



Midlothian Council

Equality Outcomes
Progress Report

2015 - 2017

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Midlothian Council Equality Outcomes Progress Report 2015 – 2017

Foreword by the Chief Executive, Midlothian Council

Welcome to the Midlothian Council Equality Outcomes Progress Report for the period 2015 - 2017.

The Council last reported progress on 30 April 2015 as required under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and this report can be found [here](#).

Further progress has been made over the last two years as the Council still believes that equality is a fundamental right that everyone should have. No one should be denied opportunities because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or socio economic status, and everyone should be able to be themselves.

It is my opinion that this principle must underpin all of the work the Council plans and does, and I am determined that the Council will do this through:

- Recognising that some people are not always treated fairly and can experience discrimination and inequality;
- Ensuring that our services meet the needs of all people in our communities, and that communities have choice and control over the services they use where appropriate;
- Challenging ourselves to tackle the inequality that exists in our communities, and working with community planning partners to improve outcomes for equality groups; and
- Tackling prejudice and negative attitudes towards people and celebrate the diversity within our communities

I and my fellow Council employees commit to working hard to deliver the highest quality of public services for the people of Midlothian. We look forward to supporting equality in all aspects of the Council's work and employment practices, and to setting a new Equality Plan for the period 2017 – 2021 on which we will report in 2019 and 2021.

Yours sincerely

Kenneth Lawrie

Chief Executive

Midlothian Council

1.0 Purpose of Report

- 1.1 The purpose of this report is to demonstrate progress against current equality outcomes.
- 1.2 This equality outcomes progress report uses the terms 'Midlothian Council/Council' as shorthand for the Council, Education Authority and Licensing Board (all three bodies).
- 1.3 The Council has also produced a Mainstreaming Equality Progress Report which outlines how the Council has taken forward work to mainstream equality across the Council both in its role as a service provider and as an employer. The mainstreaming report also contains examples of good practice in terms of equality.

2.0 Background

- 2.1 In October 2010 the Equality Act 2010 (the Act) came into force. This was a consolidating piece of legislation gathering together 40 years of previous discrimination legislation.
- 2.2 On 05 April 2011 the Public Sector Equality Duty (PSED) came into force. The PSED replaced the separate duties on public bodies relating to race, disability and gender equality.
- 2.3 The new PSED extended the scope of equality legislation to include not only race, disability and gender but also age, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation.
- 2.4 These nine categories are now known as the protected characteristics.
- 2.5 In 2017 we understand that the Scottish Government will enact the socio economic characteristic/duty.
- 2.6 The PSED as set out in the Act is known as the 'general equality duty' (GED).
- 2.7 The GED requires public listed authorities in the planning and exercising of their public duties and functions to have 'due regard' to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and

- Foster good relations between people who share a relevant protected characteristic and those who do not

2.8 These three areas are sometimes known as the ‘three needs’.

2.9 Having ‘due regard’ in relation to advancing equality of opportunity includes:

- Removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic;
- Taking steps to meet the needs of persons with protected characteristics that are different from persons who do not share it; and
- Encouraging participation in public life and other areas where representation is disproportionately low

2.10 Having ‘due regard’ in relation to the need to foster good relations includes:

- Tackling prejudice; and
- Promoting understanding

2.11 As previously noted there are nine protected characteristics and there is no hierarchy to those nine. In alphabetical order they are:

- Age
- Disability (learning difficulties, mental health, physical and sensory)
- Gender re-assignment
- Marriage and civil partnership (restricted to elimination of unlawful discrimination in employment)
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex (formerly known as gender)
- Sexual orientation

