoring be used to develop future proposals?	Following the finalisation of the Out of School Childcare report, the Council will appraise options for the future provision of out of school childcare in Midlothian.
267. When will the proposal be reviewed?	Following the finalisation of the Out of School Childcare report, the Council will appraise options for the future provision of out of school childcare in Midlothian.
268. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?	Not applicable

Recommendation

269. What is your recommendation for the proposal?	Adopt proposal with no amendments <input checked="" type="checkbox"/>
	Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/>
	Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input type="checkbox"/>

<p>270. Please give the reasoning behind your recommendation</p> <ul style="list-style-type: none"> - Include reference to any potential impact you have identified during the IIA process. - If you have not conducted a full impact assessment by completing all sections of this form, please explain why. 	<p>Potential to increase out of school childcare provision to meet needs of working families and also generate income for the council.</p>
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Authorisation by Director/Chief Officer/Head of Service

Name	Fiona Robertson	Job title	Executive Director Children, Young People & Partnerships
Signature		Date	18/02/2025

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details				
271. Title of proposal (include budget reference if applicable)	Early Learning & Childcare (ELC) 52 Week Provision			
272. Service(s)	Children, Young People and Partnerships			
273. Lead officer (name, job title and date of IIA training)	Sinead Urquhart, Executive Business Manager			
274. Other officers/partners involved (name, job title and date of IIA training)	Magnus Inglis, Principal Officer			
275. Date IIA completed	18/02/2025			
276. Nature of proposal	Introduction of a new service or function			
	Other (please specify)	Click here to enter text.		
277. Brief description of proposal - What are its main aims and objectives? What, if anything, will change as a result of this proposal?	This proposal would explore the potential for generating income in our schools with ELC settings and other buildings already open all year. Vogrie and Scots Corner are two council settings already open all year. We would need to ensure supply matches demand in line with parental choice for all year, extended opening times versus sessional. Any proposal to establish a council-run out of school childcare service will require a fully developed business case to ensure it is financially viable and generates income.			
Equality and Rights				
278. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)				
Age (older people, young people and children)	<input checked="" type="checkbox"/>	Disability (people with disabilities)	<input checked="" type="checkbox"/>	Gender reassignment (trans people, anyone whose gender identity differs from their sex assigned at birth) <input type="checkbox"/>
Marriage and civil partnership (people who are married or in a civil partnership)	<input type="checkbox"/>	Pregnancy and maternity (women who are pregnant and/or on maternity leave)	<input type="checkbox"/>	Race (people defined by their colour, ethnicity or nationality – e.g. Asian and black people) <input type="checkbox"/>

Religion and belief (people with different religions and beliefs, including no belief)	<input type="checkbox"/>	Sex (men or women)	<input checked="" type="checkbox"/>	Sexual orientation (lesbian, gay, bisexual, heterosexual/straight)	<input type="checkbox"/>
279. Could the proposal have an impact on children and young people under the age of 18?					Yes
280. Could the proposal have an impact on human rights ? - See pages 14-15 of the IIA Guidance.					No
281. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)? - Please select from the drop-down list. The proposal is a 'strategic decision' if it falls under any of the headings.			Service redesign/transformation		
			Yes	<input checked="" type="checkbox"/>	
			No	<input type="checkbox"/>	
			Don't know	<input type="checkbox"/>	
If you answered 'yes' to any of questions 8-11, you must also answer questions 12-15.					
If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.					
If you answered 'no' to all of questions 8-11, please advance to question 16 (Environment) .					
282. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)					
Protected characteristic	Potential impact	Explanation			
Age	Positive	There are some areas of Midlothian where there is pressure on ELC capacity so the provision of more places would help with this. Increased choice and flexibility of ELC provision may enable parents and carers to increase their employment hours or even take up employment, training or study			
Disability	Positive	Increased choice and flexibility of ELC provision for parents and carers of children with additional support needs.			
Gender reassignment	Neutral	No disproportionate impact identified			
Marriage and civil partnership	Neutral	No disproportionate impact identified			
Pregnancy and maternity	Neutral	No disproportionate impact identified			

Race	Neutral	No disproportionate impact identified
Religion or belief	Neutral	No disproportionate impact identified
Sex	Positive	Increased choice and flexibility of ELC provision may enable parents and carers to increase their employment hours or even take up employment, training or study
Sexual orientation	Neutral	No disproportionate impact identified

283. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023](#)?

