Midlothian Community Planning Partnership

Strategic Assessment

2018

Date produced: August 2018
Introduction

AIM
The aim of the Strategic Assessment is to provide an insight into the main issues that present a threat or risk to the communities within Midlothian. It guides the Community Planning partners when setting outcomes and indicators of the legally required Local Outcomes Improvement Plan (LOIP) which in Midlothian takes the form of the Single Midlothian Plan (SMP).

OBJECTIVES
There are three key objectives in the Strategic Assessment:

- To identify the external factors affecting the Community Planning Partnership area
- To identify the level of ‘risk ‘associated with each need
- To identify what the priorities should be for Midlothian Community Planning Partners to take action on in the forthcoming year

METHODOLOGY
Statistical analysis throughout the document is based on the CPP’s Midlothian Profile for the year 1 April 2017 – 31 March 2018 and is based upon information and intelligence from a variety of partnership agencies. Environmental scanning and relevant publicly available sources were also used in production of this document, as well as close consultation with partners in order to produce an informative and accurate assessment identifying the key priorities and informing PESTEL (Political, Economic, Sociological, Technological, Environmental and Legislative) issues.

RISK ASSESSMENT
The Strategic Assessment is split into five umbrella themes. Each section has been subjected to its own individual priority grading which determines its level of strategic priority using a variety of ‘risk assessment’ tools.

MIDLOTHIAN COMMUNITY PLANNING PARTNERSHIP
Community Planning aims to improve the quality of life for people living in local communities, ensuring that communities are actively engaged in the decisions made by the public services which affect them, together with a commitment by public services to work together to provide a better service to the local community.

The governance and accountability of Community Planning is achieved through the Community Planning Board. The Community Planning Advisory and Facilitation Group acts as the conduit between the thematic groups and the neighbourhood planning processes, directly managing performance reporting, risk management, and equalities & community engagement systems applicable across the partnership.

The structure chart is set out below:
MIDLOTHIAN PROFILE
Statistical evidence used in the production of this Strategic Assessment is mostly drawn from the latest ‘Midlothian Profile’, produced annually by the Community Planning Research & Information Group by amassing all the available published public data on the county. Other data sources are referenced throughout the document where these occur. A link to the Midlothian Profile is provided below.
https://www.midlothian.gov.uk/downloads/download/31/community_planning_structure_and_profile

COMMUNITY ENGAGEMENT
Community engagement encompasses a diverse set of activities, bringing together service planners/providers; the people who will use, purchase, and benefit from the services; and other key stakeholders. In its introduction to the revised Community Engagement Standards (2015), defined community engagement terms as follows:

Engagement.

- ‘We’ refers to the leaders or organisers of the community engagement process.
- ‘Partners’ are any organisation or group who is involved in planning or delivering the community engagement process.
- ‘Participants’ are all of the people or groups who are actively involved at any level throughout the community engagement process.
- ‘Community’ is a group of people united by at least one common characteristic, including geography, identity or shared interests.

The Strategic Assessment takes account of the feedback received through these engagement processes. The link below connects to the Midlothian Council webpage showing the CPP’s citizens panel activity results and reports.
https://www.midlothian.gov.uk/info/200284/your_community/483/citizens_panel

Further stakeholder feedback is gathered by each of the 5 thematic partnerships from a variety of sources, Adult health and care service user groups, hot topics groups (health and social; care feedback groups) Midlothian youth platform, and the Champions group (care experienced young people), community councils, the voluntary sector forums for adult and youth & children’s groups, the housing forum, neighbourhood planning groups. A detailed strategic assessment has been prepared by the Integration Joint Board (which manages community planning adult health and care activity) and the Community Safety and Justice Partnership Board (which manages community planning community safety and justice work) to meet their specific statutory duties. A summary of their findings is included here in the overall document. The analysis set out below summarises the specific assessments.

PESTEL (Political, Economic, Social, Technological, Environmental, Legal factors)
The PESTEL analysis approach assesses the changes that may impact on the delivery of improved partnership activity in Midlothian over the next year. The following areas have been identified as cross cutting changes which may affect improvement across the whole partnership

POLITICAL

The 2016 Scotland Act
On 18 September 2014 the referendum was held on whether Scotland was to become an independent country, or whether it should remain part of the UK. The decision by a majority of 55% to 45% to remain part of the UK is having a significant impact on public services in Scotland. The Scotland Act 2016 sets out further devolution of powers to the Scottish Parliament many of which have now been implemented, and significantly the legislation has led to the transfer of powers related aspects of the Social Security system to the Scottish Parliament, resulting in a new Scottish Social Security Agency being set up in Scotland.
controlling a wide range of benefits The legislation also allows the Scottish Parliament to vary the regulations covering Universal Credit.

EUROPEAN EXIT
The decision of the 2016 UK EU referendum to leave the EU will have far ranging long term impacts on all aspects of life in Midlothian. The Scottish Government position remains that Scotland’s residents did not vote to leave, and that they will explore all avenues to retain a position for Scotland within the EU, up to and including a possible second independence referendum being called and an application for admission to the EU being submitted. The Scottish Parliament position is set out in the statement issued by the Scottish Government in May 2018:

“The UK Government’s chosen vehicle for this work is the European Union (Withdrawal) Bill. Today the Scottish Parliament has voted, overwhelmingly, not to grant consent to this Bill being used to prepare devolved law in Scotland for the prospect of EU withdrawal. The Parliament has taken this step because the Bill is inconsistent with devolution. If it became law, the Bill would allow the UK Government to control what the Scottish Parliament could do in many important devolved areas, such as our fishing industry, in agriculture, rural or environmental policy, in the safe use of chemicals and in food safety. Regardless of the views of the Scottish Parliament, the UK Government could decide where restrictions could apply and how long they would apply, for up to seven years. Withholding consent does not mean that we are not able to prepare Scotland’s laws for EU withdrawal, and it need not mean that this cannot be done on the basis of cooperation and collaboration by the governments of these islands. Much as we regret the decision to leave the EU, the Scottish Government has always recognised that we need to responsibly prepare for it. This includes making sure that the people who live and work in Scotland have as much certainty as possible about the rules and systems that apply to their lives and businesses. In March, the Scottish Parliament therefore passed a Continuity Bill so that the Scottish Government has the powers needed to prepare our laws for withdrawal in the event that it is not possible to reach agreement with the UK Government on the European Union (Withdrawal) Bill.”

Much of the public debate focus has been on the potential economic impacts including growth rates, currency fluctuations, future investment streams, employment and inflation. The degree to which the UK has access to the Single Market following its departure from the EU will have a significant influence on these issues. In parallel with this, there is of course the matter of migration, how this will be managed in the future and the impact that will have on skills, employment and the demand for public services. The EU also has considerable regulatory influence in relation to environmental issues such as landfill, waste water and energy efficiency directives, with associated tariffs and funding, and also rules around procurement and state aid. The negotiations relating to all of these issues have proven complex and significant uncertainty is likely to continue for some time to come. A priority for the community planning partners is to plan for this changing landscape as the future position clarifies, assembling relevant data and evidence and using this as appropriate to lobby in respect of any particular identified interests.

The most immediately identifiable impact of exiting the EU for Midlothian will be in respect of EU funding streams. The use of EU funding in Midlothian is broken into two broad types; funds administered by the Council or where the Council provides match funding itself, and funds flowing into the area associated with nationally operated schemes such as agricultural subsidies.. The Midlothian area expects to benefit from a little over £3 million European Structural Funds over the period 2014-20. In addition an estimated £17.46 million of farm subsidies (based on a 6% share of the Scotland budget) is expected to be paid over the same period. There has been reassurance by UK Government that all such funding will remain in place until 2020. A commitment has been made by UK government to establish a new UK “shared prosperity fund” to fill the gap in economic support funding left by the loss of EU funds but as yet no details of how this will
operate, or the level of resource this will contain have been published. The situation (in August 2018) remains fluid, however so far in the process of negotiation the following appears to be the case:

**STAGE 1: some agreement on:**
- Amount of “divorce” settlement (continuing payment by UK to EU for legal commitments running beyond the date of leaving)
- Quite a few practical areas, including police and judicial co-operation, procurement (no end to State Aid rules), data transfer, some education and research co-operation
- Need to work towards a UK-EU Free Trade Agreement;
- That there should be no “hard” border in Ireland;
- Draft Withdrawal Agreement produced in February 2017

**No agreement yet on:**
- EU position on what no hard border in Ireland means in terms of a future customs area.
- The four Freedoms;(the free movement of goods, services, capital and persons)
- The Role of the European Court of Justice in relation to resolving future disputes( UK position of no future role for European Court of Justice -although this appears to have been conceded until 2021);
- The EU view that nothing is agreed unless everything is agreed.
- No hard border in Ireland but no indication of how EU’s 4 Freedoms are then to be implemented;
- The requirement that all regulatory legislation to be “made in UK” and what this means for future trade, cooperation and research.

**Risks**
- Suspension of negotiations either by UK Government or by EU.
- No guarantee that EU Member States will not take a different view from EU Commission and negotiators, particularly on Irish border issue.
- Conflict between UK Parliament and Scottish Parliament (but not now Welsh Assembly and Northern Ireland Assembly still suspended) over the EU Withdrawal Bill repealing the 1972 EU Act, implementing a withdrawal agreement and creating new legislation. The UK Government position that Scottish Parliament will not lose any powers, but that the UK Parliament’s powers can supersede those of the Scottish Parliament, has led to continuing uncertainty

**Other issues**
- Ongoing uncertainty at all levels and in all sectors
- Economic and Workforce Planning;
- Structural Funds/Investment Bank: replacements;
- State Aid and Procurement rules continue at least until 2021 – and probably beyond;
- Regulatory regime remains unclear

On 12 June 2018 the UK Government published its White Paper “The future Relationship between the United Kingdom and the European Union” which set out the UK proposals for the post exit EU-UK relationship. It is not new in much of its content because it reflects the Chequers Cabinet Agreement, the Mansion House and Florence Prime Ministerial Speeches as well as the “Future Relationship” papers that the Department for Exiting the European Union have published. It is now however the official position of the UK Government that it is seeking to negotiate with the EU. The main difficulty that it will encounter is that there is little incentive for the EU to agree to many of the proposals, as the UK Government position presumes that the EU and UK have a broadly similar negotiation strength( apart from the hard line that the EU has already taken over Internal Market or access to EU bodies). More broadly the fundamental issue is that for all this to work there must be a continuous high level of good will and trust between the EU and UK, which will be put to test in the first time there is a crisis or a difference of interpretation of the deal even if the EU accepts it. In spite of Cabinet resignations and knife edge votes on the Trade and Customs Bills the EU side regards this as a start in the final status negotiations which must be concluded by 29 March 2019.

The UK White Paper also lays out future possibilities for mobility and migration, stating clearly that free movement will end and a new “framework for mobility” introduced. This positioning is intended to
complement the previous agreement on citizens’ rights which allows for the status quo until the end of 2020. The White Paper confirms that the UK will at the same time seek reciprocal arrangements in some areas and pursue some defined elements of social security coordination (e.g. pensions, healthcare). The UK for example wants continued healthcare for state pensioners and to continue with the European Health Insurance Card.

It also states that trade agreements which cover trade in services will include provisions on the mobility of people for the provision of these services. Tourism and short-term business should be allowed as before and a new UK-EU youth mobility scheme is proposed. A future separate white paper on migration and a new UK Immigration Bill are expected to provide further detail on the UK’s immigration system post-exit.

**EU Committee of the Regions** – this body represents local councils from across the EU. The UK Government’s latest position on the devolution of decision making and level of influence of local democracy after exiting the EU is:

“The United Kingdom delegation to the Committee of the Regions currently makes an invaluable, important contribution to the decision-making process of the European Union on issues including transport, and economic, social and territorial cohesion... We do not consider it necessary to provide a statutory basis to a domestic replication of the existing consultative rights provided to local authorities through the mechanism of the Committee of the Regions. The Government will give local government a clear assurance about how it can expect to be consulted on certain matters which, following their repatriation from Europe, will now be handled at the United Kingdom level. These matters will be those which local government would have been consulted on through the mechanism of the Committee of the Regions. In this way, we could have a flexible, non-statutory mechanism that, in essence, replicates for local government the rights and responsibilities it had through the Committee of the Regions, but in a lighter-touch, non-bureaucratic way.”