2.12 On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force.

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- 2.13 These Regulations imposed duties on listed public bodies for the purpose of enabling the better performance by the listed authority of the duty imposed by section 149(1) of the Equality Act 2010, the PSED.
- 2.14 These duties are to:
- Report progress on mainstreaming the equality duty;
 - Publish equality outcomes and report progress;
 - Assess and review policies and practices;
 - Gather and use employee information;
 - Publish gender pay gap information;
 - Publish statements on equal pay, etc;
 - Consider award criteria and conditions in relation to public procurement;
 - Publish in a manner that is accessible, etc;
 - Consider other matters; and
 - Scottish Ministers to publish proposals to enable better performance
- 2.15 The 2012 Regulations dictate when reports and progress reports have to be published (outcome reports every four years, progress reports every two years starting on 30 April 2013). The Regulations also state that all new and/or revised policies must be impact assessed against the needs of the GED, and that workforce profiling, gender pay gap and equal pay statements should form part of the mainstreaming report for organisations who have more than 150 employees at prescribed times. Finally, the Regulations look for listed bodies to improve their procurement activities and to publish all materials in a manner that is accessible to all.
- 2.16 On 11 June 2015 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 came into force.
- 2.17 This set of Regulations increased the number of listed bodies who are required to adhere to the Act and includes Integration Joint Boards established by order under section 9(2) of the Public Bodies (Joint Working) (Scotland) Act 2014 (3).
- 2.18 This means that the Midlothian Integration Joint Board (MLIJB) is now subject to the duties and responsibilities of the Equality Act 2010 and its subsequent Regulations.

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The MLIJB has its own Equality Outcomes Report and is therefore outwith the scope of this report.

2.19 On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force.

2.20 This new set of Regulations:

- Introduced a new requirement on listed public authorities to publish the gender composition of their Boards, and to produce succession plans to increase the diversity (across all protected characteristics) of their Boards; and to
- Lower the threshold for listed bodies to publish information on their gender pay gap and equal pay statements, from those authorities with more than 150 employees to those with more than 20 employees

2.21 With regard to local authorities and in relation to the first part of 2.20 above it must be ensured that the democratic process is not interfered with in any initiatives undertaken to improve the gender composition of Boards.

3.0 Equality Outcomes Progress 2015 - 2017

3.1 It is said that: *'An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose so that everyone can flourish. An equal society recognises people's different needs, situations and goals and removes the barriers that limit what people can do and be.'* UK Equalities Review, 2007.

3.2 During the period 2015 – 2017 Midlothian Council has been working to achieve this fairness of opportunity and existence through its current equality outcomes and equality mainstreaming activities. The equality outcomes are in great part delivered through the Community Planning Partnership (CPP) and the Single Midlothian Plan (SMP) which is the local outcomes improvement plan (LOIP) for Midlothian.

3.3 The Council now submits for noting progress made with its equality outcomes which were set following the CPP review and engagement process in 2015/16 for the period 2015 – 2017.

3.4 It should be noted that these equality outcomes take into consideration evidence about the comparative quality of life of people living in Midlothian where it is clear that less well off residents experience poorer health, have fewer choices in how they use low incomes, and where there is a proven relationship between these factors and their learning.

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SMP/LOIP Outcome/(s) for Adult Health & Care:	<p>People are able to look after and improve their own health and wellbeing and live in good health for longer</p> <p>People, including those with disabilities/long term conditions or are frail are able whenever possible, to live independently and in their own home</p> <p>Health and Social Care have contributed to reducing health inequalities</p> <p>Unpaid carers are supported to look after their own health and wellbeing</p>			
Equality Outcome	Action(s)	Performance Indicator	Progress 2015 - 2017	Equality Protected Characteristic
Equality Outcomes for the Midlothian Health & Social Care Partnership (MLH&SCP) are excluded from this progress report as they will form part of a separate Equality Outcomes Progress Report specifically for MLH&SCP due on 30 April 2018.	The MLH&SCP Equality Outcomes Report and the Equalities Mainstreaming Report 2016 – 2018 was developed during the period 2015/16 and approved by the Midlothian Integration Joint Board in June 2016.	N/A	Not applicable – progress will be reported on MLH&SCP Equality Outcomes on 30 April 2018.	All
SMP/LOIP Outcome/(s) for Community Safety:	<p>Fewer people are the victims of crime, abuse or harm</p> <p>People feel safe in their neighbourhoods and homes</p> <p>Our communities take a positive role in shaping their future</p>			
Equality Outcome	Action(s)	Performance Indicator (PI)	Progress 2015 - 2017	Equality Protected Characteristic
Midlothian Licensing Board will work with license holders and other Council/CPD services to	One of the actions undertaken to address this outcome has been to encourage responsible	<ul style="list-style-type: none"> reduce the volume of violence and anti social behaviour aggravated by alcohol; 	<ul style="list-style-type: none"> 16/17: On target, with a number of actions being carried out including targeting of 'party houses' through 	All

