

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Single Midlothian Plan 19-20
Completion Date	20/5/19
Completed by	A Mathers
Lead officer	A Mathers

Type of Initiative:

Policy/Strategy

Programme/Plan

New or Proposed

Project

Changing/Updated

Service

Review or existing

Function

Other

Statement of Intent

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

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

LEGAL CHANGES

In 2015 - a new act was passed into law, significantly affecting the operations of the Community Planning Partnership (CPP).

The Community Empowerment (Scotland) Act (2015)

- CPPs have been made statutory (required by law) and new duties have been placed on public sector partners to play a full and active role in Community Planning. The Act makes clear that Community Planning is the process by which public bodies must work together and with community bodies to plan for, resource and provide services which improve local outcomes in the local authority area;
- The Act confirms that the role of a CPP is to prepare a plan for improving local outcomes, in consultation with community bodies and others. These outcomes are to be consistent with the national outcomes determined by the Scottish Ministers under Part 1 of the Act
- The CPP must publish the plan, monitor progress being made and report annually on progress.
- The Scottish Government expects that all public sector organisations engage with communities and support their participation in setting priorities and in the design and delivery of services. Community bodies must in turn ensure that ensure they are open, inclusive and truly represent their communities.

EQUALITIES

The CPP is fully committed to ensuring the legislative requirements placed on all public service delivery agencies named in the Equality Act are met. The partners have in place processes for Integrated Impact Assessments (IIAs) to monitor the potential impact of any changes in service planned individually or jointly. This IIA is published on the community planning pages of the Council website and alongside its Council report.

THE PLAN

The CPP undertook a review and engagement process resulting in continuing the same priorities for the next three financial years 2019/20- 21/22. Taking into consideration evidence about the comparative quality of life of people living in Midlothian, where it is clear that less financially well-off residents experience poorer health, have fewer or no choices in how they use low incomes, and where there is a proven relationship between these factors and their learning; as a result the top three priorities for the three year period are:

- **Reducing the gap in learning outcomes**
- **Reducing the gap in health outcomes**
- **Reducing the gap in economic circumstances**

In response to the three priorities, the five themes of Community Planning aim to achieve the following medium term outcomes (an “outcome” is a statement of how conditions will be, at the end of a process, and is a way for describing the culmination of a number of actions that can be measured) over the 3 year period. **These outcomes are that, by the end of the 2021/22 budget year:**

(Outcomes with particular significance to protected characteristics groups are italicised)

Adult Health and Care

- *People are able to look after and improve their own health and wellbeing and live in good health for longer*
- *People, including those with disabilities/long term conditions or are frail are able wherever possible, to live independently and in their own home.*
- *Health and Social Care have contributed to reducing health inequalities.*
- *Unpaid carers are supported to look after their own health and wellbeing*

Community Safety

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

Getting it Right for Every Midlothian Child

- *Children in their early years and their families are being supported to be healthy, to learn and to be resilient*
- *All Midlothian children and young people are being offered access to timely and appropriate support through the named person service -*
- *All care experienced children and young people are being provided with quality services*
- *Children and young people are supported to be healthy, happy and reach their potential*
- *Inequalities in learning outcomes have reduced*

Improving Opportunities for the People of Midlothian

- *Poverty levels in Midlothian are lower than the Scottish average*
- *Midlothian residents are successful learners and young people go on to positive destinations when they leave learning*
- *There is a reduction in inequality in health outcomes*
- *Citizens are engaged with service development and delivery*

Sustainable Growth

- New jobs and businesses are located in Midlothian
- Midlothian's economic growth rate consistently outperforms the Scottish average
- Midlothian is an attractive place to live work and invest in
- *The gap between average earnings of those living and working in Midlothian and the Scottish average has decreased*
- *Environmental limits are better respected, in relation to waste, transport, climate change and biodiversity*
- *More social housing has been provided taking account of local demand*
- *Homelessness has reduced and people threatened with homelessness can access advice and support services*

ACTION PLANS FOR 2019/20

The priorities and actions for 2019/20 set out under the 5 themes of community planning are designed to improve life outcomes for the people of Midlothian. These one year priority actions are intended to take steps towards achieving the three year outcomes and long term vision of the partnership.

What will change as a result of this policy?

Midlothian communities will be a fairer and safer place to live.

