

Minute of Meeting



Midlothian Council

Date	Time	Venue
23 August 2022	11.00 am	via MS Teams

Present:

Provost McCall (Chair)	Depute Provost McManus
Councillor Parry – Council Leader	Councillor Cassidy – Depute Council Leader
Councillor Alexander	Councillor Bowen
Councillor Curran	Councillor Imrie
Councillor Drummond	Councillor McKenzie
Councillor McEwan	Councillor Pottinger
Councillor Milligan	Councillor Scott
Councillor Russell	Councillor Winchester
Councillor Virgo	

In attendance:

Dr Grace Vickers, Chief Executive	Morag Barrow, Joint Director Health and Social Care
Gary Fairley, Chief Officer Corporate Solutions	Alan Turpie, Legal and Governance Manager/Monitoring Officer
Derek Oliver, Chief Officer Place	Sinead Urquhart Executive Business Manager
Saty Kaur, Executive Business Manager	Nick Clater, Head of Adult & Social Care
David Gladwin Financial Services Manager	Fiona Clandillon Head of Development
Lynn Cochrane Communications Team Leader	Myra Forsyth Quality and Scrutiny Manager
Roxanne King – NHS Lothian	Elaine Johnstone – Policy & Scrutiny Officer
Mrs Anne-Lawrie - Religious Representative	Mrs Elizabeth Morton – Religious Representative

Marco Reece-Heel Business Analyst	Janet Ritchie , Democratic Services Officer
Ross Neill, Democratic Services Team Leader	

1. Welcome and Apologies for Absence

The Provost welcomed everyone to the meeting reminding all that it was a public meeting being webcast live.

Apologies for absence were intimated on behalf of Councillor Smail

2. Order of Business

The Provost advised the order of business as per the agenda

3. Declarations of interest

None

4. Deputations

None received.

5. Minute of Previous Meeting

No.		:
5.1 & 5.2	Minute	Executive Director Place
Questions to Officers		
Accepted as a clear and fair record		
Midlothian Council Minute 28 June 2022 Private Midlothian Council Minute 28 June 2022		
Proposed Councillor Parry Seconded Councillor McEwan		
Decision		
Approved		
Action		
All to Note		

No.		:
5.3	Action Log Update	Executive Director Place
Questions to Officers		

All members were satisfied the action log was up to date and in order.

- Dr Vickers confirmed the Hybrid Working Short Life Working Group had been delayed but was now scheduled for next week
- Mr Fairley confirmed Mileage allowance payments and the letter to HMRC had been completed during June and the July Recess
- Mr Anderson updated Members that Item 12, LACER fund has now been redirected to the Cost of Living Crisis Task Force. (COLCTF)

Elected Members were briefly updated by Councillor Parry on the first COLCTF concluding all members on the group were very aware of the urgency required to distribute the funds.

Decision

All to Note

Action

None

6. Question to the Leader of the Council

None

7. Notices of Motion

Report No.	Report Title	Report by:
7.1	Standing up for Responsible Tax Conduct	Proposed by Councillor Pottinger Seconded by Councillor Imrie

Outline of report and summary of discussion

Midlothian Council notes that:

1. The public expectation on organization's to pay the right amount of Tax in the right place at the right time has never been stronger.
2. Polling from the Institute for Business Ethics finds that "corporate tax avoidance" has, since 2013, been the clear number one concern of the British public when it comes to business conduct.
3. Almost two-thirds (63%) of the Scottish public agree that the Government and local councils should consider a company's ethics and how they pay their tax as well as value for money and quality of service provided, when undertaking procurement.
4. Around 15% of public contracts in Scotland have been won by companies with links to tax havens.
5. It has been conservatively estimated that losses from multinational profit-shifting

(Just one form of tax avoidance) could be costing the UK some £17bn per annum in lost corporation tax revenues.

6. The Fair Tax Mark offers a means for business to demonstrate good tax conduct, and has been secured by wide range of businesses across the UK, including FTSE-listed PLCs, co-operatives, social enterprises and large private businesses.

Full Council believes that:

1. Paying tax is often presented as a burden, but it shouldn't be.
2. Tax enables us to provide services from education, health and social care, to flood defences, roads, policing and defence. It also helps to counter financial inequalities and rebalance distorted economies.