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<p>support positive behaviour on and around license premises</p>	<p>alcohol retailing in Midlothian via positive actions.</p>	<ul style="list-style-type: none"> • increase the number of licensed premises participating in the 'best bar none' scheme; and • increase the number of licensed premises participating in proactive partnership licensing activity. 	<p>the weekly partnership T&CG, police visits to problem and monitored licensed premises, improved dispersal order for Dalkeith town centre, early intervention meetings with licensees and their staff following incidents, also seeking exclusion orders for licensed premises as part of a sentence for alcohol related offences;</p> <ul style="list-style-type: none"> • 16/17: Off target, Police Scotland restructure reduced activity in this task. 3 officers identified who will now be responsible for taking forward Best Bar None and Pub watch. 4 premises have signed up so far this year; and • 16/17: On target, 3 licensed premises actively participating in the Licensing Forum. 4 Premises have signed up to this year's Best Bar None programme 	
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<p>In Midlothian fewer people will be victims of crime, disorder or abuse</p>	<p>There have been a number of actions undertaken to address this outcome and these include: developing a local strategic plan for improving Community Justice outcomes;</p> <p>Completing community payback orders satisfactorily;</p> <p>increasing multiagency working to improve the safety of high risk victims of domestic abuse;</p> <p>effective risk management of registered sex offenders;</p>	<p>There is no PI for this action</p> <p>Increase the% of successful completions of orders</p> <p>% of MARAC cases showing reduction in risk upon exit from the domestic abuse</p> <p>Proportion of MAPPA clients convicted of a Group 1 or 2 offence</p>	<p>16/17: on target. Detailed analysis has been undertaken and a consultation and engagement exercise is currently underway.</p> <p>16/17: on target. 83% of Community Payback Orders have been successfully completed in Q1 and Q2.</p> <p>16/17: on target. 22 of 23 exits were completed. There was no entry Risk Identification Checklist (RIC) for the one case in order to be able to compare so this has been excluded from the total.</p> <p>16/17: on target. No MAPPA clients have been convicted of Group 1 or 2</p>	<p>All</p>
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	<p>increased enforcement action against domestic and sexual offenders; and</p> <p>targeting prolific house breakers and thieves through ASBOs and CRASBOs working in partnership with the ASBVO group</p>	<p>% of domestic abuse and initial bail checks conducted within prescribed timeframe of 24 hours</p> <p>The number of crimes of non domestic housebreaking (excluding businesses)</p>	<p>offences.</p> <p>16/17: on target. Pro-active domestic abuse bail checks are vital to ensure that the perpetrator is adhering to bail conditions imposed at the court</p> <p>16/17: on target. Enhanced public awareness via social media, consideration for action taken at ASBVO (Anti Social Behaviour and Violent Offender), deployment of plain clothed officers in problematic areas</p>	
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<p>SMP/LOIP Outcome/(s) for Getting it Right for Every Midlothian Child (GIRFEMC)</p>	<ul style="list-style-type: none"> • 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 			
Equality Outcomes	Action(s)	Performance Indicator (PI)	Progress 2015 - 2017	Equality Protected Characteristic
<p>Midlothian Council will develop opportunities for young people</p> <p>And</p> <p>All of Midlothian’s young people are successful learners, confident individuals, effective contributors and responsible citizens</p>	<p>Develop a 3 year Corporate Parent Plan that meets the requirement of Part 9 of the Children and Young People (Scotland) Act 2014</p>	<p>% of Corporate Parent actions are on target</p> <p>% of care experienced young people living in homeless accommodation</p>	<p>16/17: on target.</p> <p>16/17: on target. 31 out of 418 young people</p>	<p>All</p>
	<p>Ensure our participation and engagement practice is compliant with the Children and Young People (Scotland) Act</p>	<p>% of care experienced young people that tell us they feel safe, are healthy, are active , are respected, take responsibility, and</p>	<p>16/17: on target</p>	