Detailed action plan templates set out the specific improvement targets for 2019/20 within each of the five themes of the plan. They can be found on the Council website 'your community' webpages at:

https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian

uptake/access	<p>available after the Community Planning Partnership Board has approved this on 13 June under "Community Planning Partnership (CPP) 2018-2019 performance scorecard"</p> <p>https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian/2</p>
Data on quality/outcomes	<p>Annual performance reports on the SMP also detail outcomes and progress milestones.</p> <p>https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian</p>
Research/literature evidence	<p>A wide range of research evidence from the Improvement Service; national Community Planning Partnership (CPP) network; COSLA (The Convention of Scottish Local Authorities); Scottish/United Kingdom /European Union Government; National Health Service (NHS); Police Scotland; Scottish Fire and Rescue Service; Scottish Enterprise; Skills Development Scotland; Colleges; Universities; Scottish Natural Heritage; SEStran (South East of Scotland Transport Partnership); third sector local and national bodies; Chamber of Commerce; and National Federation of Self Employed & Small Businesses (FSB) is used to inform the strategic assessment process and external research is regularly circulated through the CPP partnership. The Improvement Service local area profiling national research for example provides an annual set of comparators between Midlothian, Scotland and other CPP areas, and internally between small geographies. The 2018 profile webpages can be found here by clicking on the orange circle "See the Profile":</p> <p>http://www.improvementservice.org.uk/community-planning-outcomes-profile.html</p>
Service user experience information	<p>Citizens Panel Spring 2019</p> <p>Our Citizens' Panel is 1,000 citizen balanced sample of the population created by a market research company to represent a cross section of the Midlothian demographic. They agree to take part in consultations and surveys with us and our community planning partners.</p> <p>Policing, Safety, Crime and Justice Policing</p> <p>The three main issues of crime/anti-social behaviour that respondents indicate are a big problem in their area are "Dog control and/or dog control" (45%), "Litter/Fly Tipping" (37%) and "Speeding" (31%). Other types of problems that respondents</p>