**Public sector reform:** The Christie Commission report 2011, welcomed by Scottish Government as a template for future delivery of public services in Scotland, made the direction of travel clear:
- recognising that effective services must be designed with, and for, people and communities – not delivered ‘top down’ for administrative convenience;
- maximising scarce resources by utilising all available resources from the public, private, and third sectors, individuals, groups, and communities;
- working closely with individuals and communities to understand their needs, maximise talents and resources, support self reliance, and build resilience;
- concentrating the efforts of all services on delivering integrated services that deliver results;
- prioritising preventative measures to reduce demand and lessen inequalities;
- identifying and targeting the underlying causes of inter-generational deprivation and low aspiration;
- tightening oversight and accountability of public services, introducing consistent data gathering and performance comparators to improve services;
- driving continuing reform across all public services based on outcomes, improved performance, and cost reduction; and
- Implementing better long-term strategic planning, including greater transparency around major budget decisions.

**Reducing Reoffending:** The Scottish Government made CPPs responsible for setting up ‘Community Justice Partnerships’ from April 2017, Midlothian has responded by creating a new Community Safety and Justice Partnership Board. (CJSBP) The guidance from the Act was detailed. The CJSPB must:
- Produce a Community Justice Outcome Improvement Plan (OIP)
- This must include all **nationally set outcomes** in the OIP & explain how these are prioritised
- Pay due regard to the Local Outcomes improvement plan (Single Midlothian Plan)
• Determine whether outcomes requires to be a priority for action then use national strategy to help determine improvement actions (from national strategy) & who should deliver
• Identify whether each common outcome is being achieved or how near to being achieved
• Identify if a common outcome is required to be a priority for action
• Identify relevant improvement actions from national strategy for each of the outcomes we prioritise
• Decide which partners best placed to take forward actions (jointly/independently stat/non stat)
• Select which common indicator from OPI to set to measure improvement
• When creating and Improvement Plan we must include national (common) indicators
• If any common indicators are not to be considered appropriate explain why they will not be used
• Partnerships may also identify local outcomes & local indicators – consider whether local arrangements to share data – based on logic
• They must demonstrate how it will address needs of victims, witnesses, families as well as designated persons defined in Act
• Undertake a needs assessment for the area
• Create an offender profile of the area
• Map how services are currently planned and delivered
• Understand the level of need
• Assess how we are performing against each of the common outcomes

Structural changes proposed for Education.
The Minister for Education announced in August 2016 the start of a process of consultation running on through 2017 working towards the proposed removal of aspects of schools work from Council control. The budget for Education in Midlothian Council is approximately 50% of the total revenue budget and the majority of this is in staff costs. The Minister published a joint agreement with the Convention of Scottish Local Authorities (COSLA) in June 2018. The joint agreement states:

“Improving the education and life chances of our children and young people is the defining mission of our Scottish education system. Our shared ambition is to close the unacceptable gap in attainment between our least and most disadvantaged children and to raise attainment for all. We are clear that our vision of excellence and equity cannot be achieved by one part of the system alone: all partners must work together in a collegiate and collaborative way, keeping the interests of children and young people front and centre.

Empowered, responsible and collaborative schools are an important part of our shared vision for Scottish education. The Education Bill proposals are focussed on the role of empowered schools in improving attainment and closing the poverty-related attainment gap. This is underpinned by Scotland’s commitment to getting it right for every child, which brings together services and partners from across public services and the third sector in a collective endeavour to improve children and young people’s outcomes.

In discussion, it was agreed that legislation on its own cannot transform the culture, capacity and structure of Scottish education and that further discussion on other levers for change is needed and supported. Willingness to explore the options for implementing change, using additional or new levers already in the system, is welcomed by all partners. The following agreed principles should form the basis of system-wide improvement and support the provisions in the Education Bill:

• Effective system-wide improvement requires strong leadership, collaborative working and clarity of purpose at all layers of the system – school, local, regional and national
• Headteachers are the leaders of learning and teaching in their school. They are senior officers of the local authority and have operational responsibility for the service they provide, therefore the majority of decisions should be made at school level
• Schools are empowered to make the decisions that most affect their children and young people’s outcomes, while being part of a collaborative learning community, the Local Authority and working with others
• Empowered schools require both strong and distributive leadership, working in partnership with pupils, parents, staff and the wider community
• The principle of headteacher empowerment will be applied consistently across Scotland
• Local Authorities’ duty to provide education for children and young people means that they must be able to intervene in decisions made by headteachers where statutory, financial, or contractual obligations would be breached
• Local Authorities and their headteachers should have a mutually respectful and supportive relationship, with clear processes in place to minimise the need for such intervention
• Decisions by all parties should reflect mutually supportive and respectful relationships.

Content of the 2018 Education Bill
Following discussion, there was consensus that the following policies will be pursued in the Education Bill.

Agreement on the Headteachers’ Charter
The Education Bill will aim to establish a Headteachers’ Charter that will require Local Authorities to empower headteachers in the following areas

Curriculum:
• Headteachers are responsible for deciding how best to design their local curriculum in line with Curriculum for Excellence;
• Headteachers must work collaboratively with their staff, parents, pupils, and wider partners including other schools and their local authority on curriculum design and improving learning and teaching.

Improvement:
• Headteachers and their schools work together towards improvement and reducing inequalities of outcome;
• Headteachers are responsible for deciding their school’s improvement priorities and publishing their school improvement plan, reflecting the National Improvement Framework;
• The requirement on local authorities to develop and produce improvement plans will continue alongside regional improvement plans; and
• Improvement planning at all levels of the system must be responsive to the needs of schools, communities and children and young people.

Staffing:
• Headteachers are involved in the design of recruitment and appointment processes;
• Headteachers design the staffing structure that best supports learning and teaching in the school, within the staffing budget delegated to the school by the local authority;
• Headteachers choose the staff who work in their school, with due regard to employment law and the contractual obligations of their local authority;
• Local Authorities and headteachers have regard to supporting guidance on the processes that should be observed when resolving disagreements about staffing matters between headteachers and Local Authorities.
• The principle that the local authority must be able to intervene should any statutory duty or contractual obligation be in breach will be upheld in any legislative instrument.

Funding:
• Local Authorities will continue to be responsible for the local authority education budget and the delegation of funding to schools. Headteachers will make decisions on the spending within that delegated budget;
• Decisions about education spending at local authority and school level are made in a collegiate and transparent way paying due regard to Getting it Right for Every Child (GIRFEC) and local authorities’ role as Corporate Parents;
• Local Authorities have regard to updated statutory guidance setting out a clear national framework for the delegation of funding to schools. This guidance is being co-produced through the Fair Funding Reference Group.

It was agreed that the Headteachers’ Charter should apply to school based learning only.

Agreement on parental and community engagement
Parental engagement in the life of the school and their child’s learning is central to improving outcomes for children and young people. The Education Bill will aim to build on existing good practice in the Scottish education system to ensure that:
• Headteachers work collaboratively with their Parent Council, and wider parent forum and wider community on substantive matters of school policy and improvement. This should be based on the principle of co-production;
• Local Authorities continue to be responsible for promoting the involvement of parents and supporting schools in this, including through the development and review of the Local Authority parental engagement strategy; and
• The principles of parental involvement and engagement extend to early learning and childcare settings, but with appropriate flexibility to reflect the particular context.

Agreement on pupil participation
Ensuring that the views of children and young people are heard, respected and taken seriously is central to the United Nations Convention on the Rights of the Child. The Education Bill will aim to build on existing good practice in the Scottish education system so that:
• Headteachers ensure that children and young people participate meaningfully in their own learning, in decision-making relating to the life and work of the school; and in the wider community.

Agreement on Regional Improvement Collaboratives
The Education Bill will seek to require Local Authorities to work collaboratively in Regional Improvement Collaboratives as detailed in the guiding principles and functions agreed by the Joint Steering Group on Regional Improvement Collaboratives for Education in September 2017”

National Improvement Framework for Education
Published in 2016, this Scottish Government document sets out Scottish Government’s expectations for schools

“The central purpose of this Government, as set out in our overarching National Performance Framework is to: create a more successful country with opportunities for all of Scotland to flourish, through increasing sustainable economic growth. Prominent among the set of 16 National Outcomes that support this central purpose is one which directly reflects the core objectives of Scottish education, as established through the development of Curriculum for Excellence. That is: Ensuring that all our children and young people are equipped through their education to become successful learners, confident individuals, effective contributors and responsible citizens. As this outcome indicates, we are committed to a Scotland in which all children and young people can realise their potential, regardless of their social background or learning needs, thereby developing the knowledge, skills and attributes they will need to flourish in life, learning and work.
Achieving improvement in education is closely related to achieving other key National Outcomes in the National Performance Framework, particularly:

- Our children have the best start in life and are ready to succeed;
- We have tackled the significant inequalities in Scottish society; and
- We have improved the life chances for children, young people and families at risk”

Devolution of Employability

In one of the first exercises of devolved powers under the Scotland Act 2016, the Scottish Government now deliver employment support programmes. The Scottish Government has established a new “Fair Work framework for Scotland. This states that

“By 2025, people in Scotland will have a world leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and for society.” Fair Work is defined as follows: “Fair work is work that offers effective voice, opportunity, security, fulfilment and respect; that balances the rights and responsibilities of employers and workers and that can generate benefits for individuals, organisations and society.”

Two new services were set up to offer employment support to disabled people and those with long term health conditions: Work Able and Work First. A new service, Fair Start Scotland (contracts total worth £96 million across Scotland) has also now been set up. Fair Start Scotland is delivered in nine contract areas across Scotland by a range of private, public and third sector delivery partners. Midlothian delivery has been contracted out to Start Scotland Ltd (East) a private company based in Clydebank operating in Midlothian, East Lothian, Edinburgh, West Lothian, Fife and Scottish Borders by using three sub agencies: Working Links and Triage (Private companies) and Momentum (third sector organisation).

**ECONOMIC**

- The longer term impact of exit from the European Union is not yet clear, most economic predictions suggest a downturn in the UK. Should this prediction come true, it will further pressurise public service expenditure and raise demand in areas such as welfare benefits, employability, health and homelessness.
- The economic climate has had, and continues to have, wide-ranging impacts on Midlothian, either directly or indirectly. There are very serious financial pressures on all public, private, and third sector partners, who continue to have to find ways of making informed decision about competing priorities.
- Continuing cuts in public sector spending, impose strains on agencies that provide support to individuals. Many central government funded projects/initiatives have also reduced or been removed.
- As an example, Midlothian Council as a core partner in the Community Planning Partnership will have to reduce its budget by an estimated £24 million over the next 2 years; on top of the £12.5 million it reduced its budget by in the past year and the £15 million reduction in the preceding 3 years. The impact of such a scale of reduction on the local economy is not yet clear, but is unlikely to be positive. Public and partner engagement has been undertaken around the options available to make this scale of reduction the impact of such a scale of reduction on the local economy is not yet clear, but is unlikely to be positive. To demonstrate the wider economic impact of this the following figures illustrate the significance of the Council an employer and as a purchaser of local goods and services from the private and third sectors:
  - Local spend with Midlothian businesses and voluntary organisations of £17.6m in 2016/17, (15% of total procurement spend);
  - 2,782 (62%) employees (in the last study in 2015) were Midlothian residents;
  - Total salary expenditure of £90.9m;
  - Total salary expenditure on Midlothian resident employees of £47.0m; 52% of Council salary expenditure is on employees resident in the Council area;
  - A significant proportion of Council employees are part time (47% of workforce);
• 52% of the total workforce earns less than £20k pa; and some 15% of council employment spend is in the three most employment deprived areas of Midlothian

• Midlothian is showing strong GVA Growth. At £1.3 billion GVA in 2015, Midlothian constitutes a small percentage of the Scottish total, and a below average GVA per employee. However between 2005 and 2015, Midlothian experienced very fast growth in GVA of 39.3%, the 6th fastest rate of growth all Scottish local authorities and faster than either the Scottish or UK average

• Alongside this growth in GVA, Midlothian has seen a rapid growth in the number of business units since 2006, increasing by 18.5%; the 5th fastest rate of any local authority in Scotland in this period.