As recipients of significant public funding, local authorities should take the lead in the promotion of exemplary tax conduct; be that by ensuring contractors are:

Paying their proper share of tax, or by refusing to go along with offshore tax dodging when buying land and property.

3. Where substantive stakes are held in private enterprises, then influence should be wielded to ensure that such businesses are exemplars of tax transparency and tax avoidance is shunned - e.g., no use of marketed schemes requiring disclosure under DOTAS regulations (Disclosure Of Tax Avoidance Schemes) or arrangements that might fall foul of the General Anti-Abuse Rule.
4. More action is needed, however, as current law significantly restricts councils' ability to either penalise poor tax conduct or reward good tax conduct, when buying goods or services.
5. Councils can and should stand up for responsible tax conduct - doing what they can within existing frameworks and pledging to do more given the opportunity, as active supporters of international tax justice.

Midlothian Council resolves to:

1. Approve the Councils for Fair Tax Declaration.
2. Lead by example and demonstrate good practice in our tax conduct, right across our activities.
3. Ensure when practical that contractors implement IR35 robustly and pay a fair share of employment taxes.
4. Not use offshore vehicles for the purchase of land and property, especially where this leads to reduced payments of stamp duty.
5. Undertake due diligence to ensure that not-for-profit structures are not being

used inappropriately as an artificial device to reduce the payment of tax and business rates.

6. Seek clarity on the ultimate beneficial ownership of suppliers and their consolidated profit & loss position.
7. Promote Fair Tax Mark certification to any business in which we have a significant stake and where corporation tax is due.
8. Support Fair Tax Week events in the area, and celebrate the tax contribution made by responsible businesses who say what they pay with pride.
9. Support calls for urgent reform of EU, UK and Scots law to enable local authorities to better penalise poor tax conduct and reward good tax conduct through their procurement policies.

Councillor Pottinger spoke to the motion highlight various aspects and noting other Local Authorities had debated and passed this pledge already. Despite HMRC's attempts to close loopholes in tax evasion Midlothian Council should also be vigilant in its own dealings with business and suppliers.

Councillor Imrie concurred with Councillor Pottinger, adding that it was only fair that all members of society fairly contribute for services they use. He hoped members would agree and this motion would be incorporated into future procurement policy.

11.10am - Web casting was interrupted and restarted after a 10 minute recess at 11.20am

Elected members across all groups commented that they agreed in principle with what was being proposed, however there was concern of the wording of the motion and what exactly was being proposed as it seemed vague.

Mr Turpie responded that procurement policy at present can exclude companies who have a proven case of tax avoidance, powers are however constrained. He noted that South Lanarkshire recently passed a similar motion with some slight changes to the wording, they had removed 'Due Diligence' and added encourage/ discourage certain practices. This change then is accurate for legal purposes.

Both Councillor Pottinger and Imrie indicated that they accepted the proposed changes to the wording.

Provost called a vote
Amended Motion passed unanimously

Decision

Agreed

Action

Procurement Policy to be amended to include the amended motion – Legal Services/
Procurement

8. Reports

Report No.	Report Title	Report by:
8.1	Housing Revenue Account Revenue Budget and Capital Plan 2022_23 Report	Chief Officer Corporate Solutions
Outline of report and summary of discussion		
<p>The purpose of this report is to provide Council with a summary of expenditure and income to 4th July 2022 for the Capital Plan and a projected outturn for both the Housing Revenue Account (HRA) and Capital Plan for 2022/23. The summarised financial performance for 2022/23 is:</p> <ul style="list-style-type: none"> • Capital Investment in the year totalling £67.566 million; • A net overspend of £0.294 million on the Revenue Account; • A projected HRA general reserve at 31st March 2022 of £31.819 million. <p>Recommendation –</p> <p>Council is recommended to note the contents of this report.</p> <p>Mr Fairley spoke to report in detail highlighting various aspects. This included anticipated capital expenditure, highlighting risks to various projects and noting supply issues. The Q1 is to the end of June with the projected figures based on what was expected at that time. He then offered to take questions.</p> <p>In response to a number of questions Mr Fairley answered that at the moment current tenders were partially protected but new tenders will be affected, the risk will need to be continually monitored At present no contracts have been refused or handed back by contractors.</p>		
Decision		
All to Note		
Action		
None		