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	2014	feel included % all children and young people that tell us they feel safe, are healthy, are active, are respected, take responsibility and feel included	16/17: on target	
	Reduce the timescale in decision making for children achieving permanent placements	Average length of time (months) from a child becoming Looked After to recommendation for permanence	16/17: on target	
	Through the Phase 2 of Children Service Review provide timely and effective early interventions so that children and families receive the right supports when they need it	Increase % of the numbers of Self Directed Support taken up by families	16/17: On target All families being assessed or reviewed in 16/17 have been offered SDS options 1-4.	
	Encourage and celebrate achievement amongst vulnerable young people	Number of young people gaining accredited certificates	16/17: Data only The latest information (2014/15) shows that out of the 15 looked after school leavers, 73% gained	

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			1 or more qualification at SCQF (Scottish Certificate Qualification Framework) level 4. The national average is 73%	
	Woodburn family learning centre, (currently operational) - monitor the impact on child in early learning	Develop the 27 month child health check form in preparation of transferring the information into all 3-5 year settings	16/17: On Target Joint working group set up to improve process and prepare transfer documentation.	
		One session per week to be delivered of 'Parents involved in children's learning (PICL)'	16/17: On target	
	Mayfield Family Learning Centre - Complete audit of area needs through the EY strategic planning group	Audit complete	16/17: On Target Currently undertaking a scoping exercise looking at resources	
	Gorebridge Family Learning Centre - progress towards planned opening date in May 2017	Gorebridge Family Learning Centre open	16/17: On Target Centre currently being constructed.	
	Increase the range of providers of early years and childcare for 2 years olds	Number of partnership agencies contracted to deliver "a good time to be two" programme	16/17: On Target	
	Implement results of	Percentage of Early	16/17: On Target	

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	review of teachers in Early Learning and Childcare settings, reducing number of teachers and creating peripatetic posts covering 3-5 settings	Learning Communities established with full team compliment		
	Review of property and financial requirements to increase in Early Learning and Childcare to 30 hours a week for 2/3/4 year olds, fully embedded by 2020	Results of review of property and financial requirements	16/17: On Target	
	Implement a partnership approach to parental engagement and referral pathways	Number of early years pathway processes in place	16/17: On Target The Every Days A Learning Day parenting pathway group has been established. A publication is due December 2016.	
	Deliver training for education and multiagency partners to focus on embedding GIRFEC processes and language, 5 Practitioners Questions, National Practice Model, Wellbeing	All Children and young people in Midlothian have an identified Named Person	16/17: Complete Proprietary process for introduction of the named person, subject to legislation is complete	

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	Concerns Forms, and Resilience Matrix			
		Ensure system is in place to monitor those who choose to opt out	16/17: Data Only Named person delayed until August 2017.	
	Reduce the overall % of bullying incidents in schools	Numbers of confirmed reports of bullying incidents	6/17: Data only	
	Refocus improvement planning on improving outcomes for learners ensuring progression through the broad general education. Continue to embed visible learning in order to create assessment capable learners	Increase in 2% of pupils achieving expected CfE level by end of P1, P4,P7 and S3 in reading, writing and maths	16/17: Data not yet available	
	Implement a range of attendance strategies in order to improve attendance overall	Average primary school attendance	16/17: Off Target Primary attendance for the 16/17 school year is at 96.13%. This is the highest recorded quarterly attendance for primaries. Authorised absences make up 2.18% and unauthorised absences	