• Midlothian does, however, still have a relatively weak business base with low business density per 10,000 of population of 315, compared to the Scottish average of 404. Although the survival rate of Midlothian’s businesses was slightly higher than average at 62.9%, this is accompanied by a low rate of new businesses, at 51 per 10,000 residents in comparison with the Scottish figure of 62.

• There has been very strong growth in employment over the past decade, with employment increasing by 7.6%, the fifth fastest rate in Scotland, as well as a very large drop in unemployment over the same period of 34.8%.( In Scotland over the same period unemployment reduced by 6.9%)

• The success in attracting City Deal status for the area offers potential for major investment in economic growth, especially in larger scale capital infrastructure developments. Scottish and UK Governments will jointly invest £600 million over the next 15 years and regional partners committed to adding in excess of £700 million, overall representing a deal worth £1.3 billion over the next 15 years across five themes as shown below:

<table>
<thead>
<tr>
<th>Theme</th>
<th>Government contribution (£m)</th>
<th>Partner contribution (£m)</th>
<th>Total amount (£m)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research, Development and Innovation</td>
<td>£350</td>
<td>£441</td>
<td>£791</td>
</tr>
<tr>
<td>Integrated Regional Employability and Skills Programme</td>
<td>£25</td>
<td>N/A</td>
<td>£25</td>
</tr>
<tr>
<td>Transport</td>
<td>£140*</td>
<td>£16</td>
<td>£156</td>
</tr>
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<td>Culture</td>
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<td>£313</td>
</tr>
<tr>
<td>Total</td>
<td>£600*</td>
<td>£730</td>
<td>£1,330*</td>
</tr>
</tbody>
</table>

*Includes £120m for Sheriffhall roundabout to be delivered by Transport Scotland

The City Region Deal’s Data-Driven Innovation (DDI) programme, which will receive £300 million, aims to capitalise on the region’s rich seam of informatics, business and research expertise to make it the data capital of Europe. By developing clusters of activity based upon data science – the collection, organisation and interpretation of large sets of digital information. The deal will facilitate these three areas by investing in major capital projects led by the University of Edinburgh that will give a home to researchers, students and industries working on data-driven innovation. A key element of this will be the Bayes Centre, which will house computer scientists, engineers, mathematicians and industry colleagues working on fundamental computer and data science. Major partners such as Intel and Silicon Graphics are already lined up to move in to the building, on its completion in 2018. In 2021, the Edinburgh Futures Institute will take up residence in the former Royal Infirmary of Edinburgh building, and will pioneer how data can be used in the financial sector, tourism, festivals and the creative industries, as well as the public sector. The Usher Institute – working on health and social care data to improve care – currently exists virtually but the City Region Deal will give it physical walls. The National Robotarium – a partnership with Heriot-Watt University – will drive advances in robotics and autonomous systems, while staff at the University of Edinburgh’s Easter Bush campus in Midlothian will
work with genetic data to improve the supply and wellbeing of livestock. University of Edinburgh is committing to the building of a World Class Data Infrastructure Hub at Easter Bush, as well as its Easter Bush Innovation Campus. Essential to the implementation of these proposals is the building of the new A701 relief road and A702 spur road, together with improvements to non-car based modes of transport along the existing A701 road: all of which are due to benefit from City Deal funding. Midlothian has the potential benefit significantly from the City Deal. There are a number of factors that are relevant:

- **Regional centrality:** geographically Midlothian lies close to Edinburgh in the heart of the City Deal area, such that in addition to projects directly within its area, it also derives benefit from many other projects in close proximity.
- **Socio-Economic Profile:** the primary aim of the City Deal is to drive inclusive growth across the region such that its more disadvantaged communities can fully share in that economic growth. Midlothian contains a number of localities which in regional terms are particularly disadvantaged, it’s expected that they will benefit notably from City Deal funded investment in skills, innovation, housing, employability and education.
- **Housing and Construction:** the high costs of private sector housing combined with a relatively low income economy has resulted in significant unmet demand for affordable housing in Midlothian. These circumstances are likely to remain despite the previous and continuing significant contributions to the affordable sector being made through the Council’s housing programme and planning agreements with private developers. Therefore, the provisions of the City Deal to increase the amount and rate of supply of affordable housing, although more limited in scope than the regional partners had hoped for, should have a notably beneficial impact in Midlothian. A consequence of the buoyant construction sector in Midlothian, which is expected to remain so for at least the next 12 years, provides a basis for local training and employment opportunities through City Deal investment in skills and employability. Under the terms of the Deal the Scottish Government is committing to fully funding the major improvement to the A720 Sheriffhall junction, a significant construction employment opportunity.
- **Midlothian can expect to benefit proportionately from the City Deal investment in the integrated regional skills programme; and potentially with the provision of new secondary school ‘centres of excellence’, similar to that of the digital centre of excellence recently provided at the new Newbattle High School, and which involves close collaboration with another City Deal regional partner, the University of Edinburgh.**
- **The new food and drink innovation hub at Queen Margaret University just to the east of Shawfair, major investment at the Edinburgh Bioquarter located near the Edinburgh Royal Infirmary, and transport improvements at West Edinburgh including better access to Edinburgh Airport all offer potential economic benefits to Midlothian business and people.**

- **Borders Rail Partnership investment plans identified Newtongrange as a key development location along the rail line and masterplanning work has been completed around the village centre and at Stobhill in the adjacent community council area of Gorebridge.**
- **In 2017-18; 46,100 residents were considered economically active (of working age and able to work) out of a total population of 90,090. This represented 81.6% of all working age residents, higher than the Scottish or UK economically active rates of 77.6% and 78.4% respectively.**
- **The ratio of total jobs to working age population is 0.65, which is below the Scotland rate of 0.80. This means that there are fewer vacancies available to Midlothian job seekers seeking work within Midlothian than is the average for Scotland.**
- **Midlothian’s full time employees (by residence) earn £7.00 a week on average less than the Scottish average; this is a much narrower earnings gap than the previous year’s gap of £19.00 and the year before of £30.00. In gender terms, male workers earned £3.00 less than the average Scottish male weekly wage in 2018. Midlothian female workers earned £20.00 more than the Scottish median figure**
for female employees, but still on average earned £39.00 less per week than their male counterparts in Midlothian, a continuing improvement on the previous gender earnings gap which was £77.00 per week in 2015.

- Midlothian’s largest employment sectors by industry type in the latest available data were, in order of proportion of the workforce – (Brackets indicate previous year’s figures)
  - Wholesale and retail trade; repair of motor vehicles and motorcycles 20% (21.4%)
  - Human health and social work activities 11.7% (14.3%)
  - Construction 8.3% (12.5%)
  - Education 11.7% (10.7%)
  - Professional / Scientific/Technical activities 11.7% (8.9%)
  - Public administration /Defence/Social Security 7.5% (8.0%)
  - Accommodation and food service 5.0% (6.2%)
  - Manufacturing 6.7% (6.2%)

- 30,000 (last year 28,100) total employee jobs were available in Midlothian 10,000 of which were part time (more likely to be females), which is comparable to the Scottish average.

- Self-employment figures have edged up to 6.6% (6.2% 2016) but still below 10.3% (2015), and are now below the Scotland average of 8.2%.

- There were 2890 businesses (up by over 600 from 2,275 in 2017) registered in Midlothian in 2018 and a major increase from 2020 in 2014. Of these 2045 employed less than 10 people, 270 between 10 and 50 people, 35 between 50 and 250 people, and only 5 over 250 people.

**SOCIAL**

**Population:**

Midlothian’s population increased by 2.8% to 83,500 between 2001 and 2011 censuses. The 2017 figure was estimated at 88,656, and has now risen in 2018 to 90,090. This represents a 1.67 % increase, the largest % increase of any council area in the past year.

**Population Projection:** Midlothian’s population is continuously growing. The most recent population projection predicts a population of 100,410, by 2026 (previously predicted as 99,090 by 2026) an increase of 13.3% over this period compared to a Scottish average on 3.2% over the same period. The population of Midlothian is forecast by office for national statistics (ONS) to continue to increase to an estimated population 108,369 by 2039.

The South East Scotland Plan, confirmed by the local development plan proposed 8080 houses between 2009-19 then 4410 between 2019 and 24. Some of these have been built, but due to the delay caused by the 2008 economic downturn much of the housing planned between 2009 and 19 is only now being built. This rapid expansion including houses predicted to have been built and new allocations is leading to severe pressures on the delivery of public services, land use, community capacity to absorb change and to increasing pressures on transport and roads infrastructure. The Housing land supply audit 2016 identifies a programmed five year effective housing land supply of 5,629 units over the period 2016/17 to 2020/21.

As the ONS population estimate does not fully take account of housing growth, it is likely that the actual population increase in Midlothian may be greater. It is predicted that development of new housing especially at the outskirts of Midlothian towns may cause local communities to fear r with little distinction of community identities.

**Housing**

A pause in new build programme led to a small decrease in Council housing stock from the 2015 level of 6868 to 6,807 in 2016, with the majority of stock located in the larger towns, the level of stock rose to 6908 in 2017. Council housing stock quality places Midlothian close to average for Scotland in the proportion of housing achieving the 2015 Scottish Housing Quality Standard (SHQS). Applications for housing have increased to 4871 in 2016 from the 2015 level of 4624, an increase of 5.3%. The average rent
paid by Midlothian Council tenants’ remains relatively low and close to the Scottish average despite Midlothian council housing rents increasing to support the development of new council housing

• Currently there are 4,789 applicants on the Council’s Housing List. Combining council new build development with that of housing associations in the same period gives a total of 2,432 affordable or subsidised new units built during this period. A recent study of Housing Need and Demand in South East Scotland indicated that the level of need for housing to meet current and future projected need was very high, with 8,246 new units required to meet the need for housing in Midlothian. Need for social rented housing was highest, accounting for over half of the required new units.

• There are 3,236 other registered social landlords properties within Midlothian with Melville Housing (1885) and Castle Rock Edinvar (1025) offering the bulk of social landlord properties.

• An indication of the demand for housing in the area is the significant increase in house prices during the past decade – despite the market being affected by recession. Prices in Midlothian have increased by 8.2% between 2016 and 2017 – a smaller increase than Edinburgh (10.2%) but greater than Scotland (3.9%) as a whole.

Homelessness: In recent years Midlothian Council’s level of homeless presentations has continued to reduce from a high of 762 in 2011/12. From 2011/12 to 2015/16 there has been a 31.6% decrease in the number of presentations down to 531. Parents no longer being able to accommodate a young person was the most common cause of a homeless presentation, but in 2013 a new Youth Homeless Prevention & Mediation Service started and this has shown significant success. A reflection of the success of reducing homeless presentations at Midlothian Council is that the upward trend in use of temporary accommodation for homeless applicants since 2007/8 has been reversed. 418 households were living in temporary accommodation at the end of 2017, down from a peak of 520 in 2016/15, but still higher than the 364 in 2009. Due to the limited supply of new housing and homeless households spend a significant amount of time in temporary accommodation until they can be permanently housed.

Population Profile: Midlothian’s current population was characterised by large young and retired segments, with the latter growing rapidly and becoming predominantly female as it ages. The impact of new-build family housing has begun to increase the younger and working age population. Midlothian’s current population can be characterised by a population swell between the ages of 30 and 59 and the 0-15 year segments. However 21.4% of the population are defined as retired (not an age specific definition but relating to employment status), which is nearly 7% above the Scottish average.