Report No.	Report Title	Report by:
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8.2	Annual Treasury Management Outturn 2021-22 Report	Chief Officer Corporate Solutions
Outline of report and summary of discussion		
<p>The purpose of the report is to inform members of the Council of the Treasury Management activity undertaken in 2021/22 and the year-end position. Audit Committee on 29 June 2022 scrutinised a draft of this report in advance of its consideration today by Council. This final report to Council reflects the Audit Committee comments arising from the meeting on 29 June 2022.</p> <p>Recommendation –</p> <p>It is recommended that the Council note the Annual Treasury Management Report 2021/22.</p> <p>Mr Fairley spoke to the report noting key aspects, he noted it had been scrutinised by Audit committee prior to being presented today. Midlothian remains one of the best performing Councils primarily through securing loans & long term borrowing when rates were low, this alleviates some of the risks faced by projects. He then offered to take any questions.</p> <p>Responding to various questions Mr Fairly responded that the his team are constantly monitoring the situation , borrowing last year at low rates under pin many current projects but as rates of borrowing rise so will the cost of capital projects. Council properties due to transition to alternative energy is partially covered by existing funding, future funding will need to be sought to complete the transition of all Council properties. Mr Fairly cited the HGV fleet and the high costs replacing them with electric vehicles.</p> <p>Councillor Cassidy referred to the Croydon investment and asked for an update.</p> <p>Mr Fairly responded that expected returns are due in October noting Midlothian will generate an income from the investment.</p> <p>Councillor Milligan congratulated Mr Fairley on Midlothian’s continual excellent performance.</p>		
Decision		
All to Note		
Action		
None		

Report No.	Report Title	Report by:
8.3	General Services Capital Plan 2022_23 Quarter 1 Monitoring	Chief Officer Corporate Solutions
Outline of report and summary of discussion		
<p>The purpose of this report is to provide Council with:-</p> <ul style="list-style-type: none"> • An update of the General Services Capital Plan incorporating information on further additions to the Capital Plan for approval (Section 3); • Information on the projected performance against budget for 2022/23 (Section 4); • Update on the Capital Fund (Section 5). 		

Recommendation –

Note the adjustment to the project expenditure budgets in the General Services Capital Plan as set out in Section 3.1.

Mr Fairley spoke briefly to the report noting key aspects before taking questions.

Councillor Parry queried project expenditure and the contingency set aside to cover risk.

Councillor Drummond ask why some projects were missing from the paper.

Mr Fairly answered that over the life of a project the risk reduces and contingency remaining returns to Midlothian Council funds. The projects listed are those currently incurring expenditure in their 5 year lifespan those not listed in the document will be reflected in future papers after they start incurring expenditure.

Decision

All to Note

Action

None

Report No.	Report Title	Report by:
8.4	Financial Monitoring 2022/23 – General Fund Revenue Report	Chief Officer Corporate Solutions
Outline of report and summary of discussion		
<p>The purpose of this report is to provide Council with information on projections of performance against service revenue budgets in 2022/23 and to provide commentary on areas of material variance against budget. The projected budget performance figures as shown in appendix 1 result in a net overspend of £0.225 million for the year which is represents 0.08% of the revised budget.</p> <ul style="list-style-type: none"> • With the assumption that Council will approve the supplementary estimate for inflationary pressures the projected General Fund balance at 31st March 2023 is £5.339 million, of which £1.336 million is earmarked for specific use. • The projection of the General Fund Balance at 31st March 2023 is predicated on the ongoing financial impact of the Covid-19 Pandemic continuing to be met from the available funding, whether ring fenced for specific purposes, or from general funding provided. <p>Recommendations –</p> <ul style="list-style-type: none"> • Note the projected financial position for the General Fund Reserve in financial year 2022/23 and the associated risks with projections at this stage in the year; • Approve a supplementary estimate of £1.395 million to cover unbudgeted inflationary pressures; and • Otherwise note the contents of the report. <p>Mr Fairley discussed the report noting it covers the 1st Quarter using the budget set in February 2022. Unforeseen cost increases have now impacted this. There</p>		

are opportunities being looked at to reduce spending service by service , also the potential 5% pay increase offer is partially unbudgeted for , the original offer was for a 3.5% increase, leaving 1.5% unfunded. Negotiations over pay are currently ongoing.