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			1.63% with exclusions at 0.06%.	
		Average secondary school attendance	16/17: Off Target Secondary attendance for the 16/17 school year is at 91.69%. This is the highest recorded quarterly attendance for secondaries in 2 years. Authorised absences make up 4.83% and unauthorised absences 3.34% with exclusions at 0.14%.	
	Commence a review of inclusion in order to reduce numbers of exclusions	Total number of primary school exclusions	16/17: On Target There have been 47 primary exclusions for the 16/17 school year relating to 37 pupils. Average length of exclusion is 2.5 school days.	
		Total number of secondary school exclusions	16/17: On Target There have been 76 secondary exclusions for the 16/17 school year relating to 72 pupils. Average length of exclusion is 2.8 school	

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			days.	
	To identify the current gaps in educational attainment at individual school level and implement a range of targeted strategies to close the gap (2%)	Improvement in the % of SIMD 1 and 2 pupils achieving the expected CfE level by the end of P1, P4, P7 and S3	16/17: Data not yet available	
SMP/LOIP Outcome/(s) for Improving Opportunities for the People of Midlothian	<ul style="list-style-type: none"> • 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 			
Equality Outcomes	Action(s)	Performance Indicator (PI)	Progress 2015 - 2017	Equality Protected Characteristic
In Midlothian fewer people experience poverty	Provide high quality and localised welfare advice and support, targeted at the areas with the highest levels of poverty	Midlothian Council Welfare Rights Team (WRT) will generate an additional benefit income maximization of £250k per quarter.	16/17: On Target	All
		Midlothian Citizen Advice Bureaux (CABs) will generate an additional income maximization of £625k per quarter	16/17: On Target	

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		Midlothian CABs will provide 500 benefit advice sessions quarterly	16/17: On Target	
		% of people that receive benefit advice sessions by the CABs, and take part in the evaluation report feeling more able to cope as a result of this advice	16/17: On Target. 100% of clients who used the service were satisfied with the service provided. 100% felt that the Adviser had understood the issue and been of help and 100% would use the service again.	
		Of the clients referred to WRT, 75% will receive an increase in their benefit as a result of the intervention by the team	16/17: Data not yet available – survey in progress	
	Support claimants through the appeals process	The Welfare Rights Team will support 50 claimants per quarter through the appeals process	H1 16/17: Off target Dispute areas resolved prior to appeal.	
		Of the 50 clients support by the WRT in the appeal process, 65% will receive additional benefits	16/17: On Target	
	Develop a child poverty measurement framework so poverty levels can be	Develop agree child poverty measures with IOM and GIRFEMC	16/17: Complete 8 measures agreed	

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	tracked over time			
		Develop a measurement framework that enables regular measurement of child poverty proxy measures	16/17: On Target	
		Child poverty levels in Midlothian reduce by 1% a year and move below the Scottish average	16/17: On Target Scottish target for 14/15 is 22% Midlothian average for 14/15 is 21%	
	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	Midlothian Food-bank will provide 1,500 – 2,000 people with emergency food supplies	16/17: On Target	
	Develop the area targeting programme and demonstrate evidence of additional resources (financial and human) for the areas with the highest levels of poverty	Local profiles of need, local outcome gap indicators, local asset registers and resource baselines will be in place and in use within neighbourhood planning	16/17: Complete	