Children of single parent families are “twice as likely to be poor as compared with couples with children”(Poverty in Scotland 2002 report). Lone parents can face barriers to participating in the labour market, including lack of childcare; lack of qualifications; a need to update skills; and a lack of confidence (DWP 2001). Lone parents are often only able to take low-paid or part-time work. This means that in-work poverty and resulting social exclusion can be masked by falling unemployment among lone parents. The 2011 Census showed 2,577 lone parent households with dependent children in Midlothian. This equates to 7.37% of all households with dependent children, and is higher than the Scottish average figure of 7.15%. The multi-member wards with the highest percentage of lone parent households with dependent children were Midlothian South (8.63%), Dalkeith (8.20%), and Midlothian East (7.80%).

Educational Attainment & Destination of School Leavers:
There are 32 primary schools in Midlothian, six secondary schools and one additional support school. Midlothian is also home to two further education providers: Edinburgh College, and Newbattle Abbey College, and has significant Higher Education facilities of Edinburgh University and Scotland’s Rural
University College (SRUC) located in Midlothian with Queen Margaret University and Heriot Watt University also located on the boundaries of the County.

Exam success rates at Midlothian secondary schools vary with some schools achieving above the Virtual Comparator and others significantly below. Underachievement in attainment at particular Schools generally reflects higher levels of deprivation and social exclusion in those areas. A Virtual Comparator, is made up of pupils from schools in other local authorities with similar characteristics to the pupils in your school. This is helpful because it allows a comparison based on pupils who are like yours on key variables (gender, deprivation, additional support needs, and stage of leaving/latest stage) that are linked to educational outcomes, rather than comparison with real schools which may have quite a different pupil profile. The latest full year data is set out below

Exam Attainment Rates at Midlothian Secondary Schools 2016/17

<table>
<thead>
<tr>
<th>High School</th>
<th>Attainment by the end of S4</th>
<th>Attainment by the end of S5</th>
<th>Attainment by the end of S6</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Five or more awards at Standard Grade Credit level (or equivalent) or better</td>
<td>Five or more awards at Higher or better</td>
<td>Five or more awards at Higher or better</td>
</tr>
<tr>
<td>Beeslack</td>
<td>49.6%</td>
<td>16.7%</td>
<td>29.4%</td>
</tr>
<tr>
<td>Dalkeith</td>
<td>38.3%</td>
<td>12.7%</td>
<td>30.7%</td>
</tr>
<tr>
<td>Lasswade Centre</td>
<td>42.2%</td>
<td>18.6%</td>
<td>30.3%</td>
</tr>
<tr>
<td>Newbattle Community</td>
<td>28.7%</td>
<td>4.9%</td>
<td>16.1%</td>
</tr>
<tr>
<td>Penicuik</td>
<td>51.0%</td>
<td>13.0%</td>
<td>23.3%</td>
</tr>
<tr>
<td>St David’s RC</td>
<td>51.6%</td>
<td>21.0%</td>
<td>22.4%</td>
</tr>
<tr>
<td>Midlothian</td>
<td>42.0%</td>
<td>14.5%</td>
<td>26.2%</td>
</tr>
<tr>
<td>Virtual Comparator</td>
<td>45.1%</td>
<td>20.3%</td>
<td>35.6%</td>
</tr>
</tbody>
</table>

Data Source: Insight Benchmarking Tool; All based on S4 roll

The positive engagement of school leavers aged between 16 and 19 is now consistently higher than national averages, with 93.6% of school leavers sustaining a positive destination, compared to 91.1% average across Scotland’s school leavers. Of these 64.8% were in continuing education, 25.2% in employment, 3.7% in training / personal development programmes, 3.5% unconfirmed status and 2.9% confirmed as not participating

Qualification Levels:
Midlothian has a lower level of residents with SVQ level four equivalent and above qualifications at 41.8% (Up from 38.5% last year and from the previous year’s 39.9%) compared to the Scottish average of 43.9%, which has itself risen from 40.9% in 2015. Midlothian has higher than Scottish average qualification levels at SVQ 1&2 equivalent levels, an improvement on previous years with the rise in this level going from 71.4% in 2013 to 78.3% in 2016, now 87.6% nearly 3% higher than the Scottish average. At level 3, qualification levels have also risen from 50.4% (2013) to 62.3%, which is above the Scottish average of 59.8%

Further Education:
Edinburgh College has seen a decline in student numbers from 26,000 students in 2013 to 18,614 in 2016 and around 1,200 staff. Student enrollment maximums are controlled by the Scottish Funding Council student funding formula set nationally. Edinburgh College remains one of the largest colleges in Scotland. Total Midlothian student enrolments in 2015/16 from Midlothian were 2153, a slight decline from 2,179 in 2013, and a further decline from the 3,785 enrolled across the former three local colleges in 2008/9. Over Scotland enrolments declined from 475,598 in 2008/09 to 288,657 in 2012/13, and again to 280, 898 in 2015/16.

Health
**Birth rates.** In 2016 there were 1,088 births, 584 males and 498 females, a 4.53% decrease on the 2014 birth rate. The birth rate was 12.0 per 1,000 head of population in 2014, higher than the average for Scotland (10.6 per 1,000 head of population). Midlothian’s birth rate has increased while the Scottish average has decreased. The rate of pregnancy of under 16s in Midlothian has dropped in the last three years reported and is now lower than the Lothian rate 0.2% but higher than the Scotland rate by only 0.1%. Midlothian’s under 18 rates are lower than the Lothian rate but still remain above the Scottish rate. The rates for those under 20 remain markedly above both the Scottish and Lothian rates.

**Breast Feeding:** The percentage of babies in Midlothian fed with a mix of powder and breast milk at the 6-8 week review has increased by 3.1%. The percentage of babies exclusively breastfed has also increased by 1.9%.

**Immunisation:** The percentage of children in Midlothian that have received their primary course and booster course of immunisations at 24 months is higher than the Lothian and national averages.

**Childhood Obesity:** The percentage of children in Midlothian defined as overweight, obese or severely obese is 15.6%, higher than the Lothian average of 14.9%. However, since 2004/05 there has been a downward trend, with the gap between Midlothian and the rest of the Lothian’s narrowing.

**General Health:** Comparison of 2001 and 2011 statistics suggests that general health remains good, while the incidence of Limiting Long-Term Illness appears to have increased significantly.

**Alcohol & Smoking:** Harmful alcohol consumption, and the high prevalence of smoking, appears most frequently in areas of high deprivation. The number of alcohol related (hospital) admissions in Midlothian, Lothian’s, and Scotland shows steady decline. However, eleven datazones in Midlothian were identified as having significantly higher than average levels of alcohol consumption, including three with significantly higher than average levels of harmful consumption (35+ units/week for women and 50+units/week for men). These areas are in Dalkeith, Lasswade, Roslin, and Penicuik. Midlothian has 14 datazones in the 15% highest estimated prevalence of smoking in Scotland. These are clustered in Mayfield & Easthouses, Gorebridge, and Dalkeith, with isolated datazones in Bilston, Penicuik, and Bonnyrigg. Three of these are in the 10% most deprived datazones in Scotland.

**Drug Misuse:** The waiting times for treatment of misuse of drugs within three weeks is at 73 % seen within 3 weeks (compared to 90.5% in 2016) which is below both the NHS Lothian (77.4%), and Scotland (93.6%) levels. Although the Midlothian Council area has the same level of drug related problems as Scotland average (1.7%)

**Disease:** Cancer; coronary heart disease; respiratory disease, and diabetes all show large variations across Midlothian that correlate to areas of deprivation. The Midlothian cancer incidence rate remains higher than the NHS Lothian and Scotland figures based on a 3 year rolling average. Midlothian’s standardised rate for Coronary Heart Disease admissions was higher than the overall rate for the NHS Lothian area. The standardised rate of both Chronic Obstructive Pulmonary Diseases (COPD) and asthma discharges in Midlothian was slightly higher than that in Lothian as a whole in 2016/17 (3-year rolling average). Midlothian COPD discharges were around the same as the Scotland average whereas asthma discharges were higher. The prevalence of diabetes in Midlothian (5.2 per 100 practice patients) is higher than both the NHS Lothian average (4.2 per 100 practice patients) and the Scottish average (5.0) per 100 practice patients. Multiple emergency admissions are counted as patients who have more than one unplanned (emergency) continuous spell of treatment in hospital per year. The data shows that Midlothian consistently has a higher rate of multiple admissions than the Lothian average, but slightly lower than the Scotland average rate.

**Adult Contact with Social Services:** The number of adult referrals has increased steadily in the last three years. The increase in Community Care services (Homecare, Telecare etc.) corresponds to the increase in Midlothian’s 65+ population.

**Residential Care Homes:** The number of Midlothian residents in care homes has decreased by 1.9% since 2013/14. The percentage of people spending the last six months of their life at home or in a community
setting has increased markedly over the last five years. This increase is in-line with the Lothian figure but still below the Scotland overall figure.

**Mental Health:** The percentage of people in Midlothian prescribed drugs for depression/anxiety/psychosis in 2016/17 is similar to the Scotland average. Midlothian has the second highest proportion within NHS Lothian. The rate of mental health admissions in Midlothian has more than halved between 1997/98 and 2015/16. Since 2003/04 the Midlothian admission rate has been consistently lower than both the Lothian and Scotland rates, however 2015/16 saw a sharp rise from 279 per 100,000 to 361 per 100,000. The number of psychiatric readmissions in Midlothian has continued to decrease, in line with NHS Lothian as a whole.

**Crime:**
- Police recorded 7761 crimes in Midlothian in 2016/17, an increase of 823 (11.9%) from the previous year. Recorded crimes in 2016/17 were slightly higher than the three-year average for 2013/14-2015/16 and also the five-year average for 2011/12-2015/16 however the longer-term trend (10 years) still illustrates an overall decline in crimes recorded.
- Group 3 ‘crimes involving dishonesty’ make up 30% of all recorded crime. Miscellaneous offences (including minor assault and breach of the peace) account for 27% of recorded crime. Crimes of vandalism account for a further 15%.
- More serious crimes of indecency (sexual offences) and violence make up 3% of total crime in Midlothian collectively. In 2016/17, 157 sexual crimes were recorded by the Police of which 31% were historical offences dating back five years or longer. There was a 24% increase in reported sexual crimes compared to 2015/16 and a 41% increase over five years. 44 rapes were recorded compared to 2015/16.
- Reported incidents of domestic abuse are decreasing in Midlothian, with 2016/17 seeing 1,031 incidents of domestic abuse which is down 2.7 from 2015/16, and falling again in 2017/18 to 978. There has been a slight fall in domestic abuse crime but Midlothian sits at the Scottish average at 47% (with Edinburgh City, Dundee City and Angus) for the percentage of incidents recorded by the Police that included at least one crime or offence being recorded by a Local Authority in 2016/17 (Domestic abuse recorded by the police in Scotland 2016-17).
- Fire: The number of accidental dwelling fires has increased from 60 in 2015/16 to 75 in 2016/17. However the number of accidental dwelling fire casualties has remained at 9 casualties compared to 11 in 2014/15.
- Whole Systems Approach: Early intervention is reducing the number of youth offences (8-17 year olds) reported to the Scottish Children’s Reporter Administration.