	<p>see as being less of an issue include, “Dangerous/antisocial driving (including quad bikes, off road vehicles)” 47% state that this is a small problem, “Homes and sheds being broken into”: 44% state that this is a small problem and “Antisocial behaviour/disorder”: 39% state that this is a small problem. In contrast to these figures issues such as noisy neighbour and deliberate fire setting are not seen as a problem by 76% and 57% of respondents respectively.</p> <p>Twenty four percent of all respondents said that they thought crime or anti-social behaviour was being dealt with either fairly or very effectively, this is down from 27% in 2017. The number of people stating that crime or antisocial behaviour is not tackled effectively has increased to 49% in 2019 up from 44% in 2018 but still down from 54% in 2017.</p> <p>Ninety five percent of respondents agreed with the statement “Community Safety Justice Partnership works to make Midlothian a safe place to work, visit, grow up and grow old”.</p> <p>Respondents indicated that they are most likely to feel safe “At home with friends/family during the day” (100% very or fairly safe), “At home with friends/family at night” (100% very or fairly safe) or “At home alone during the day” (99% very or fairly safe)”. Ninety eight percent of respondents said they feel very safe or fairly safe walking outside alone during the day, a similar number (95%) said that they felt either very or fairly safe “At home alone at night”. It is walking outside at night alone that people start to feel less safe. Twenty five percent of respondents said that they feel fairly or very unsafe walking outside alone at night</p> <p>The main issues that respondents feel are part of Violence Against Women and Girls are Domestic Abuse (97%), Rape and sexual assault (96%), and Emotional/Mental abuse (93%). The top 3 issues that respondents think should be a priority with regards to Violence Against Women and Girls are, “Domestic abuse” (47%), “Rape and sexual assault” (47%) and “Emotional/Mental abuse” (31%). The top three places that respondents would go to if they or someone they knew was experiencing violence are, “Police Scotland” (81%), “Would look for information on the Internet” (38%) and “Women’s Aid East and Midlothian” (36%).</p> <p>Respondents were most likely to be confident in the following elements of the criminal justice system, “Police” (86%) and “Prison Services” (74%). The highest number (28%) of people stated that they were not confident in the Criminal Justice Social Work, which includes Community Payback Orders and Post –Release licences. The top 3 aspects that respondents state are high in helping to reduce offending are: “Support those with mental health problems” (74%), “Support those at risk of offending to deal with their drug misuse” (71%) and “Support those who experience abuse” (69%). Fifty four percent of respondents were aware of Community Justice as a way of reducing offending. The main type of unpaid work</p>
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	<p>that respondents would like to see carried out in their community by offenders are landscaping parks and playgrounds (77%), improving community facilities (73%) and Improving lives of individuals and communities affected by crime (60%).</p> <p>Scottish Fire and Rescue Service (SFRS)</p> <p>SFRS offer free advice, devices and equipment to help improve safety in the home (i.e. to reduce the risk of slips, trips, falls), particularly for elderly people and young children. Respondents said that the following activities such as calling on the elderly in their homes, better advertising and working with the NHS could be undertaken by SFRS to encourage people to request this free service. SFRS offer free basic lifesaving skills training, where people can learn how to perform CPR, recognise cardiac arrest and be able to use an automatic defibrillator. Respondents said that the following activities such as more publicity, leaflets through their door and information in the local library could be undertaken by SFRS to encourage people to take up this free training and education.</p> <p>Health, Wellbeing and Social Care</p> <p>Just under two thirds (61%) of all respondents said that “More affordable fruit and vegetables in my local town/area” would make it easier for them to eat more healthily. A further 47% said “A wider range of ‘healthy’ food in my local shops” would help and 31% said “Knowing how to eat healthily on a budget” would make it easier for them to eat more healthily. Three percent of respondents said that they miss a meal because they cannot afford to buy the food they need. Seven percent of respondents said that they never or rarely engage in physical activity. Eighty eight percent of respondents said that they engage in physical activity at least once a week or more often. The top two physical activities that respondents indicated they engage in are walking (89%) and housework, gardening or window cleaning (75%). This is in line with previous year’s figures. These activities are followed by work related activity (17%), cycling (14%) and gym activities (11%).</p> <p>Parenting</p> <p>When asked “If you are a parent of a child under 2 how supported did you feel around feeding your baby”, 48% of respondents felt they were fairly or very well supported. Four percent of respondents said that there was little or no support and 24% said neither/nor. The remaining 24% didn’t know.</p> <p>Education and Employment</p> <p>Eight percent of respondents said that someone in their household attends a local school, with the corresponding 92% not. One hundred percent of respondents said that they are either fairly or very satisfied with the schools in their area. Very small numbers of respondents indicated a type of course that would help them</p>
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	<p>progress in their current job. The courses most likely to be selected were Nat 4/5 Computing (5%) and Nat 4/5 English (4%). Just under half (44%) of all respondents said that either they or a family member would be likely to make use of any providers in the next 12 months.</p> <p>Economic Situation</p> <p>Seventy two percent of respondents said that neither they nor a member of their family have been directly affected by any welfare reform changes that have been introduced since 2010. Seven percent of respondents said that they have been directly affected by welfare reform changes and 15% said that a member of their family has been directly affected. The top 2 services that people were aware of are Citizens Advice Bureau (CAB) (96%) and Midlothian Food Bank (85%). This is followed by local credit unions (40%) and the Midlothian Council Welfare Rights Service (35%). The two services that people are least likely to be aware of are other local advice services (27%) and the Scottish Welfare Fund (27%). .</p> <p>Communication</p> <p>The top three means by which respondents access the internet are, “A personal computer or laptop (at Home)” (68%), “Mobile phone/iphone/smartphone” (56%) and “A tablet – ipad/playbook or similar” (50%). Seventy six percent of respondents said that they are either fairly or very satisfied with the quality of their internet access overall. Sixteen percent said that they were dissatisfied and 8% said neither/nor. The main reasons that people gave for not using the internet other than for work included, “I am concerned about privacy e.g. keeping credit card or personal details safe” (18%), “I prefer to do things in person rather than use computers” (15%), “I am worried about the unsuitable or inappropriate material on the internet” (9%), “I don’t like using the internet or computers” (7%) and “I don’t need to use the internet or computers” (7%).</p> <p>Twenty three percent of respondents stated that at least 1 person in their household listened to Black Diamond FM and 12% said that they listened to Crystal FM. On a daily basis the most popular time to listen to Black Diamond is at Mid-morning, 45% of respondents stating that they listen at that time. This is followed by Breakfast time (43%) and Lunch time (29%). Fifty three percent of respondents stated that they listen to Crystal FM late evening on a daily basis. On a weekly basis 28% listen in the Mid evening.</p> <p>Libraries</p> <p>Just over half (52%) of all respondents said that they had used any library service in the past year. The majority of people (95%) who had used a library service said that they were satisfied with the service they received, 76% said they were very satisfied and 19% fairly satisfied. Only 3% of respondents said that they were dissatisfied. Respondents were asked if they had used a variety of different</p>
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	<p>services that are provided through libraries. The service which the greatest number of respondents said they had used was the library website (16%). This is followed by Ebooks (10%) and Emagazines (4%).</p> <p>Leisure Facilities</p> <p>Just over half (51%) of all respondents said that either they or another member of their household use a Midlothian Leisure facility. Seventy one percent of respondents said that they were either very satisfied (27%) or fairly satisfied (44%) with leisure facilities in Midlothian. Fifteen percent of respondents said that they were dissatisfied and 14% said neither/nor.</p> <p>Refuse Collection and Street Cleaning</p> <p>Eighty percent of respondents said that they were either very satisfied (34%) or fairly satisfied (46%) with Midlothian Council's refuse collection service. Thirteen percent of respondents said that they were dissatisfied and 7% said neither/nor. Fifty eight percent of respondents said that they were either very satisfied (12%) or fairly satisfied (46%) with Midlothian Council's street cleaning service. Twenty seven percent of respondents said that they were dissatisfied and 15% said neither/nor.</p> <p>Roads and Transport</p> <p>The largest number of people stated that they travelled to work by car (55%) either as a driver (54%) or a passenger (1%). This is followed by bus (21%) and walking (12%). Respondents indicated that the largest number of children (28%) walked to and from school, this is down consistently over the past 3 years. This is followed by travelling by car or van (22%) and then school bus (7%). The two most popular ways in which people obtain information about bus service departures are through Smartphone apps (46%) and On-street Bustracker (34%). The use of the On-Street printed display comes in third at 31%. Forty three percent of respondents who said that they had a requirement for disability transport services rated them as being good or very good. A further 39% said that they were neither good nor poor and 18% said they were poor.</p> <p>Twenty six percent of respondents said that they were either very satisfied (2%) or fairly satisfied (24%) with roads within Midlothian. Sixty two percent of respondents said that they were dissatisfied and 13% said neither/nor. Respondents were asked to rank from 1(High importance) to 14 (Low importance) the issues regarding roads in Midlothian. The top 5 issues which respondents selected as being 1-5 in their order of importance were, "Unfilled potholes" (74%), "Road closures for utility works" (65%), "Dangerous junctions" (54%), "Lack of town centre parking" (40%) and "Lack of pedestrian crossings" (39%).</p> <p>Quality of Life</p>
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	<p>With regard to quality of life, 67% select 1-3 indicating that the quality of life in Midlothian is good. A further 23% of respondents gave ratings between 4 and 6 and 10% of people rated the quality of life in Midlothian as between 7 and 10, not good. Ninety five percent of all respondents stated that they thought the neighbourhood they live in was either good or very good and 4% of respondents thought that their neighbourhood was fairly poor. Forty five percent of respondents said that they are connected and participate in their local community either a great deal (13%) or a fair amount (32%). A further 42% said only a little and 13% said not at all. Thirty one percent of respondents stated that they had taken part in any community event, meeting or activity over the past year.</p> <p>Just under a quarter (23%) of all respondents said that they volunteer in their local community, seventy six percent said no and 1% don't know. The Scottish Household Survey puts volunteering in Midlothian at 27%. Thirty two percent of respondents who stated that they volunteer said that they spent four hours or less per month (up to 1 hour per week), 32% spent between 5 and 8 hours a month volunteering, 11% spent between 9 and 12 hours a month and 25% spent 13 hours or more per month volunteering. This equates to an average of 11.6 hours volunteering per month. Respondents were asked to consider a variety of statements regarding community involvement and cohesion. The statement to which the greatest number of people agreed was "People in my community help each other when there is a problem", 74% agree. This is followed by "My community is a place where people from different backgrounds can get on well together", 68% agree. In contrast, the statement to which the largest number of people disagreed was "People in my community can influence decisions that affect our community", 25% disagree.</p> <p>Just under two thirds, 65% of all respondents said that they were regular users of parks or open spaces within their area. Seventy five percent of respondents said that they were very or fairly satisfied with parks/open spaces in their area. Fourteen percent said that they were neither satisfied nor dissatisfied and 11% said they were dissatisfied.</p> <p>Twelve percent of all respondents said that they worried about not being able to afford to pay their rent or mortgage payments. People living in rented accommodation are more likely to worry (16%) stating this compared to 10% of owner occupiers. The housing issue which the greatest number of people think is most important is "increasing the number of new affordable homes", 58% stating this. This is followed by 36% who stated that helping prevent households from becoming homeless, is most important. At the other end of the scale, the issue that the greatest number of respondents feel is least important is "Assisting households with particular needs to access suitable housing and services", 51% stating this.</p>
Consultation and	The annual planning cycle engagement process has developed the priorities for