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		processes		
In Midlothian we live healthier, more active and independent lives	Bespoke accredited courses are offered to the veteran community to increase their qualification levels and support them back into employment	Deliver accredited courses	16/17: On Target	All
	Deliver the actions identified in Midlothian Adult Learning Partnership so that qualification levels are improved at all levels (SVQ1-4)	The qualification levels of Midlothian residents have increased as follows: SVQ4 and above from 38.5% to 40%	16/17: Off Target The latest available information (Jan-Dec 2015) shows Midlothian is slightly below the Scottish average.	
		SVQ3 and above from 58.8% to 60%	16/17: On Target	
		SVQ2 and above from 75.5% to 76.5%	16/17: On Target	
		SVQ1 and above from 85.6% to 86.5%	16/17: On Target	
		Midlothian residents with no qualifications have reduced from 9.7% to 9.4%	16/17: On Target	
Midlothian Council will develop opportunities for young people	Deliver the actions identified in the Delivering Midlothian Young Workforce Action Plan	% of those leaving school secure a positive destination	16/17: Off Target Continuing positive trend of improvement over the past 5 years.	All

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		% of 16-19 years olds secure a positive destination (reported quarterly). DSYW plan details the actions required to achieve this	16/17: Data only This is a new average calculation, compared to the previous snapshot calculation, value 89.9% for the same period. This stat is only reported once a year in August	
In Midlothian we live healthier, more active and independent lives Midlothian Council will develop opportunities for young people	Provide one-to-one or group ICT tuition to 115 older people and vulnerable adults over the age of 50 as part of the Connect Online Programme. Provide digital advice and support to 100 people with dementia and their carers	Clients will feel more confident in using ICT.	16/17: On Target 98% learner report an increase in skills and confidence at using computer/iPad. 100% learnings report that they will continue to use their computer/iPad independently following the sessions. 87% had a greater understanding of what technology, products and services are available, 88% had more confidence and 93% had more information	All

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	<p>Provide training and support to 150 Third Sector organisations to improve the quality of their volunteer placements and volunteer management</p>	<p>Third Sector organisations who have access to support and training report that they are better able to recruit, manage and retain volunteers as a result of receiving training and support</p>	<p>16/17: On Target. 270 organisations supported through a variety of bespoke training, support, advice and information.</p> <p>0 training sessions held yet – Autumn Training Programme due to begin in October.</p> <p>6 monthly e-bulletins sent to 380 recipients.</p> <p>77% of Volunteer Involved Organisations feel better able to recruit, manage and retain volunteers as a result of receiving training and support (based on feedback from survey issued in April 2016)</p>	
	<p>Support 90 young people to volunteer as part of the Transform Project</p>	<p>Of the young people that volunteer as part of the Transform Project 80% report that they have</p>	<p>16/17: On Target 91% of volunteers reported to have developed new</p>	

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		developed new employability skills and 80% feel that they have gained more confidence & skills to help them progress positively in their lives.	employability skills. 81% of volunteers have gained confidence and skills to progress positively in their lives.	
	Increase access and support to digital services, particularly, in the areas with the lowest levels of IT literacy	Number of sessions to support customers in developing their general IT skills	16/17: On Target	
	Deliver programmes that will impact positively on health including sexual health, physical activity and healthy eating	A teenage pregnancy pathway will be developed for Midlothian	16/17: On Target This work should now be forming part of the Scot Govt national strategy - 'Preventing Pregnancy and Parenthood in Young People' – NHS Lothian are working alongside the National Lead on this work. A teenage pregnancy event was held in Midlothian in April 2016 – following this a locally lead working group was to be established to lead on the development of local	

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			pathways which would then be piloted – working group not established.	
	Improve the knowledge and skills of the local workforce in relation to health inequalities, health literacy and money matters	Draft a Workforce Development plan, activities detailed in the Health Inequalities Action Plan	16/17: Completed	
		% report they have learnt something that will benefit their work	16/17: On Target	
	Provide support and direction to programmes and partnerships to ensure they undertake work to tackle health inequalities	Work with MELDAP to extend Bibliotherapy sessions into the Horizon's cafe in Dalkeith by completing delivery of a pilot programme for 8 individuals which has been co-produced between the bibliotherapist and service users	16/17: Complete	
		Provide extended access to Bibliotherapy services by increasing number of groups areas across Midlothian	16/17: On Target	
		Provide bibliotherapy	16/17: Off Target	