**Safety**
- The number of road traffic collisions in Midlothian has reduced gradually over the last ten years, with a 33% decrease between 2007/08 and 2016/17.
- Serious road traffic casualties decreased in 2016/17 from the previous year, from 44 in 2015/16 to 39 in 2016/17. The number of serious road traffic casualties in 2016/17 sat above the three and five-year average figures (36 and 33 respectively).
- During 2016/17 there were 1031 incidents of domestic abuse recorded by police in Midlothian, a decrease of 7.2% compared to the previous year. In terms of crimes/offences, there were 676 recorded during 2016/17, down 2.7% from the previous year (n=695). The percentage of domestic incidents that result in a crime being recorded decreased by 4.2% between 2015/16 and 2016/17 (75.7% and 73.8% respectively). Detection rate for crimes and offences of domestic abuse remains high at 73.8% with protecting people continuing to be a priority for Police Scotland.
- During 2016/17, SFRS recorded 75 accidental dwelling fires in Midlothian, an increase of 15 from the previous year and 16 above the three-year average of 59.
- The number of fire casualties remained comparable between 2015/16 and 2016/17 (both 9), with the 2016/17 total seven below the three-year average (n=16).
- There were 394 deliberate fires recorded by SFRS in 2016/17, an increase of 118 from the previous year and 113 above the previous three-year average of 281.
- SFRS attended 39 Road Traffic Collisions in Midlothian in 2016/17, down eight from the previous year and down four from the three-year average of 43.
- The number of special service casualties (all) also decreased during the last year, with 46 recorded in 2016/17, down from 61 in 2015/16 and the three-year average of 57.
- There were 454 false alarms (equipment failure) recorded in 2016/17, up 77 from 377 in 2015/16 and the three-year average of 370.
- The level of demand for domestic abuse and rape and sexual assault services is rising, arising from high profile investigations into historic sexual abuse and exploitation of women and children and increasing number of high-profile survivors disclosing their own experiences (examples include the Me Too movement, Football and Athletics and the Catholic Church) all of which encourage survivors to come forward. It is widely recognised that there is significant under-reporting of domestic abuse and sexual violence.

**TECHNOLOGICAL**

**Borders Railway Line:** The railway provides significant economic and social development opportunities for Midlothian, potentially supporting new jobs, facilitating new housing (including affordable housing), and reducing traffic congestion. Proposals being developed to take forward investment in physical regeneration at key stations along the line, including Newtongrange /Stobhill. Where masterplanning of both is completed.

**Online delivery of services:** There is an increasing use of on line/ new technology based public service delivery, but a current lack of full broadband coverage across Midlothian, and a minority of population groups who will continue to require assistance to make use of new technologies. Of most significance in was the transfer of all Universal Credit claims to an on line claims system for all claimants unless they can demonstrate that they are unable to use such technology. Midlothian Council has significantly modernised access to on line transactions, making payments, complaints, service requests, accessing public information, viewing live webcasts of council meetings. The Newbattle High School “Centre of Excellence “in digital industries is a major collaboration between education and digital industries. Lifelong Learning and Employability, the Further education and Third sector are developing Massive Open On Line Courses (MOOC’s) for a variety of client groups.

**ENVIRONMENTAL**

**Midlothian Local Biodiversity Action Plan:** The Midlothian Local Biodiversity Action Plan (LBAP) supports conservation through 14 action plans focused on specific habitats. There are two Ramsar sites/Special Protection Areas (SPAs) at Gladhouse and Fala Flow covering a total of 504 hectares. There is a Special Area of Conservation (SAC) at Peeswit Moss/Side Moss extending to about 53 hectares. There are also 16 Sites of Special Scientific Interest (SSSIs) covering a total area of 1,219 hectares. In addition to the above internationally and nationally important sites, Midlothian has one Local Nature Reserve at Straiton Pond; one Regional Park at Pentland Hills; three Country Parks at Hillend, Roslin Glen and Vogrie; 51 Local Biodiversity Sites; two Woodland Trust sites in the form of Beeslack Wood, and Currie Wood (the Trust also identifies 19 woodlands to which the public has access); approximately 2,600 hectares of ancient woodland in the Ancient Woodlands Inventory ,five Scottish Wildlife Trust wildlife reserves at Roslin Glen, Erraid Wood, Hadfast Valley, Milkhall Pond, and Linn Dean; and five Scottish Lowland Raised Bog Inventory Sites at Peewit Moss/Side Moss, Toxide Moss (North), Toxide Moss (South), Auchencorth Moss, and Springfield Moss. There are three Regionally Important Geological sites (Bilston Burn (Glen), Hewan Bank, and The Howe (Pinnacle), and six Geological Conservation Review sites (Hewan Bank, Keith Water, Carllops, Gutterford Burn (x2), and Bilston Burn
**Drinking Water:** Drinking water quality is very high in most of Midlothian. Most of the water supply for Midlothian comes from Scottish Water, although rural areas such as Northwest Penicuik, South Gorebridge, and South of Fala use private water supplies due to lack of mains supply. The water environment includes rivers, reservoirs, their valleys and catchments, and groundwater resources. The river valleys of the North and South Esk, and the Tyne are important physical features and natural systems and have high visual amenity and rich habitats whilst providing recreational opportunities for local residents. The quality of stretches of river is classified in quality from ‘High’ to ‘Bad’ (with ‘Good’, ‘Moderate’ and ‘Poor’ in between). There are 58 individual stretches of fresh water with a total length of 193km located wholly or partly within Midlothian. Four per cent of this total river length is classed as ‘Bad’, 59% as ‘Poor’, 37% as ‘Moderate’ and none as ‘Good’ or ‘Excellent’.

**Household waste:** Household waste is reducing, and the proportion collected for recycling is increasing. The % of collected waste going to landfill fell last year from 55% to 34%. (14,078 tonnes going to landfill)

**Air Quality:** The Air Quality Monitoring Area in Pathhead has recently been revoked, there are no areas in Midlothian which do not meet air quality standards.

**Greenhouse gasses and energy:** The Climate Change (Scotland) Act 2009 has introduced legislation to reduce Scotland’s greenhouse gases by at least 80 per cent by 2050 against a 1990 baseline. Estimated levels of Local Authority CO2 emissions for Midlothian for the period 2005 to 2015 have dropped from 540.7 Kilotonnes of CO2 in 2005 to 149 Kilotonnes of CO2 in 2015. Midlothian in 2015 consumed 1.6 Kilotonnes of Coal, 52.5 Kilotonnes of petroleum products, 0.4 Kilotonnes of manufactured fuels, 54.6 Kilotonnes of Gas, 32.7 Kilotonnes of electricity and 2.2 Kilotonnes of bio/ waste generated fuel.

**Cultural Heritage:** Midlothian has 713 listed buildings, 79 scheduled Monuments, and 36 buildings on the ‘Buildings at Risk’ Register. There are also 12 nationally important gardens and landscapes.

### LEGISLATIVE

**Climate Change (Scotland) Act 2009:** Section 44 of the Act requires that all Scottish public authorities under the Freedom of Information (Scotland) Act 2002, in exercising their functions, act in the way best calculated to contribute to the delivery of national greenhouse gas reduction targets; in the best way calculated to help deliver any national outcome.

**Welfare Reform Act 2011/ Scottish Social Security Act 2018:** The Act made the biggest change to the UK welfare system for over 60 years, and is having a significant and continuing impact on people's access to benefits and their housing and economic circumstances. This year sees the continuation of reassessment of all people receiving disability living allowance and subject to the outcome of this process their transfer to Personal Independence Payments, based on new criteria. In addition, all claimants in Midlothian are being transferred to Universal Credit, beginning with new claimants, replacing income support, Job seekers allowance, Employment support allowance (for people with disabilities / long term health conditions seeking work).

The Scotland Act transferred £2.7 billion of the budget for Department for Work and Pensions to Scottish Government control, leading to a Scottish Social Security Agency being created through the passage of the Scottish Social Security Act 2017, managing all disability related benefits alongside the UK’s systems and with some limited power to amend regulations or add to benefits delivered at a UK level. Benefits being transferred to Scottish Government control; are listed below:

<p>| Attendance allowance | To help with personal care for individuals aged 65 or over with a physical or mental disability. |</p>
<table>
<thead>
<tr>
<th>Benefit Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carer’s Allowance</td>
<td>To help an individual look after someone with substantial caring needs. To be eligible the individual must be 16 or over and spend at least 35 hours a week caring for them.</td>
</tr>
<tr>
<td>Disability Living Allowance</td>
<td>Help if your disability or health condition means one or both of the following are true:</td>
</tr>
<tr>
<td></td>
<td>- You need help looking after yourself</td>
</tr>
<tr>
<td></td>
<td>- You have walking difficulties</td>
</tr>
<tr>
<td></td>
<td>DLA is closed to new working age claimants and being replaced by PIP.</td>
</tr>
<tr>
<td>Personal Independence Payment</td>
<td>Helps with some of the extra costs caused by long-term ill-health or disability for individuals aged 16 to 64. Replacement for DLA for working age individuals.</td>
</tr>
<tr>
<td>Industrial Injuries Disablement Benefit</td>
<td>For individuals who are ill or disabled as a result of an accident or disease caused by work or while you were on an approved employment training scheme or course.</td>
</tr>
<tr>
<td>Severe Disablement Allowance</td>
<td>For working age individuals who are unable to work due to illness or disability. SDA is closed to new entrants.</td>
</tr>
<tr>
<td>Cold Weather Payment</td>
<td>A payment for individuals on certain benefits when the temperature is either recorded as, or forecast to be, an average of zero degrees Celsius or below over 7 consecutive days.</td>
</tr>
<tr>
<td>Funeral Payment</td>
<td>For individuals on low income and needing help to pay for a funeral they are arranging.</td>
</tr>
<tr>
<td>Sure Start Maternity Grant</td>
<td>A one off payment of £500 to help towards the costs of having your first child for individuals who are in receipt of certain benefits.</td>
</tr>
<tr>
<td>Winter Fuel Payment</td>
<td>A tax-free payment to help pay for heating bills if you were born on or before 5 July 1952 (Current SPA for women).</td>
</tr>
<tr>
<td>Discretionary Housing Payments</td>
<td>Additional help for those in receipt of Housing Benefit and having difficulty meeting their rent payments. Paid at the discretion of the LA. (Devolved from April 2017)</td>
</tr>
</tbody>
</table>

Housing benefit previously paid through local councils has as part of the Welfare Reform Act been transferred out of Council control and merged into Universal Credit. Council tax rebate must as a result of Universal Credit be claimed by each household rather than as previously taken automatically account of buy Council Housing Services for clients receiving housing benefit. There is a 5 week wait for first payment of Universal Credit, after which a single payment is made per household on a monthly basis and responsibility for meeting payments such as housing costs are transferred to the claimant unless they can demonstrate that they are not capable of dealing with this. Claimants with no other means of supporting themselves are allowed to apply for a DWP loan during the 5 week waiting period to be repaid within the first six months on Universal Credit or if employed, within the first six months of employment. Midlothian data after one year indicates that the new system has resulted in a doubling of council tax and rent arrears.

**Social Care (Self-Directed Support) (Scotland) Act 2013:** This Act puts in place greater choice and control for service users in deciding the type of service(s) they receive, and who manages and provides them. Although it came into force in April 2014 it will take a number of years to fully embed, and will lead to changes in services and how they are commissioned.

**Carers (Scotland Act 2016**
The Act makes provision in relation to the planning and provision of support for carers, about information and advice for carers and to facilitate carer involvement in certain services.

**Public Bodies (Joint Working) (Scotland) Act 2014:** The Public Bodies (Joint Working) (Scotland) Bill was passed by the Scottish Parliament on 25 February 2014. It put in place the framework for integrating health and social care at the Community Planning Partnership (Council area) level. The resulting new Integrated Joint Board came into operation in August 2015.

**Children and Young People (Scotland) Act 2014:** The Act received Royal Assent and is having a significant impact on the way services for children are delivered in Midlothian, including:

- Placing a duty on public bodies to report on how they are improving outcomes for children and young people
- Increasing from 475 to 600 hours per year free early learning and childcare provision for 3 and 4 year old children
- Requiring 600 hours per year free early learning and childcare provision for certain 2 year old children
- Requiring provision of free school meals for all Primary 1 to 3 pupils
- Introducing the ‘Named Person’ role, requiring all children in Scotland to have a named professional legally responsible for them. This aspect of the Act was successfully challenged at the Supreme Court, and now requires amending legislation to be passed before it can be introduced. This section of the Act is therefore not in force. However a new Bill, the Children and Young People (Information Sharing) (Scotland) Bill has been introduced in 2018 and a Code of practice and statutory guidance is in development
- Extending the age that a looked after young person can remain in care and subsequently receive support
- Introducing additional support for kinship carers (where children are looked after by relatives who are not their parents).