<p>involvement findings</p>	<p>action for 19-20. The strategic assessment is completed by each thematic partnership, assessing Political, Economic, Social, Technological, Legal and Environmental changes affecting the local population. Proposals for priorities are then subject to a public engagement process involving stakeholders including the Midlothian People's Equalities Group, the Midlothian Youth Platform, the Citizens panel, neighbourhood planning groups, community councils and adult health and social care service users joint planning groups (which includes a number of equality protected characteristics groups).</p>
<p>Good practice guidelines</p>	<p>Community Empowerment (Scotland) Act 2015 Part 2</p> <p>Community Planning Guidance and Regulation Summary of Expectations can be found here http://www.gov.scot/Publications/2016/12/8801</p> <p>In respect of equalities protected characteristics groups, the guidance states CPP's should meet the following benchmarks:</p> <p>Tackling inequalities</p> <p>The CPP has a strong understanding of which households and communities, both of place and of interest, in its area experience inequalities of outcome which impact on their quality of life.</p> <p>The CPP focuses its collective energy on where its partners' efforts can add most value for its communities, with particular emphasis on reducing inequalities.</p> <p>The CPP develops locality and thematic approaches as appropriate to address these, with participation from community bodies representing the interests of persons experiencing inequalities.</p> <p>The CPP should build the capacity of communities, particularly those experiencing inequality, to enable those communities, both geographic and of interest, to identify their own needs and opportunities; and support their efforts to participate effectively in community planning, including in the co-production of services.</p> <p>Understanding of local communities' needs, circumstances and opportunities</p> <p>The CPP has a strong understanding of its local areas, including differing needs, circumstances and opportunities for communities (geographical and communities of interest) within its area.</p> <p>This understanding is built on appropriate data and evidence from partners and community perspectives flowing from effective community engagement.</p> <p>Focus on key priorities</p> <p>The CPP uses its understanding of local needs, circumstances and opportunities to establish a clear and ambitious vision for its area and identify local priorities for improvement.</p>