- A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (best interests of the child)	Children entitled to ELC	Neutral	The quality of funded ELC provision is ensured through Care Inspectorate regulation and the Council's ELC team and increasing the number of settings offering all year places will not change this.
Article 6 (life, survival and development)	Children entitled to ELC	Neutral	The quality of funded ELC provision is ensured through Care Inspectorate regulation and the Council's ELC team and increasing the number of settings offering all year places will not change this.
Article 12 (respect for the views of the child)	None identified	Neutral	No impact identified.
Article 19 (protection from violence, abuse and neglect)	None identified	Neutral	No impact identified.
Article 23 (children with a disability)	Children entitled to ELC	Neutral	The quality of funded ELC provision is ensured through Care Inspectorate regulation and the Council's ELC team and increasing the number of settings offering all year places will not change this.

Article 27 (adequate standard of living)	Children entitled to ELC	Positive	Increased range of settings and providers for all-year ELC places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Article 29 (goals of education)	Children entitled to ELC	Neutral	The quality of funded ELC provision is ensured through Care Inspectorate regulation and the Council's ELC team and increasing the number of settings offering all year places will not change this.
Article 31 (leisure, play and culture)	None identified	Neutral	No impact identified.
Other (please specify)	Click here to enter text.	Choose an item.	Click here to enter text.
	Click here to enter text.		

284. What kind of impact could the proposal have on people in terms of the Articles of the European Convention on Human Rights (ECHR)?

- See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
No disproportionate impact identified as per above, other than P1, A2 right to education, which is discussed at UNCRC.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Choose an item.	Click here to enter text.

285. What kind of impact could this proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

- An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Positive	Increased range of settings and providers for all-year ELC places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Low and/or no wealth	Positive	Increased range of settings and providers for all-year ELC places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Material deprivation	Positive	Increased range of settings and providers for all-year ELC places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Area deprivation	Positive	A review of geographical availability will be carried out to explore whether there is a need to increase provision in specific areas across the county.
Socio-economic background	Positive	Increased range of settings and providers for all-year ELC places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.
Other	Choose an item.	Click here to enter text.

Click here to enter text.		
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Environment

286. What impact could the proposal have on the environment?

- Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Not applicable	Click here to enter text.	Click here to enter text.

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you **must** complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 28 (Recommendation)**.

Evidence

287. What data, research or other evidence informed the proposal?

- Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publications and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)	
	Quantitative (e.g. numbers, percentages)	Qualitative (e.g. surveys, interviews)
The proposal is based on the need for the Council to deliver a balanced budget.	There are circa 2,200 children taking up funded ELC in Midlothian, plus children taking up paid for places.	Care Inspectorate ELC inspections
Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.

Consultation and Engagement

<p>288. How has the proposal been informed by consultation and engagement?</p> <ul style="list-style-type: none"> - Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account. 	<p>The council is carrying out a consultation and engagement exercise in October and November 2024 and this IIA will be reviewed taking into account the feedback received.</p> <p>Members of the Financial Strategic Group, central senior managers and head teachers were asked for feedback on the proposals and any other potential proposals they had.</p>
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Mitigating Actions

<p>289. Could the proposal, in its current form, discriminate against people in a protected characteristic group?</p>	<p>No</p>
<p>290. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act?</p>	<p>No</p>
<p>291. Could the proposal, in its current form, violate human rights under the ECHR?</p>	<p>No</p>
<p>292. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty?</p>	<p>No</p>
<p>293. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.</p> <ul style="list-style-type: none"> - Please provide estimates of the resource implications of adopting these actions. 	<p>Not applicable</p>

294. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.	Not applicable
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NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

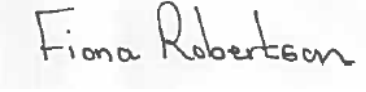
295. How will the implementation and impact of the proposal be monitored? How frequently and by whom?	If adopted, significant preparatory work will be required to produce a fully developed business case to ensure the service is financially viable and will generate income.
296. How will the results of this monitoring be used to develop future proposals?	These would be developed
297. When will the proposal be reviewed?	Dependent on the monitoring process adopted
298. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?	Not applicable

Recommendation

299. What is your recommendation for the proposal?	Adopt proposal with no amendments <input checked="" type="checkbox"/>
	Adopt proposal with mitigating actions (outlined above) <input type="checkbox"/>
	Reject proposal due to disproportionately negative impact on equality, human rights or the environment <input type="checkbox"/>

<p>300. Please give the reasoning behind your recommendation</p> <ul style="list-style-type: none"> - Include reference to any potential impact you have identified during the IIA process. - If you have not conducted a full impact assessment by completing all sections of this form, please explain why. 	<p>Increased range of settings and providers for all-year ELC places will offer greater choice to any parents and carers who may currently be having to restrict hours of work/training/study due to availability of places that meet their needs.</p> <p>If adopted, significant preparatory work will be required to produce a fully developed business case to ensure the service is financially viable and will generate income.</p>
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Authorisation by Director/Chief Officer/Head of Service

Name	Fiona Robertson	Job title	Executive Director Children, Young People & Partnerships
Signature		Date	18/02/2025