**Procurement Reform Act 2014**

Many of the provisions of the act came into force in 2016. In broad terms, the Act introduced a degree of regulation for procurements concerning the tranche of contracts above/below certain financial thresholds. It also makes provision in relation to a wider range of procurements, most notably introducing a sustainable procurement duty and creating obligations concerning advertising, community benefits and procurement strategies.

**Community Empowerment Act 2015:** The Act was passed in August 2015; statutory guidance was issued in October 2016. The Act established Community Planning Boards as formal legal entities, requiring a list of public bodies to participate and share the leadership, management, and resources required to deliver. These bodies relevant to Midlothian are: The FE College Board, Police Scotland, The Health Board, Historic Environment Scotland, the Integrated Joint Board for Health & Community Care, Scottish Enterprise, Scottish Environment Protection Agency, Scottish Fire & Rescue Service, Scottish Natural Heritage, The Scottish Sports Council, Skills Development Scotland, SESTRANS, and Visit Scotland. Each partnership must:-

“a) Consider which community bodies are likely to be able to contribute to community planning having regard in particular to which of those bodies represent the interests of persons who experience inequalities of outcome which result from socio-economic disadvantage,

(b) Make all reasonable efforts to secure the participation of those community bodies in community planning, and

(c) to the extent (if any) that those community bodies wish to participate in community planning, take such steps as are reasonable to enable the community bodies to participate in community planning
In this section, —community bodies‖, in relation to a community planning partnership, means bodies, whether or not formally constituted, established for purposes which consist of or include that of promoting or improving the interests of any communities (however described) resident or otherwise present in the area of the local authority for which the community planning partnership is carrying out community planning.”

In addition:

“(1) each community planning partnership must prepare and publish a local outcomes improvement plan.
(2) A local outcomes improvement plan is a plan setting out—
(a) Local outcomes to which priority is to be given by the community planning partnership with a view to improving the achievement of the outcomes,
(b) A description of the proposed improvement in the achievement of the outcomes,
(c) The period within which the proposed improvement is to be achieved, and
(d) A description of the needs and circumstances of persons residing in the area of the local authority to which the plan relates.

In preparing a local outcomes improvement plan, a community planning partnership must consult—
(a) Such community bodies as it considers appropriate, and
(b) Such other persons as it considers appropriate.

Before publishing a local outcomes improvement plan, the community planning partnership must take account of—
(a) Any representations received by it
b) The needs and circumstances of persons residing in the area of the local authority to which the plan relates” (Community Empowerment Act 2015)

The partnership must review the plan, and publically report progress each year. Each Community Planning partnership must also divide the area of the local authority into smaller areas, identify those which show socio-economic disadvantage and must devise a locality (neighbourhood) plan for such areas, aimed at reducing inequality of outcomes, while having permission to undertake locality (neighbourhood) planning across the whole CPP area.

Community Justice (Scotland) Act 2016

The Community Justice (Scotland) Act was passed by the Scottish Parliament on 11 February 2016 resulting in the establishment of a national body, Community Justice Scotland, and arrangements for local strategic planning and delivery of community justice being undertaken by local Community Planning Partnership structures. This work has now been completed, and Midlothian CPP has created a merged Community Safety and Justice Partnership Board to take on the duties expected.

Scotland Act 2016-. In summary this Act:

- Declares that the Scottish Parliament and the Scottish Government are considered permanent parts of the UK’s constitutional arrangements and will not be abolished without a decision of the people of Scotland. It also recognises that the UK Parliament will not normally legislate in relation to devolved matters without the consent of the Scottish Parliament, whilst retaining the sovereignty to do so;
- gives increased autonomy to the Scottish Parliament and the Scottish Ministers in relation to the operation of Scottish Parliament and local government elections in Scotland;
- gives increased autonomy to the Scottish Parliament in relation to the power to amend sections of the Scotland Act 1998 which relate to the operation of the Scottish Parliament and the Scottish Government within the United Kingdom;
• increases the financial accountability of the Scottish Parliament through devolution of the rates and bands of income tax, Air Passenger Duty and Aggregates Levy, and assignment of VAT revenues;
• increases responsibility of welfare policy and delivery in Scotland through the devolution of welfare powers to the Scottish Parliament and / or the Scottish Ministers;
• gives significant responsibility to Scotland for areas such as road signs, speed limits, onshore oil and gas extraction, consumer advocacy and advice amongst others by devolution of powers in relation to these fields to the Scottish Parliament and the Scottish Ministers; and
• Increases scrutiny for the Scottish Parliament of specific bodies and increases the ability of the Scottish Government to design schemes relating to energy efficiency and fuel poverty by the devolution of functions to the Scottish Ministers.

Education Act (Scotland) 2016
New legislative provision in the Act places additional responsibilities on local authorities to have regard to the need to reduce inequalities of outcomes – whether arising out of socio-economic disadvantage or otherwise – when exercising their functions relating to school education.

The Act also ensures that certain children have rights to question any support needs they may have in order to make the most of their learning while at school. It will ensure that all children and young people have appropriately qualified teachers, and that local authorities each have a qualified and experienced Chief Education Officer with responsibility for advising on how to deliver their education functions.

The Act also introduces a power which will ensure that there is a clear process for parents to make complaints to the Scottish Ministers with regard to the carrying out of educational duties by local authorities and a clear process for requesting that a local authority assess the need to provide Gaelic medium education.

Specifically, the Act
• Promotes excellence and equity within the education system through the establishment of the National Improvement Framework and imposes duties on education authorities and the Scottish Ministers in relation to reducing inequalities of educational outcome experienced by disadvantaged children;
• Places a duty on local authorities both to assess the need for Gaelic medium primary education (GMPE) following a parental request, and to actively promote and support Gaelic medium education (GME) and Gaelic learner education (GLE). The Act also places a duty on Bòrd na Gàidhlig to prepare guidance on how GME should operate in Scotland;
• Extends rights under the Education (Additional Support for Learning) (Scotland) Act 2004 (“the 2004 Act”) to children aged 12 and over with capacity to exercise those rights;
• Legislates for school pupils to receive a minimum number of learning hours annually;
• Restates section 53 of the Education (Scotland) Act 1980 (“the 1980 Act”) which sets out functions relating to the provision of school food in Scotland (and extends the requirement to provide a free school lunch to eligible pre-school children at partner providers).
• Gives Scottish Ministers a regulation-making power which can be used to place a duty on local authorities to provide grants of a specified amount for school clothing for certain pupils;
• Modifies the types of complaints that can be made to the Scottish Ministers under section 70 of the 1980 Act and introduce a power to make regulations about the procedure to be followed in relation to the investigation and determination of such complaints;
• Legislates for the role of a Chief Education Officer in local authorities in Scotland;
• Modifies the powers of the Scottish Ministers to make regulations in relation to independent schools and grant-aided schools in Scotland so they are exercisable in such a way as to ensure that all teaching staff are registered with the General Teaching Council for Scotland;

• Ensures that all schools in Scotland are led by qualified teachers. All new head teachers in Scotland will have to hold the ‘Into Headship’ qualification prior to their first head teacher post;

• Amends section 47(3) of the Children and Young People (Scotland) Act 2014 (“the 2014 Act”) as it currently excludes a small group of children from the early learning and childcare provisions.

ADULT HEALTH AND CARE SECTION

INTRODUCTION

As a result of new legislation in 2014, a new Health and Social Care Partnership, the Midlothian Integration Joint Board (IJB), is now responsible for planning the delivery of health and care services in Midlothian. In March 2016, the IJB published its three year IJB Strategic Plan and in March 2017 published its 2017-18 IJB Delivery Plan. These plans are based upon an in depth Joint Needs Assessment of the needs of the population and our understanding of the views and concerns of the people of Midlothian. There are also more detailed strategies such as those for older people, unpaid carers and people with disabilities.

Key objectives for the Health and Care Partnership include placing greater emphasis upon preventing physical and mental ill health, addressing health inequalities and enabling people to recover wherever possible. These objectives can only be achieved with the contribution of other Council services such as Leisure and Libraries, Voluntary Organisations and the broader Community Planning Partnership. Working together with users of services and their communities, focusing upon prevention and improving local access will underpin the efforts being made to ensure that services are fit for purpose and sustainable in the face of growing demand and more constrained resources. The following analysis of the broader environment within which health and social care is delivered has informed the approach being taken to planning and redesigning local services.

POLITICAL

The need to modernise and respond to changing public expectations is reflected in the publication of the Creating a Healthier Scotland Report 2016 which was based on conversations with the public across Scotland. This highlighted the importance of prevention, mental wellbeing and self-management. The importance of mental health in creating a fairer, healthier Scotland was emphasised in the NHS Report Good Mental Health for All and the national Mental Health Strategy 2017-27.

ECONOMIC

The increase in unemployment associated with the economic downturn inevitably had a negative effect on both mental and physical health. It is vital that sustained efforts are made to ameliorate these as far as possible Work is underway with Lifelong Learning and Employability to explore how to support people with disabilities and those who have had long term conditions such as cancer to find or sustain employment. Reforms to welfare legislation continue to cause concern for people with disabilities and those with mental health issues most recently with the implementation of Universal Credit. More generally public service expenditure reductions in both the NHS and the Local Authority will undoubtedly increase pressures on health and community care services given the growing demand arising from demographic changes.

SOCIAL

1. Public Expectations: There is a strong commitment to understanding the views and concerns of the public as outlined in the Partnership’s Communication Strategy. There is a recurring view that greater attention must be paid to strengthening some of the underlying determinants of poor health and social
exclusion including good information, transport, income, and employment. Common themes to emerge through public engagement events in 2016 included Access to Public Spaces; Physical Activity; Access to Primary Care; Home Care and Adaptations; Financial Inclusion and Employment

2. Population: As a result of a major house-building programme and people living longer, the population is likely to rise. The South East Scotland Plan, confirmed by the local development plan proposed 8080 houses between 2009-19 then 4410 between 2019 and 24. Some of these have been built, but due to the delay caused by the 2008 economic downturn much of the housing planned between 2009 and 19 is only now being built. The Housing land supply audit 2016 identifies a programmed five year effective housing land supply of 5,629 units over the period 2016/17 to 2020/21.

The population of Midlothian is forecast by office for national statistics to increase from the current (2017) estimated population of 88,658 to 108,369 by 2039. As this estimate does not fully take account of planned housing growth, it is likely that the actual population increase will be greater. It is predicted that development of new housing especially at the outskirts of Midlothian towns may cause local communities to merge with little distinction of community identities. Population increases place a significant demand on services including emergency services, as well as straining local amenities and facilities.

Faced with this growth in population, we must continually review what this means for delivering health and care services. By 2028, it is estimated that there will be 20,200 people aged 65yrs+, with just over half of those individuals being over 75 years old. A particular challenge for the partnership is the projected rise in the numbers of people with dementia; estimates indicating these will double between 2011 and 2031. There are also growing numbers of people with learning difficulties who survive with complex care needs and into old age. There is also a growing prevalence of people with Autism Spectrum Disorder.

3. Deprivation: The most health-deprived areas are in Woodburn, Dalkeith, Mayfield and part of Loanhead. We know that life expectancy is lower and the prevalence of long term conditions at a younger age is higher. ‘Inequalities’ account for a significant element of the increasing demands on our public services. Progress in tackling inequality has been slow and there is commitment to working more effectively in partnership particularly in areas of deprivation and with people most at risk of inequalities included those affected by homelessness, substance misuse and mental health problems

4. Alcohol & Drugs: The consequences of the misuse of alcohol and drugs are difficult to overstate. It can lead to major health problems including early death. It can have a devastating impact on families and children and can also be a major worry for communities in terms of their sense of safety and wellbeing. In Scotland £3.6 billion is spent every year on alcohol related harm, £1 billion, more than Scotland’s entire education budget. In relation to drugs it is estimated that within Midlothian there are 920 problematic drug users aged 15-64 years (690 males and 230 females).

5. Workforce: Recruitment and retention of the health and care workforce is a growing concern across the country. At a local level this is most acutely felt in home care, district nursing and GPs. A range of measures are being implemented nationally such as the Living Wage for care workers and more training opportunities for Advanced Nurse Practitioners. Locally, plans are being developed to address these challenges over the coming 10 years.