Councillor Parry moved to accept the recommendations in the report. Adding that in her capacity as Council Leader she wrote to the Scottish Office highlighting the huge challenges people are facing this winter.

It was indicated by Councillor Parry that Councils will be collectively writing directly to the treasury.

Other Elected Members agreed with Councillor Parry, many citing their expectation that a large % of the population will be in fuel poverty this winter. All also noted that the negotiations are likely to continue in light of other pay offers to non-council services being in some cases in excess of 7%.

Councillor Milligan seconded the move to accept recommendations in the report

Decision

Approved

Action

None

Report No.	Report Title	Report by:
8.5	Medium Term Financial Strategy - 2023/24 to 2027/28 Report	Chief Officer Corporate Solutions
Outline of report and summary of discussion		
<p>Medium Term Financial Strategy 2023/24 to 2027/28 - Background Council last considered an update on its Medium Term Financial Strategy on 15 February 2022 where it agreed the following:</p> <p>a) Note that at its meetings of 24 and 31 January and 2 February 2022 the Business Transformation Steering Group gave consideration to recommendations to Council to enable Council to fulfil its statutory duty, as set out in Section 93 of the Local Government Finance Act 1992 (as amended), namely to set Council Tax and a Balanced Budget for 2022/23;</p> <p>b) Consider the recommendations from the Business Transformation Steering Group meeting on 2 February 2022 that Council approves:-</p> <ul style="list-style-type: none"> • The deferment of debt repayments in 2021/22 & 2022/23 to secure £6.358 million to support the 2022/23 budget; • The utilisation of £2 million from uncommitted earmarked reserves to support the 2022/23 budget ; • An allocation of £56.438 million to the Midlothian Integration Joint Board for 2022/23 in respect of delegated services (subject to final confirmation of the quantum and distribution of funding for new burdens); <p>c) Note that after incorporating the measures in recommendation b) that the remaining budget gap for 2022/23 would be £1.369 million;</p> <p>d) Approve a one off addition of £0.250 million to the 2022/23 budget to supplement the Scottish Welfare Fund;</p>		

- e) Approve the 2022/23 service budgets as set out in Appendix D (as revised) which includes the application of £0.250 million from the projected general reserve;
- f) Note the amended analysis of change as set out in Appendix E (as revised);
- g) As a consequence set a Band D Council Tax for 2022/23 of £1,442.60 as set out in appendix F;
- h) Note that the projected general reserve remains £1.403 million above the minimum level determined by reference to the Council's Reserve Strategy;
- i) Otherwise note the update in respect of Scottish Government grant, individual Council grant settlements and the net cost of services as set out in the report;
- j) Delegate authority to the Chief Officer Corporate Solutions to determine if it is preferential to use the fiscal flexibility of a Loan Repayment Holiday in 2022/23 should the Statutory Instrument route be adopted by Scottish Government. In such circumstances the use of the Loans Fund review would be utilised in 2021/22 to create reserves to utilise to support the 2022/23 budget as part of the options noted in recommendation b);
- k) In considering the recommendations above in respect of the 2022/23 budget also consider the overarching EQIA published alongside this report.

Recommendations –

Council is asked to note:-

- a) The proposed reporting schedule to support finalisation of the budget and Council Tax levels for 2023/24;
- b) The update on Scottish Government grant prospects which reflects the Scottish Government's Resource Spending Review (RSR) published on 31 May 2022. Noting also that the RSR sets out extremely challenging planning parameters for Local Government which are exacerbated for Midlothian by the financial pressures associated with population growth;
- c) The update on the position with 2022/23 pay claims and the associated impact for the period of the Medium Term Financial Strategy.
- d) The update in respect of fiscal flexibilities and that having now received draft statutory guidance that work continues to assess the full implications of the service concession flexibility;
- e) That the underlying budget gap for 2022/23 is now projected to be £13.130 million and that as a consequence of both the inflationary increase in costs and cash flat grant settlements the projected budget gap for 2023/24 now stands at £14.4 million rising to a projected £27.1 million by 2027/28;
- f) Otherwise note the remainder of the report.