	<p>The CPP is clear about the improvement it wishes to make locally in terms of better outcomes for specific communities, reducing the gap in outcomes between the most and least deprived groups and improving long term sustainability of public service provision.</p> <p>The Local Outcome Improvement Plan (LOIP), the legislative name for the Community planning partnership shared plan, known as the Single Midlothian plan here, places a clear emphasis on identifying local priorities which focus on how the CPP will add most value as a partnership to improve outcomes and tackle inequalities, and the CPP targets activities around these priorities.-</p> <p>Summary of Community Engagement Expectations.</p> <p>The CPP and community planning partners work with community bodies to ensure that all bodies which can contribute to community planning are able to do so in an effective way and to the extent that they wish to do so.</p> <p>The CPP and community planning partners have a clear understanding of distinctive needs and aspirations of communities of place and interest within its area, as a result of effective participation with community bodies.</p> <p>Effective community participation informs decisions about the CPP's priorities, how services are shaped and resources deployed; this includes working with community bodies on co-production where these bodies wish to do so.</p> <p>Effective community participation informs how the CPP manages and scrutinises performance and progress, and how it revises its actions to meet its ambitions as a result of its performance management.</p> <p>The CPP embraces the principles of effective co-production which is aimed at combining the mutual strengths and capacities of all partners (including community bodies) to achieve positive change</p>
Other (please specify)	<p><u>Equality & Human Rights Commission (EHRC)</u> guidance which promotes and upholds equalities and human rights ideals and laws.</p> <p><u>Fairer Scotland Duty</u> - places a legal responsibility on particular public bodies in Scotland to pay due regard to actively consider how they can reduce inequalities of outcome, caused by socio-economic disadvantage, when making strategic decisions. Bodies are required to publish a written assessment showing how they have done this.</p> <p><u>Child Poverty (Scotland) Act guidance (drafts)</u> - The Child Poverty (Scotland) Act 2017 sets out four ambitious headline targets for 2030 that establish Scotland as the only part of the UK with statutory income targets on child poverty.</p> <p><u>Getting It Right For Every Child</u> - the national approach in Scotland to improving outcomes and supporting the wellbeing of our children and young people by</p>

	<p>offering the right help at the right time from the right people. It supports them and their parent(s) to work in partnership with the services that can help them.</p> <p><u>The Children and Young People (Scotland) Act</u> which has strengthened the rights of children and young people in Scotland and created new systems to support children and young people and to help identify any problems at an early stage, rather than waiting until a child or young person reaches crisis point.</p>
Is any further information required? How will you gather this?	No

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

See SMP for detailed actions proposed this year on each. This can be found here :

https://www.midlothian.gov.uk/info/200284/your_community/214/community_planning_in_midlothian

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years,	<ul style="list-style-type: none"> Continue to strengthen both formal and informal approaches to addressing isolation. This will involve working with voluntary organisations; local communities; and improving information about community resources Work with Ageing Well to support older people Work with Midlothian Council Active Choices to support people with longer term health needs including Mental Health Increase capacity in care at home services Provide one-to-one or group ICT tuition to 95 older people and vulnerable adults over the age of 50 as part of the Connect Online Programme Deliver Welfare Rights service to people with health care needs

	<ul style="list-style-type: none"> • Work with Red Cross to support people who are frail to access financial support available to them
Young people and children	<ul style="list-style-type: none"> • Work in partnership to take early action to prevent young people from offending • Further develop and embed the core messages across the Midlothian Partnership to ensure consistency and confidence in responding to problematic risk taking behaviour among children and young people • Ensure early and effective supports are in place for children who are young carers so that children and families receive the right supports when they need it • Ensure children with enduring complex need are provided with appropriate supports • Ensure almost all children with additional support needs are offered timely and appropriate interventions • Ensure through partnership working exclusions are reduced within Midlothian Schools. • Involve children and young people with communities of place and interest in co-design and co-delivery of services • Identify the current gaps in educational attainment at individual school level and implement a range of targeted strategies to close the gap • Ensure there is a youth work offer in each geographical cluster for all young people P6 to S6 • Reduce the number of young people referred to Child and Adolescent Mental Health Services (CAMHS) by providing alternative support • Gather data and undertake research to analyse population level data, to really understand the mental health needs and