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		sessions across Midlothian in a range of venues		
In Midlothian, council services meet the needs of all members of the community	Complete Neighbourhood Plans in all of the 16 Community Council areas. Agree a schedule of Neighbourhood Plan reviews	Each of the Neighbourhood Plans can demonstrate 3 tangible improvements as result of the process	16/17: On Target	All
	Provide support to Third Sector and community groups, increase the capacity of Community Councils to involve a wide cross section of the community	Community Councils to adopt new constitutions that enable 16-18 year olds to become members. Undertake a pilot with 3 of the Community Councils, to increase the involvement of young people. Each pilot to increase the number of young people by 75%	16/17: On Target	
	Undertake the Citizens Panel survey as a way of informing service development and delivery	Complete two citizen panel surveys with a response rate of at least 60%	16/17: On Target The Summer Survey was distributed to panel members 612 from 1,000 responded.	
	Test new approaches to funding that enable more community involvement in	Attract external funding to test at least 2 new approaches that enable	16/17: On Target External funding attracted from Scottish Government	

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	budgeting decisions	public engagement in the decision making processes	and Coalfield Regeneration Trust	
	Provide bespoke support and training to social enterprises and establish new social enterprises that reflect the social needs of Midlothian	Provide 1-2-1 support for 20 social enterprises and 5 networking events	16/17: On Target 18 social enterprises given 1-2-1 support and 3 networking events.	
	Establish clear processes for community groups to make access the CPP decision making as part of the Community Empowerment Act	To produce new guidance and processes for Participation Requests. Test and refine the process based on feedback	H1 16/17: Data Only Delayed due to preparation for inspection	

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SMP/LOIP Outcome/(s) for Sustainable Growth	<ul style="list-style-type: none"> • 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 			
Equality Outcomes	Action(s)	Performance Indicator (PI)	Progress 2015 - 2017	Equality Protected Characteristic
<p>In Midlothian everyone has access to quality sustainable housing</p> <p>In Midlothian people with particular needs are able to get and sustain their choice of housing including independent living</p> <p>In Midlothian there will be increased housing supply and improved access to housing including affordable housing</p>	<p>In partnership between Council, RSL (Register of Social Landlords) and private developers, deliver new affordable homes.</p>	<p>Number of new homes completed</p>	<p>16/17: Off Target. 28 units built/acquired</p>	<p>All</p>

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	Investigate accelerated development of affordable housing via use of innovative approaches	Number of units currently under construction	16/17: Data Only Two projects which do not require subsidy being built in Dalkeith and Bonnyrigg.	
		Number of Units complete	16/17: No Data Available	
	Develop affordable housing to meet specialist provision	Complete 12 unit complex care development as part of special needs programme	16/17: On Target Units are currently under construction.	
		Number of other special provisions complete	16/17: On Target Two wheelchair accessible houses currently under construction in Loanhead and Gorebridge	
	Increase the support to young people through the Youth Homelessness Prevention Service	% of young people approaching youth homeless prevention (YHP) service that go on to present as homeless	16/17: On Target This service continues to prevent homelessness amongst 16-25 year old group, demonstrating positive housing outcomes.	
	Deliver online housing options and advice to improve availability of tailored information and advice	Number of households using (YHP) service per annum	16/17: Data Only This service continues to prevent homelessness amongst 16-25 year old group, demonstrating positive housing	