Mr Fairley spoke to the report noting February Council in 2023 will need to take in consideration all the factors highlighted within the report before setting the next budget. He then took questions.

Councillor Parry concurred with Mr Fairley that it is a challenging time, she also thanked the members of the Business Transformation Strategy Group (BTSG) for the work they do.

Councillor Milligan echoed Councillor Parry's sentiments adding the budgetary gap in future is likely to be massive. He asked that proposals to attempt to resolve this be presented sooner rather than later. Capital projects presented should only be of the essential in nature.

Mr Fairley assured Councillor Milligan that projects are assessed thoroughly and monitored closely throughout their life cycle and reviewed.

Decision

All to Note

Action

None

Report No.	Report Title	Report by:
8.6	Scottish Parliament Finance and Public Administration Committee_ Pre-Budget Scrutiny Call for Views Report	Chief Officer Corporate Solutions

Outline of report and summary of discussion

On 24th June 2022, as part of its pre-budget scrutiny, the Finance and Public Administration Committee of the Scottish Parliament launched a call for views on Scotland's public finances in 2023-24 and the impact of the cost of living and public service reform.

While the deadline for responses was set for Friday 19 August 2022 the clerk to the committee has advised that she is content for the Council to submit a late response to the call for views so allowing Council to consider the draft submission at today's meeting.

The call for views highlights that the committee is particularly interested in views on how the rising cost of living will impact on the Scottish budget in 2023-24 and will the Scottish Government's proposals for reforming the public service deliver the efficiencies expected.

Recommendations –

Council is asked to agree the appended submission in response to the call for views from the Scottish Parliament's - Finance and Public Administration Committee as part of its pre-budget scrutiny.

Mr Fairley spoke to the report before taking questions.

Councillor Parry moved to accept recommendations
Councillor Cassidy seconded

Recommendations were passed unanimously

Decision

Agreed

Action

None

Report No.	Report Title	Report by:
8.7	Risk Management Strategy Report	Executive Director Place
Outline of report and summary of discussion		
<p>Council is presented with the revised Risk Management Policy and Strategy, which outlines the proposed approach to risk management and governance arrangements for risk monitoring and accountability. The Framework development has included a consultation process with the Council's Audit Committee.</p> <p>Recommendations –</p> <ul style="list-style-type: none"> • approve the content of the revised Risk Management Policy and Strategy; • instruct the Chief Officer Place to lead the adoption and implementation of the Risk Management Policy and Strategy across the Council; and • Agree to review the Risk Management Policy and Framework in two years. <p>Mr Anderson spoke to the report noted unprecedented challenges over the last few years highlighting the risk register presented each quarter, then he invited take questions.</p> <p>Members asked a number of questions including how risks are reported to audit. Mr Anderson responded that High Risk and general risk are presented to the Audit Committee, all details are presented to Members.</p> <p>Councillors McKenzie and Virgo felt an off meeting discussion with Mr Anderson would be helpful to clarify some of high end risks noted.</p> <p>Councillor McKenzie moved the paper Councillor Virgo seconded</p>		
Decision		
Agreed		
Action		
Briefing for Councillors Virgo & McKenzie – Executive Director Place		

Report No.	Report Title	Report by:
8.8	National Care Service (Scotland) Bill Report	Principal Solicitor
Outline of report and summary of discussion		
<p>Background to the Bill-</p> <p>In August 2021 the Scottish Government launched a consultation on the way in which social care was delivered in Scotland. The consultation followed recommendations made in the Independent Review of Adult Social Care (the Feeley Report).</p> <p>The purpose of this report is to:</p>		

- Note that a briefing of elected members will take place on 15th August 2022
- Note the preparatory actions taken by CMT as outlined in this report
- Provide an update as to the progress of the legislation which will underpin the National Care Service;
- Provide an overview of the NCS Bill;
- Draw elected members attention to the Health, Social Care and Sport Committee, and other committees, who are looking at the details of the proposals, and want to know what people think about them. Views can be submitted by 2 September 2022 as outlined in section 2.6

Ms Ross spoke to the report highlight various areas of note before taking questions.