TECHNOLOGICAL

The possibilities offered by new technology have grown considerably in recent years. Technology Enabled Care is about realising the potential of technology as an integral part of a person’s care and support plan to enhance quality and/or improve efficiency. It is not simply about finding the right ‘kit’ but about finding how the right care can be supported by the technologies available, some of which are now in everyday use. For example the delivery of better care can be facilitated by helping family members share information about the person for whom they are caring with one another as well as with health and care staff (health and social care staff); a simple smartphone or computer can support this but fundamentally the focus is supporting good communication.
ENVIRONMENTAL
Changing weather patterns, including gales and severe winters, pose particular pressures in ensuring vulnerable people remain safe and supported. The emphasis on energy saving measures should have a positive impact on people vulnerable to fuel poverty and the subsequent negative impact on health and wellbeing. Feeling safe in their local community is a significant concern for older people, and people with disabilities, and in this regard there is a need to work with Community Safety services on such issues as hate crime.

LEGISLATIVE
One of the key requirements of the Integration legislation is a need for services to become more locally responsive. There are already well established local arrangements for Neighbourhood Planning, and the new focus on localities for Health & Social Care services will build upon these foundations. This will be piloted in Penicuik in developing more coordinated support to housebound patients. The implementation of self-directed care legislation has required major changes in the way in which community care services are organised and delivered. Audit Scotland review report, August 2017, concluded that there is still work to do to ensure everyone can benefit. Scottish Government published a national carers’ strategy Caring Together: The Carers Strategy for Scotland 2010-2015. The new Carers (Scotland) Act (2016) (implementation April 2018) places duties on the local authority to offer assessment and support to help mitigate the impact of caring .The British Sign Language (Scotland) Act 2015 will deliver a National Plan later in the year. This will require Public Bodies to prepare and publish their own plans in connection with the promotion of the use of BSL in connection with the exercise of their function.

RECOMMENDED PRIORITIES
In April 2017 Midlothian Health and Care Partnership published a 2017/18 IJB Delivery Plan. The Partnership was formed to address the challenges of less public finance, an ageing population and workforce shortages. Locally, there are additional challenges such as a rapidly expanding population putting pressure on services such as GPs. There are also increasing numbers of people with long term health conditions such as diabetes and people who need support as a result of mental health issues. It is vital that we work closely with other agencies to prevent illness in the first place and support people to recover as far as possible following a period of physical or mental ill health. The following are the areas we think we should be concentrating on during 2018-19

Single Plan Adult Health and Care 18/19 Priorities

1. Support people who are at risk of being isolated to access social opportunities:
   Social isolation closely links to physical and mental health problems. Creating opportunities through activities, groups and befriending are important.

2. Support older people and those with disabilities to become more physically active
   Build upon the work of the local Leisure Service to help implement a physical activity strategy to help improve people’s health, reduce weight and take up new interests

3. Support people at risk of inequalities to maximise their income
   Low income is a key factor in people’s ability to stay well, whether having a warm home, eating well or being able to get out. By far the most common reason for people to experience health inequalities is low income and the poorest in society die earlier with higher rates of disease.

4. Develop supports to people with long term conditions such as diabetes or stroke
   We aim to improve outcomes for people and families living with long term conditions through informed, prepared and supported self management.

5. Take steps prevent ill-health as a result of alcohol, smoking, diet, or mental distress
We will look to strengthen our approach to people being able to live healthier lifestyles including in relation to diet, exercise, smoking, and alcohol. We will also seek to increase our local capacity for screening and early detection of ill health, and uptake of immunisation programmes.

6. Take steps to address the workforce shortages in home care

Scottish Government states that we can only deliver health and social care services with the full engagement and contribution of a valued and skilled workforce.
COMMUNITY SAFETY AND JUSTICE

Community Safety is essential to the quality of life of people in Midlothian. It is an outcome rather than a service, although it is strongly influenced by the quality of service delivery. Community safety embraces a range of issues including crime prevention; antisocial behaviour; drug and alcohol misuse; domestic abuse; road safety; fire safety and accident prevention. It is about ensuring everyone has the right to live in safe and secure communities, feeling safe and with reduced incidence of crime.

This Strategic Assessment is a forward-looking and predictive document that will inform the Community Safety and Justice Partnership Board by presenting a detailed analysis on issues that have the potential to impact on community safety and justice across Midlothian over 2016-19. Using an evidence-based process of analysis, environmental scanning and risk assessment the assessment will inform the community safety & justice partnership priorities for the period 2016-19.

Because of Council budget savings agreed in February 2018 there has been a significant reduction in the capacity of the Community Safety team in Midlothian and the implications of this will become clearer as new arrangements are made for the delivery of Community Safety outcomes. Meanwhile Community Safety and Community Justice are becoming part of a single service and a new Community Safety and Justice Manager has been appointed but is not yet in post.

Police Scotland has developed a local policing plan which forms part of the Single Midlothian Plan as an appendix to the Community Safety and Justice Plan. It also uses the Midlothian profile and strategic assessment as part of the development process.

Feeling Safe

- Almost one quarter of citizen panel respondents said that they feel fairly or very unsafe walking outside alone at night. This feeling increases to 27% among female respondents.
- Groups of individuals loitering in the street and lack of adequate street lighting are the main issues that affect an individual’s feelings of safety in their locality. Public space CCTV in Midlothian’s towns is known to make individuals feel safer.

Alcohol and drug misuse

- In 2017, there were 16 deaths in Midlothian where the underlying cause of death was an alcohol-related diagnosis. There was one less death than the previous year (n=17)) but higher than the 5 year average of 14.
- The number of alcohol related hospital admissions in Midlothian, Lothian’s, and Scotland shows steady decline though this levelled off in 2017.
- A fifth of all violent crime or anti-social behaviour were tagged as having alcohol as a factor – a rate of 59 crimes per 10,000 population. It is expected that the true extent is far greater than reported.
- Police Scotland receive on average 2 calls each weekend from members of the public reporting young people under the influence of alcohol. Eskbank has the highest rate of alcohol aggravated youth calls, at 521 calls per 10,000 population, followed by Dalkeith with a rate of 516 calls.
- Citizen panel respondents were significantly more likely to rate misuse as a priority issue than substance misuse. 20% of respondents selected drug dealing/people taking drugs as one of the top five issues in Midlothian in 2018 compared to 6% who selected rowdy drunken behaviour.
- 35% of citizens’ panel respondents felt drug dealing/people taking drugs was an issue in their local area in 2018, a decrease on the previous year where 43% stated this.
- 1.7% of the adult Midlothian population is believed to have drug misuse issues, on par with the Scottish average.
- In 2017, there were 19 drug deaths in Midlothian. While the Midlothian rate of drug-related deaths per 1,000 population is slightly lower than the Scottish average (at 0.11 and 0.14 retrospectively), the number
of drug-related deaths in 2017 was significantly higher than at any point in the last decade, with an average of 8 deaths per year.

• Latest available data suggests there are an estimated 920 individuals in Midlothian with problem drug use.
• There is a strong link between substance misuse and crime. Of all criminal justice social work clients interviewed at pre-sentence stage in 2016/17, a third reported alcohol as a contributory factor to the offence, and over a third of clients charged with dishonesty crime reported drug misuse as a contributory factor.

**Violent crime**

• Serious violent crime decreased by 6.7% in 2017/18, from 74 to 69 crimes.
• Crimes of attempted murder reduced by 4 crimes, serious assault increased by 2 crimes, and assault and robbery reduced by 5 crimes.
• Hotspots for violent crime in public YTD continue to be observed in Mayfield and Dalkeith town centre.
• 2017/18 Citizens Panel results found that over a fifth (21%) of respondents viewed violent crime as a problem in their area, an increase of 6% from the previous year.
• 2017/18 saw 796 crimes of common assault recorded compared to 899 crimes last year, with 69% of these crimes being detected.

**Gender based harm (including domestic abuse)**

• The top 3 issues that citizens panel respondents thought should be a priority with regards to Violence Against Women and Girls were, “Domestic abuse” (57%), “Rape and sexual assault” (55%) and “Emotional/Mental abuse” (34%).
• 64% of citizens panel respondents said “reduce domestic abuse and protect women and girls was a high priority for community safety.
• Domestic abuse is largely hidden from public view in Midlothian, with 51% of respondents in the latest citizen panel reporting that that they did not know if domestic abuse was in their locality. Sexual crime and child abuse (including child exploitation) were similar at 57% and 58% respectively.
• Police recorded 978 incidents of domestic abuse in 2017/18, down 5% from the previous year (1030).
• Domestic abuse largely occurs between male perpetrators and female victims, with male offenders being of white ethnicity and a peak age of 22-33 years.
• Domestic violence is a learned behaviour, which impacts on children both in the short and long term. Latest available data highlights that children were present in 40% of reported incidents of domestic abuse.
• Police recorded a considerable increase in sexual crimes in the last 12 months, however a high number of sexual crimes reported were historical dating back five years or longer.
• The Scottish Government has introduced new laws in relation to Commercial Sexual Exploitation to tackle human trafficking, to control the sharing of intimate images without consent and in relation to Domestic Abuse to cover psychological and emotional abuse and coercive control as well as physical abuse.
• Commercial Sexual Exploitation includes sexual activities such as prostitution, phone sex, stripping, Internet sex/chat rooms, pole dancing, lap dancing, peep shows, pornography, trafficking, sex tourism and mail order brides, with intelligence suggesting that such activities are taking place within Midlothian. CSOG has adopted a local position statement on Commercial Sexual Exploitation, which will be proposed to partners with an implementation plan.
• Women’s Aid (who also provide refuge accommodation and support) and the Public Protection Office Domestic Abuse Service provide domestic abuse services locally for women and young people. Edinburgh Domestic Abuse Court Service also provides assistance at court and by phone for local residents; Shakti Women’s Aid provide services for black and minority ethnic women and Fearless provide services for male survivors. The demand for support from specialist domestic abuse services after a police incident (referrals to the Domestic Abuse Referral Pathway) has risen exponentially by
79% in East Lothian and by 110% in Midlothian, whereas the number of incidents recorded by the police has fallen slightly.

- `MARAC (Multi-agency Risk Assessment Conference)` is for survivors of domestic abuse who are at high risk of serious harm or murder. It is encouraging that in 2017/18 repeat MARAC referral rates are 33% which is within the expected range of 28%-40%. However, there was a 32% decline in the number of referrals to MARAC at 75 (down from 111 in 2016/17), which remain well below the expected rate for the adult female population. Work has been undertaken across partner services to raise awareness of MARAC and to improve staff confidence to refer to MARAC through specialist training.
- Midlothian sexual abuse service now provides 20.5 hours of support with a 16-20 week waiting list, which is provided by Edinburgh Rape Crisis Centre; they also provide the STAR service for young people of both sexes from Edinburgh and Lothian.
- There are currently no local services for male victims of childhood sexual abuse
- So-called ‘Honour Based Violence’ is likely to be under-reported at present; in 2016/17 there was one forced marriage report for a minor with an Interim Forced Marriage order granted
- The Safe and Together model was introduced through training of social workers and managers and is now being embedded into the Children and Families Outcome Focussed Framework. The approach should ensure that our services are domestic violence informed and children are safe, and together with the protective parent; with this approach staff actively support the protective parent and actively involve the perpetrator, holding them to account for their parenting.