	<p>service use of children and young people</p> <ul style="list-style-type: none"> • Establish a framework for partnering with those who experience domestic violence and intervening with domestic violence perpetrators in order to enhance the safety and wellbeing of children • Ensure that transitional support is offered to young people from p7 to S1 and then for S4, 5, 6 who are at risk of leaving school without a destination
Women, men and transgender people (includes issues relating to pregnancy and maternity)	<ul style="list-style-type: none"> • Raise awareness of Violence Against Women and Girls with services and communities and strengthen support for survivors in the “Safe and Together” model • Support young people who are pregnant or a parent to enable them to reach their full potential • Ensure the Scottish Governments recommendations for embedding LGBTI curriculum is delivered through wider partnership working. • Ensure children and young people are meaningfully engaged in the development / role out of LGBTI curriculum. • Work with partners to increase activity to promote breastfeeding as an option and ensure that Midlothian women who decide to breastfeed are supported to succeed.
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	<ul style="list-style-type: none"> • Deliver a holistic health assessment to people undertaking Unpaid Work Programme • Implement a Type 2 Diabetes/Obesity Prevention Strategy that involves the breadth of the Community Planning Partnership • Introduce Housing First for people with multiple and complex needs. This includes people who have a range of experiences including childhood and early years trauma, mental ill health, addictions as well as time

	<p>spent in local authority care or prison.</p> <ul style="list-style-type: none"> • Implementation of the Community Planning Partnership Type 2 Diabetes Strategic Plan • Work closely with local Libraries on the Midlothian Libraries Bibliotherapy Programme 'Braw Blether' • Work with Community Planning partners, in particular community & third sector partners to identify opportunities for integrated working that supports people to stay healthy and independent. • Working with Primary Care and the voluntary sector to support people identified with mild frailty in order that they are able to stay well at home for longer. • Review with the Fire Service opportunities for closer working in relation to risk assessment including people with sensory impairment • Implementation of the new specialist employment project for people with mental health issues
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	<ul style="list-style-type: none"> • Work in partnership to decrease the number of victims of antisocial behaviour and hate crime in Midlothian • Create equality resources and networks to support neighbourhood planning • Find opportunities for equalities characteristics groups to maximise influence by working together
Refugees and asylum seekers	
People with different religions or beliefs (included people with no religion or belief).	<ul style="list-style-type: none"> • Create equality resources and networks to support neighbourhood planning • Find opportunities for equalities characteristics groups to maximise influence by working together

Lesbian; gay bisexual and heterosexual people	<ul style="list-style-type: none"> • Ensure the Scottish Governments recommendations for embedding LGBTI+ curriculum is delivered through wider partnership working. • Ensure children and young people are meaningfully engaged in the development / role out of LGBTI+ curriculum. • Address LGBTI+ prejudiced based bullying/discrimination/inappropriate behaviour in our schools and colleges • Work in partnership to explore and set up local adult LGBTI+ group • Create equality resources and networks to support neighbourhood planning • Find opportunities for equalities characteristics groups to maximise influence by working together
People who are unmarried; married or in a civil partnership	
Those vulnerable to falling into poverty	
Unemployed	<ul style="list-style-type: none"> • Deliver the actions identified in Employability and Learning Midlothian (previously Midlothian Adult Learning Partnership) so that qualification levels are improved at all levels (SVQ1-4)
People on Benefits	<ul style="list-style-type: none"> • Deliver the actions identified in Employability and Learning Midlothian (previously Midlothian Adult Learning Partnership) so that qualification levels are improved at all levels (SVQ1-4) • Raise awareness of energy saving or fuel poverty advice and assistance schemes. • Provide high quality and localised welfare advice and support, targeted at the areas with the highest levels of poverty

Single Parents and vulnerable families	<ul style="list-style-type: none"> • Develop capacity and support structures for the Early Learning and Childcare expansion to 1140 hours per year with an unrelenting focus on ensuring high quality provision. • Establish a family learning approach to early year's services that promotes a positive attitude to lifelong learning, encourages socio-economic resilience and challenges educational disadvantages.
Pensioners	See Older People.
Looked after Children	<ul style="list-style-type: none"> • Individualise approaches to attainment for targeted groups: Looked After Children; Looked After at Home pupils; Social Emotional Mental Health needs pupils; Additional Support Needs (Saltersgate) • Reduce the attainment gaps for care experienced young people • Target approaches to increase engagement with care experienced young people • Ensure that looked after children and young people and their families and carers are supported within Midlothian, ensuring that wherever possible the voices of children and young people are heard and involved in ongoing service development.
Those leaving care settings ((including children and young people and those with illness)	<ul style="list-style-type: none"> • Increase the support to young people through the Youth Homelessness Prevention Service
Homeless People	<ul style="list-style-type: none"> • In partnership between the Council, Registered Social Landlords and private developers, deliver 165 new affordable homes • Develop affordable housing to meet specialist needs • Ensure an increased number of council house allocations to homeless households • The Housing section of Sustainable growth sets out actions being taken to support homeless people