Councillor Cassidy moved to accept the motion, he added that he welcomed this report.

Councillor Parry seconded

Decision

All to Note

Action

None

Report No.	Report Title	Report by:
8.9	(Abortion) Buffer Zone Consultation Response Report	Executive Director Place
Outline of report and summary of discussion		
<p>This report responds to a previous Motion to Council on 25 June 2019 relating to Buffer Zones. It also highlights the associated Safe Access (Abortion Services) Scotland Bill consultation which closed on 11 August 2022 and provides information regarding a submission made by the motion mover and seconder.</p> <p>Recommendations –</p> <ul style="list-style-type: none"> • Note the action taken by the Chief Executive following Motion 7.2 to Council on 25 June 2019 and the responses received in August 2019. • Note that the consultation period for the Safe Access (Abortion Services) Scotland Bill closed on 11 August 2022 and that a request for an extension was unfortunately not granted. • Note that the mover and seconder of the original motion have submitted their response as outlined in Appendix 3. <p>Mr Anderson spoke to the report briefly before taking questions.</p> <p>Councillors Curran, Drummond and Parry expressed their support for this report. All Members fully supported the report and its recommendations</p>		
Decision		
Agreed – For Noting		
Action		
None		

Councillor Drummond returned to the Meeting

Report No.	Report Title	Report by:
8.10	Appointment of Representatives to Outside Bodies - Scottish Joint Council July 2022 Report	Executive Director Place
Outline of report and summary of discussion		
<p>In accordance with Standing Order 4.1 (x) consideration requires to be given by Council to the appointment of representatives to Joint Committees, Outside Bodies and other partnership working.</p> <p>Recommendation –</p> <p>The Council is invited to consider the appointment of an elected member to the Scottish Joint Council as COSLA is seeking nominations from all 32 local authorities.</p> <p>Mr Anderson spoke to the report and invited nominations from Elected Members</p> <p>Councillor McManus nominated Councillor Parry Councillor McKenzie seconded</p> <p>No other nominations</p>		
Decision		
Councillor Parry appointed		
Action		
None		

Report No.	Report Title	Report by:
8.11	Appointment of Representatives to Outside Bodies - Scotland Excel Joint Committee Report	Executive Director Place
Outline of report and summary of discussion		
<p>In accordance with Standing Order 4.1 (x) consideration requires to be given by Council to the appointment of representatives to Joint Committees, Outside Bodies and other partnership working.</p> <p>Recommendation -</p> <p>The Council is invited to consider the appointment of a named substitute member to the Scotland Excel Joint Committee.</p> <p>Mr Anderson spoke to the report before inviting Elected Members to offer nominations for Councillor Bowens substitute.</p> <p>Councillor Parry nominated Councillor Alexander Councillor McManus seconded</p>		
Decision		

Councillor Alexander appointed
Action
None

Report No.	Report Title	Report by:
8.12	Wheelchair Accessible Housing Targets Report	Executive Director Place
Outline of report and summary of discussion		
<p>This report summarises the key points of 'Midlothian's Wheelchair Accessible Housing Target' which details the consultation and feedback which have enabled the target proposal. Midlothian's wheelchair accessible targets will determine the number of wheelchair accessible homes which will be built during the course of the next five years in both social and market developments.</p> <p>The proposal is to set a wheelchair accessible housing target of 20 per annum for the next five years; 10 will be social housing delivered by Midlothian Council/RSL partners and 10 should be provided by private sector developers.</p> <p>Recommendations –</p> <ul style="list-style-type: none"> • notes the findings of this report, and • Approves the proposed wheelchair accessible housing targets, which are to be integrated into the next Local Development Plan for Midlothian. <p>Mr Anderson spoke to the report noting the proposed targets and how they are achieved before taking questions</p> <p>Many Members expressed a view that they would have preferred to see a higher target, perhaps using planning powers to influence private developers.</p> <p>Mr Anderson acknowledge the members views noting this was based on current needs analysis. It will be reviewed in consultation with partners including the Scottish Government. Mr Anderson noted that in the same way Midlothian pushes carbon neutral we push developers with wheelchair access.</p> <p>Members felt that future targets need to be increased and stronger emphasis on mixed dwellings including single storey properties through planning</p> <p>Councillor Mc Ewan proposed Councillor Imrie seconded</p>		
Decision		
Approved current targets		
Action		
A further proposal to be presented to Council that would increase targets – Executive Director Place		