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			outcomes.	
	Deliver "Leaving Home" education programme in schools	Number of secondary schools engaged in Education Programme	16/17: Complete Midlothian Council have engaged all six mainstream high schools in the Housing Education Programme – delivering key sessions to three year groups; S2, S4 and S6. The number of sessions delivered, in total, can vary between 100 and 120 per academic year (depending on the class composition)	
SMP/LOIP Outcome/(s) for Overall Equality	Equality, Diversity and Human Rights are cross-cutting and underpin all that the Community Planning Partnership does, plans and provides. The Equality Act 2010 & Public Sector Equality Duty requires public organisations, both as an employer and in the planning and delivery of services to have due regard to the need to (1) eliminate unlawful discrimination, harassment and victimisation, (2) advance equality of opportunity and (3) foster good relations between people who share a protected characteristic and those who do not.			
Equality Outcomes	Action(s)	Performance Indicator (PI)	Progress 2015 - 2017	Equality Protected Characteristic
Midlothian Council is a workplace free of discrimination, harassment and victimisation	Develop an Equality in Employment Action Plan to include the following: <ul style="list-style-type: none"> Gender-based Violence Workplace Policy 	Actions within the plan completed/enacted	Work in progress on all actions	All

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<p>Midlothian Council will continue to work to eliminate any gender pay gap between employees</p> <p>Midlothian Council will have a range of flexible working policies in line with business need</p>	<ul style="list-style-type: none"> • Disability Confident Scheme • Healthy Workplace • Stonewall Champions • Living Wage • Gender Pay Gap • Employee Monitoring • Mental Health Strategy • Updating HR policies 			
<p>Midlothian Council Procurement practices ensure equality is a core part of service delivery and employment</p>	<p>Introduction of a new Procurement Strategy</p>	<p>Work to start on performance indicators 2017</p>		
<p>Midlothian Council will meet its responsibilities under the Equality Act 2010</p>	<ul style="list-style-type: none"> • Report progress on mainstreaming the equality duty; • Publish equality outcomes and report progress; • Assess and review policies and practices; • Gather and use employee information; • Publish gender pay 	<p>Report as required in 2017, 2019 and 2021</p>	<p>16/17: On Target</p>	<p>All (as below)</p> <ul style="list-style-type: none"> • Age • Disability • Gender re-assignment • Marriage & Civil Partnership • Pregnancy & Maternity • Race • Religion or belief • Sex

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	<p>gap information;</p> <ul style="list-style-type: none">• Publish statements on equal pay, etc;• Consider award criteria and conditions in relation to public procurement;• Publish in a manner that is accessible, etc			<ul style="list-style-type: none">• Sexual Orientation• Poor socio-economic status
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4.0 Next Steps

- 4.1 The new Equality Plan 2017 – 2021 which will include new and revised equality outcomes and proposed mainstreaming activities will be published in draft by 30 April 2017.
- 4.2 This Plan will go to the newly elected Midlothian Council for approval on 27 June 2017.
- 4.3 During the period 30 April – 31 May this Plan will be open for consultation.
- 4.4 Progress on this new Plan will be reported by 30 April 2019 and 30 April 2021.
- 4.5 This new Equality Plan will continue and develop further the commitment the Council has to equality, diversity and human rights with the aim of further:
 - Embedding a culture where respect, choice and understanding is fostered and diversity positively valued;
 - Creating an environment where unlawful discrimination, harassment, victimisation or bullying is not tolerated;
 - Understanding and addressing the needs of different groups; and
 - Implanting the equality agenda in all that we provide and do to ensure that all people, irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or socio economic status have the same opportunity to live and flourish within our communities

5.0 Contact Details

- 5.1 Should you wish to get in touch regarding this report, the equality mainstreaming progress report or new Equality Plan 2017 – 2021 please do so by post to:

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Telephone to:

0131 271 3658

6.0 Alternative Formats

- 6.1 This document can be made available in different formats and in different languages. If you would like a copy in another language or format, please email equalities@midlothian.gov.uk or telephone 0131 271 3658