Carers (including young carers)	The Getting it Right for every Midlothian Child plan sets out actions to support young carers , the Integrated Joint Board for adult health and social care – (IJB) action plan those to support adult carers
Those involved in the criminal justice system	The community Safety and justice plan sets out a set of actions designed to reduce re- offending , support victims of offending and improve the safety of the community. This is supported by the local policing plan.
Those living in the most deprived communities (bottom 20% SIMD areas)	<ul style="list-style-type: none"> •Raise awareness of energy saving or fuel poverty advice and assistance schemes. •Provide high quality and localised welfare advice and support, targeted at the areas with the highest levels of poverty •Reduce barriers to learning by poverty proofing the school day with the Child Poverty Action Group in 11 primary schools in the priority areas. Extend this offer to all primary schools •Provide short term support to people experiencing significant hardship. This will include practical interventions including access to food banks; travel vouchers and trial energy vouchers for households experiencing fuel poverty •Increase the interventions and support to workless households •Further develop pupil equity fund interventions <p>The CPP board has a sub group responsible for the priority communities identified as the facing the most challenge in terms of socio- economic conditions , and each has a locality outcome improvement plan developed by local residents with public and third sector partners to close the outcome gap</p>

People misusing substances	<ul style="list-style-type: none"> • The IJB works closely with the Mid and East Lothian Drug and Alcohol Partnership (MELDAP) which has an action plan to address this. • Undertake a range of communication and engagement activity regarding responsible alcohol consumption • Develop substance misuse services to reduce immediate harm, future harm and promoting recovery
People with low literacy/numeracy	The Improving Opportunities Midlothian (IOM) partnership has responsibility for providing support to this group, services are planned and delivered by Council and Further Education jointly .
Others e.g. veterans, students	The Council works with Armed Forces Covenant partners to support veterans.
Geographical Communities	
Rural/ semi rural Communities	The plan clearly targets communities most affected by multiple deprivation concentrations and recommends adjustments to use of resources to achieve improvement in outcomes
Urban Communities	As above
Costal Communities	As above

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

NO

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

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

YES - All Council and other Public sector partners commissioning arrangements include explicit expectations about meeting the equality duties, these are set out in the tender documentation for providers.

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

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

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

Objectives Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	<p>Equality, Diversity and Human Rights are cross-cutting and underpin all that the Community Planning Partnership does, plans and provides.</p> <p>The Equality Act 2010 & Public Sector Equality Duty requires public organisations, both as an employer and in the planning and delivery of services to have due regard to the need to (1) eliminate unlawful discrimination, harassment and victimisation, (2) advance equality of opportunity and (3) foster good relations between people who share a protected characteristic and those who do not.</p> <p>Success/failure to meet this overarching outcome will be reported on to the Community Planning Working Group and Board throughout 2018-19 and to the Equality & Human Rights Commission by 30 April 2019 and subsequently by 30 April 2021.</p> <p>Midlothian H&SC Partnership , managed by the Integration Joint Board for Adult Health and Care also have equality outcomes and mainstreaming reports on which it is due to</p>

	<p>report to the Equality and Human Rights Commission by 30 April 2018</p> <p>The equalities impacting actions of the partnership are embedded in and across the 5 themes as shown above rather than being set out as a separate action plan template.</p>
Promotes good relations within and between people with protected characteristics and tackles harassment	<p>Actions include :</p> <p>Address LGBT prejudiced based bullying/discrimination/inappropriate behaviour in our schools and colleges</p> <p>Create equality resources and networks to support neighbourhood planning</p> <p>Ensure that there are robust policies and practice in areas such as behaviour, anti-bullying and diversity, including tackling prejudice and stigma around mental health.</p>
Promotes participation, inclusion, dignity and self- control over decisions	<p>The CPP is committed to including the voices of community members in planning and decision making. The use of neighbourhood planning approaches , service user joint planning groups, stakeholder groups, youth platform, citizens panel , faith communities partnership , Midlothian People's Equality Group , parent councils , pupil councils, and the Community Empowerment Act right to make participation requests all support engagement and involvement of a diverse range of citizens including those from protected characteristics groups.</p>
Builds family support networks, resilience and community capacity	<p>The work of the CPP emphasises the building of community capacity for self-help as a core approach. Support is offered to families and community groups who volunteer. 29% of the population of Midlothian does so.</p>
Reduces crime and fear of crime	<p>The work of the community safety partnership is focussed on this. This year there is an emphasis on reducing gender based violence and monitoring and addressing hate crimes.</p>
Promotes healthier lifestyles including Diet and nutrition Sexual Health	<p>The Joint health improvement partnership, a sub set of Improving opportunities thematic partnership is focused on reducing inequalities</p>