Report No.	Report Title	Report by:
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8.13	Rapid Rehousing Transition Plan 2022-23_ 2024-25 Report	Executive Director Place
Outline of report and summary of discussion		
<p>This report presents the annual review of Midlothian Council's Rapid Rehousing Transition Plan which was submitted to the Scottish Government on 4 July 2022.</p> <p>Recommendations –</p> <p>Council is recommended to note the updated Rapid Rehousing Transition Plan submitted to the Scottish Government on 4 July 2022.</p> <p>Mr Anderson spoke to the report highlighting the challenges over withdrawing B&B provision and Housing's success in doing so, before taking questions.</p> <p>Councillors McKenzie and Curran expressed their congratulations at what has been achieved suggesting this model can be replicated and even promoted to other authorities.</p>		
Decision		
All to Note		
Action		
None		

Report No.	Report Title	Report by:
8.14	Trauma Informed practice development in Midlothian report	Head of Adult Services
Outline of report and summary of discussion		
<p>This is an information report providing an update on the development of trauma informed practice in Midlothian.</p> <p>Recommendation –</p> <p>Council is recommended to note the report.</p> <p>Mr Clater spoke to the report before inviting questions.</p> <p>Councillor Parry thanked Mr Clater for this report and suggested a briefing for members that would also look at mental health first aid training.</p>		
Decision		
All to Note		
Action		
Members Briefing on Trauma Practice and Mental Health First Aid – Head of Adult Services		

Report No.	Report Title	Report by:
8.15	Additions to Family Leave - Pregnancy Loss Pledge and Fertility Treatment Leave Report	Chief Officer Corporate Solutions
Outline of report and summary of discussion		
<p>The Miscarriage Association is urging employers across the UK to commit to supporting their staff through the distress of miscarriage. They are encouraging</p>		

businesses and organisations to meet their new pregnancy loss standard to ensure that employees going through what can be a very difficult or traumatic time get the support and time off they need.

To date, amongst others, the British Army, Fife Council, West Dunbartonshire Council, East Renfrewshire Council and Inverclyde Council have signed up for the Pregnancy Loss Pledge.

The standard asks employers to understand and implement the rules around pregnancy-related leave, create a supportive work environment, to have a policy or guidance in place, to ensure line managers have access to resources to help them manage a difficult situation and to support people, including partners, back to work by showing flexibility wherever possible.

Recommendation –

- Consider committing to the Miscarriage Association's Pregnancy Related Pledge, also
- to further providing paid time off up to 5 days (pro rata) for any employee who has suffered a miscarriage and for their partner too, and
- to provide support to employees who have decided to go through the in-vitro fertilisation (IVF) process and allow 2 days paid leave (pro rata) per cycle of treatment up to a maximum of 5 days (pro rata) in a leave year for the employee and their partner.

Mr Fairley Spoke to the report before inviting questions.

All members welcomed this paper and felt it did not go far enough.

Councillor Drummond proposed that –

- recommendation 2 be increased from 5 to 10 days,
- also pending HR advise anyone using IVF would be treated the same

Councillor Virgo seconded

Report and amendment unanimously passed

Decision

Agreed

Action

Recommendation 2 - To be increased from 5 to 10 days , also pending HR advice IVF would be treated equally – Chief Officer Corporate Solutions

The meeting then moved to private consideration of the following reports:-

9.1 - Acquisition of Office and Industrial Investment at Hardengreen One And Two, Eskbank, Dalhousie Road, Dalkeith, EH22 3NX Report by Executive Director Place

9.2 - Easthouses Primary School – Audit Report by Chief Executive

9.3 - Learning Estate Investment Plan 3 Bids Report by Executive Director Children, People & Partnerships

The meeting concluded at 2.50pm

Date of Next Meeting 4 October 2022