Substance Misuse Exercise and physical activity Life Skills	<p>in health outcomes over life. A new physical activity and health strategy was published in 2018, a new Food and Growing strategy linking with the targets for reducing obesity and diabetes is being developed.</p> <p>The Drug and Alcohol Partnership shared between Mid and East Lothian continues to develop recovery groups.</p>
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	<p>Specific actions this year include :</p> <ul style="list-style-type: none"> • Promote the restoration and creation of pesticide free, flower rich habitats in the countryside and urban areas • Run workshops on the construction, installation, maintenance and monitoring of homes for wildlife in gardens and greenspaces • Provide information on the Planning pages of Midlothian Council's website on the types availability of renewable energy, and their requirements for planning consent • Midlothian Council will explore installation of ground and roof mounted solar panels on Council owned land and property
Plan for future climate change	Establish actions Midlothian Council and the Midlothian Integration Joint Board are undertaking to help mitigate climate change
Pollution: air/ water/ soil/ noise	Investigate a Sustainable Growth Agreement between Midlothian Council and the Scottish Environment Protection Agency (SEPA)
Protect coastal and inland waters	Promote removal/ modification of fish barriers on the River North Esk

Enhance biodiversity	Midlothian Local Biodiversity Action Plan actions being implemented and the Midlothian Biodiversity Partnership restarted.
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	Investigate a Sustainable Growth Agreement between Midlothian Council and the Scottish Environment Protection Agency (SEPA)
Reduce need to travel / promote sustainable forms or transport	Investigate a Sustainable Growth Agreement between Midlothian Council and the Scottish Environment Protection Agency (SEPA)
Improves the physical environment e.g. housing quality, public and green space	Midlothian Green Network - Secure and deliver components of the green network through new development, Council work programmes, and where relevant from accessing external funding sources
Economic	
Maximises income and /or reduces income inequality	The work of Midlothian financial Inclusion network, a sub set of the Improving opportunities thematic partnership last year achieved £ 6.7 million increased income for households receiving welfare benefits be ensuring correct entitlements have been achieved . This work will continue in 2019-20.
Helps young people into positive destinations	Last year 95.3 % of young people achieved a positive destination, a continuing 8 year upward trend. The target for 2019 -20 is 95% the Developing Young workforce CPP sub group of Improving Opportunities thematic partnership has a detailed action plan to continue to support young people to achieve positive and sustained post school engagement in learning , training , personal development and employment .
Supports local business	Sustainable growth thematic partnership has identified the top 50 economically important businesses (Scottish Enterprise account managed, Business gateway pipeline with

	growth potential), and will continue to offer support for growth. The Gorebridge, Newtongrange, Dalkeith Mayfield and Penicuik town centres have either a master planning or a Business Improvement District initiative underway. Borders Rail Partnership is supporting rail corridor economic development actions.
Helps people to access jobs (both paid and unpaid)	The Employability and Learning Midlothian working group, a sub set of the Improving opportunities thematic partnership was established with a main aim of increasing employability of adults, a new action plan is being developed for 2019-20. The Third Sector Interface Volunteer Midlothian plan aims to increase support for volunteering. The council has adopted a volunteering policy and a staff time donation scheme.
Improving literacy and numeracy	The Improving opportunities thematic partnership is committed to increasing the qualification levels of Midlothian adults. The employability and learning Midlothian group (ELM) has been created by merging two previous groups. This has “improving literacy and numeracy and English for speakers of another language” as core actions for 18-19. Funding is now directed by Scottish Government through Further Education college budgets rather than CPP’s.
Improves working conditions, including equal pay	Public and third sector partners are committed to equal pay and inclusive employment practices. The average wage of Midlothian Council female employees is slightly higher than that of male employees due mainly to the high proportions of professional teaching and social work posts held by women, and 5 of the Council’s 11 senior managers posts are currently held by women.
Improves local employment opportunities	The CPP Sustainable Growth and Improving Opportunities thematic partnerships collaborate on growing business and enabling local people to gain from the new opportunities. Work will continue on projects such as the secondary school centres of

	<p>excellence, with the first at Newbattle High School focussing on Digital industries opening this year. The links between Midlothian Science Zone and local employers and schools have been developing and will continue to open opportunities in Science technology Engineering and Maths a key priority of the curriculum development work of the Education service. The achievement of City Deal status will see major capital works to improved transport infrastructure and access to economic development sites in the County begin next year. The local development plan commits to a radial bus route connection Midlothian to employment hot spots at West and East Edinburgh.</p>
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9. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

Yes. Advice from the Head of Planning and the Planning manager is that whilst the plan is a qualifying strategy the planned actions do not require a separate Environmental Impact Assessment.

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

11. Sign off by Head of Service/ NHS Project Lead

Mary Smith

Name

Dr Mary Smith, Director

Date 14 June 2019