**Crimes of Dishonesty**

- Crimes of dishonesty rose by 3.3% in 2017/18, from 2330 to 2407. This is down to the increase in shoplifting which has increased by 159 crimes (779 and 620 respectively), a percentage increase of 25.6%.
- The most common crime type recorded in Midlothian in 2016/17 was Group 3 ‘Dishonesty crime’. Dishonesty crime includes housebreaking, theft of motor vehicles, shoplifting, fraud, and other thefts. Almost a third of all crime recorded in Midlothian in 2016/17 was dishonesty crime (30%).
- In the 2017/18 Winter Citizens Panel questionnaire, 49% of respondents felt theft of property was a problem in their area, consistent with the previous year.
- The number of crimes of housebreaking to domestic dwellings dropped by 46.1% in 2017/18, from 154 to 83. Detection rates for this crime type had also increased from 35.7% to 48.2%.
- 243 crimes of non-domestic housebreaking (excluding businesses) were recorded in 2017/18, compared to 299 crimes last year. Similar to domestic dwellings, successes can be attributable to the "Lock Down Crime in Midlothian" campaign and the concerted efforts of a dedicated police team under Operation Bistra targeting known offenders.
- A challenge for police continues to be recidivist young males linked to serious organised crime targeting dwellings and non-dwellings for pedal cycles and motor vehicles.
- The number of crimes of non-domestic housebreaking to business premises rose slightly from 134 to 140 crimes last year.
- Shoplifting continues to be challenge for police and local retail premises with 799 crimes in the last year, another significant rise on the 620 crimes the previous year. A target for shoplifters continues to be Straiton Retail Park and Dalkeith town centre.
- Dishonesty crime can have considerable psychological consequences, particularly among the elderly population.

**Re-offending (Community justice)**

- Reducing re-offending is at the centre of community safety in Midlothian. Reoffending costs the Scottish Economy around £3 billion each year.
- The Scottish Government established the new national structure for Community Justice on 1st April 2017. The Community Safety and Justice Partnership in Midlothian now oversees the production of a Community Justice Outcome Improvement Plan, which is sent to the national body, Community Justice Scotland. In Midlothian, the partnership created three-year plan in 2017 and we have revised and streamlined the plan in 2018. There is regular contact with Community Justice Scotland who provide feedback and support. In addition to this, we are required to provide an Annual Report to Community
Justice Scotland about the activities and achievements of the partnership. One significant responsibility in the new structure is consulting with communities and during 2017/18, we visited a large number of community groups to talk about Community Justice and gather views about local issues relating to offending and reoffending. We have organised two questionnaire-based consultations, one in the autumn of 2016 and the second in the autumn of 2017. The Unpaid Work service has undergone a major review and is now focusing on targeting projects to areas most affected by crime and creating individual employability pathways for every individual subject to a CPO with an Unpaid Work requirement.

- Analysis of adult and youth offenders at a strategic level identified a number of common themes. Although a large proportion of crime is committed by occasional offenders, a proportion is also attributable to prolific offenders. The following characteristics highlight individuals most likely to offend:
  - The highest rate of offending existed within males aged 20-24 years at a rate of 98.0 offenders per 1,000 population.
  - Male offender reconviction rates were 23% higher than that of female offenders.
  - The majority of re-offenders were of White Scottish ethnicity (77.8%). A further 18.8% described their ethnicity as White British and 1.5% were ethnic minorities.
  - The highest proportion of offenders in Midlothian were reported to reside in Dalkeith/Woodburn.
  - Most (59%) prolific offenders were assessed as a medium risk of re-offending when initially assessed by Criminal Justice Social Work. Upon further analysis of their offending pattern or personal circumstances, 79% were assessed as high or very high risk.
  - 57% of prolific offenders had an early history of anti-social behaviour.
  - Educational attainment was low among prolific offenders with 79% having had poor participation/performance in school and 57% having left school with no qualifications.
  - Prolific offenders were much more likely to be unemployed, with 63.5% being unemployed at the time of their most recent offence.
  - 50% of prolific offenders had accommodation problems, almost half of whom were homeless or transient (43%).
  - Substance misuse was particularly high among prolific offenders with 86% having had a history of drug misuse and 79% having had a history of alcohol misuse. 64% had experienced problems with both.
  - Of offenders questioned, all had criminal friends and/or acquaintances. 71% also had few anti-criminal influences.

**Death and injury on Midlothian’s roads/ rails**

- The number of people killed or seriously injured per year on roads in Midlothian (including trunk roads) has increased each year from 27 in 2012 to 44 in 2017, and in 2017 was higher than any other year since 2008. Compared with the Government and Council targets for Midlothian for the last 5 years, there have been an extra 7 people killed and an extra 48 people seriously injured, at a cost to the community of £23 million.

- Anonymous injury surveillance data from NHS suggests that 68% of road related casualties who attended at the ERI did not report the accident to the police which suggests that a far greater number of injuries are being sustained on Midlothian’s roads than is being reported.

- Two people were killed on roads in Midlothian in 2017, down from eight in 2016 but the five-year average of 3.6 is higher than the target of 2.0. A further 42 people were seriously injured, and 140 people were slightly injured in reported road accidents.

- Four children were seriously injured on Midlothian’s Roads in 2017, the same number as in 2016 and the 5-year average of 3.4 is higher than the hoped for reduction to a figure of 2.8

- A five year analysis of causation factors of fatal and serious collisions in Midlothian found that driver error/reaction was recorded in almost half of incidents, a further 13% being driver behaviour/inexperience.
In the last five years there have been 3 fatalities, 25 serious injuries and 150 minor injuries to young drivers/riders aged between 17-25 years. The percentage of total road traffic collisions that involve young drivers was slightly higher in the last 12 months than compared to the previous year.

Community consultation highlights the priority that local communities give to road safety and antisocial driving, with 58% of respondents rating ‘Dangerous Driving’ as a problem in their area, and 50% of respondents rated ‘Road Crime/Road Safety’ as a problem in their area.

**Serious and Organised Crime and counter terrorism**
- There is currently one identified SOCG group being actively targeted in Midlothian. This network is assessed as posing a risk to the community through their involvement in dishonesty crime through theft of vehicles and housebreakings.
- In the last 12 months police detected 21 crimes relating to drugs production, manufacture and cultivation, down from the previous year and three-year average.
- Half of drugs supply charges in Midlothian were for the supply of cannabis.
- Since 2005 there has been a steady increase in the number of cannabis cultivations in Midlothian however in the last two years this increase has tailed off.
- In the most recent citizen’s panel survey 91% of respondents felt that serious organised crime was not a problem in their local area.
- In the last 12 months there were six cash seizures within the Midlothian area, totalling £13,837.39 and five NET assets seized totalling £169,218.07 – above the previous year.
- In the last 12 months 22 Criminal Use of Firearms (CUF) packages were prepared by the Divisional Intelligence Unit in response to firearms intelligence in the Midlothian area.
- A total of three stun guns were recovered within the Midlothian area following searches made along with other items such as air weapons and BB guns.

**Antisocial behaviour**
- Antisocial behaviour incidents decreased by 6% in 2017/18 compared to the previous year (6340 and 6745 respectively).
- Crimes of vandalism have decreased by 9.3% compared to the previous year (957 and 1055 respectively).
- Hate incidents rose from 81 last year to 85 in 2017/18. There was no pattern or trend to this with the vast majority race related involving neighbour disputes or comments towards serving officers.
- The Resolution Service provides a valuable and effective service to help neighbours resolve disputes and prevent situations form escalating.

**Home Safety & unintentional harm**
- Accidental dwellings fires rose by 9% in 2017/18.
- There were 1847 hospital admissions due to falls.
- The Scottish Fire and Rescue service carry out home safety visits across Midlothian. High risk home safety visits are carried out as part of the living safely at home referrals which include fall assessments. 386 high risk referrals were made in 2017/18.

**Adult Protection and Financial Harm**
- The number of bogus caller crimes increased by one in the last 12 months.
- In the last three years victims of financial harm have been deceived of £687,000. Two thirds of victims were aged 70+ years.
- Most complainers knew the perpetrator, either as a family member / carer or other person known to them.
- In 2016/17 Midlothian Adults and Community Care received 681 referrals for adults known or believed to be Adults at Risk of Harm. This was an increase of over one third from the previous year.
- Financial Harm continues to be the main type of principal harm investigated to Midlothian Council.
- Older adults aged 70+ years in Midlothian were victim to 208 crimes in 2016/17.
• Two thirds of crime committed against older adults was dishonesty crime (e.g. theft, housebreaking), with a further quarter were crimes of vandalism.

Horizon Scanning – Wildlife and Rural Crime
• In the last two years police received 69 complaints of wildlife crime incidents from members of the public.
• A total of 11 offences relating to the protection of wild animals were recorded by police in 2016, up from 5 in 2015.
• The largest proportion of incidents reported to police in 2016 related to sheep worrying and hare coursing. Other wildlife crime incidents related to illegal fishing, poaching/hunting, and snares.
• Wildlife crime appears on the public agenda. In the most recent citizen’s panel survey 17% of respondents felt that ‘wildlife crime’ was a problem in their local area.
• Rural crime covers a wide range of crimes but includes theft of machinery, vehicles, fuel, and break-ins to farms and outhouses. In 2016 police recorded 34 crimes relating to dishonesty, up eight crimes from the previous year.
• In the last two years, 66 incidents of fly tipping were reported across Midlothian, an increase of one third from the previous year

POLITICAL
The Scotland Act 2015 includes: more powers to set income tax rates; lowering the voting age to include 16 and 17 year olds; powers to create new benefits in devolved areas and making discretionary payments in any area of welfare; a range of benefits that support older people, carers, disabled people and those who are ill; extending the right to remain in Scotland for identified victims of human trafficking; devolving the functions of British Transport Police. These changes are likely to have an impact on all four local authority areas covered by ‘J’ Division as well as Police Scotland.

ECONOMIC
Serious and Organised Crime: Training in respect of Proceeds of Crime (POCA) as part of Project Jackal has recently been provided to police officers and specialist departments within the division. This may result in increased intelligence and also greater awareness and opportunities to target the financial activities of criminals.

Scotland’s Councils will have to save at least £150 million between them next financial year. This may have an impact on some aspects of partnership working, funding of posts for Police Scotland, and an additional burden on budgets for other partners. The Scottish Government will be investing £329m over the next two years to expand childcare provision. There are also plans to ban electronic cigarettes for under-18s and an independent commission to be set up to report on alternatives to the council tax by autumn 2015.

The Borders Railway began operation on 7th September 2015. The rail link provides a passenger transport service from Edinburgh Waverley through Midlothian to Tweedbank in the Scottish Borders. The railway will provide significant economic, social and environmental benefits for Midlothian and the Scottish Borders. In addition, it is also anticipated that the opening of this route will have a longer term positive impact on reducing the number of road casualties, estimated at six per year.

SOCIAL
The South East Scotland Plan, confirmed by the local development plan proposed 8080 houses between 2009-19 then 4410 between 2019 and 24. Some of these have been built, but due to the delay caused by the 2008 economic downturn much of the housing planned between 2009 and 19 is only now being built. The Housing land supply audit 2016 identifies a programmed five year effective housing land supply of 5,629 units over the period 2016/17 to 2020/21.
The population of Midlothian is forecast by office for national statistics to increase from the current (2017) estimated population of 88,658 to 108,369 by 2039. As this estimate does not fully take account of planned housing growth, it is likely that the actual population increase will be greater. It is predicted that development of new housing especially at the outskirts of Midlothian towns may cause local communities to merge with little distinction of community identities. Population increases place a significant demand on services including emergency services, as well as straining local amenities and facilities.

TECHNOLOGICAL
The ease in access to the internet and rise in use of social networking sites such as Facebook and Twitter has increased the potential number of net criminals. The risk involved is the number of individuals obliviously posting personal details of themselves on these sites which are free for anyone to view. Personal data such as this can be used by a number of criminals, including identity fraudsters and paedophiles who can freely visit sites and use data to groom children. As technology advances the risks to the community increases, in particular child protection and safety issues.

“The Cube” – Roads Policing: Following a successful trial with Humberside Police, “The Cube” will be introduced to police forces across the country. “The Cube” will enable police officers to extract a wide range of data from on-board computers of motor vehicles involved in crime or collisions. The use of such advances in technology fits with the Scottish Government Policing Priority of ‘pioneering approaches to crime prevention’.

Device to Device Payment: New technology exists to allow financial transactions to take place between individual’s devices and not via any banking. This is a new layer of the economy and could be exploited by criminals for transactions previously conducted using cash.

ENVIRONMENTAL
Environmental Court: The Lord Advocate has voiced support for the creation of a specialist environmental court in Scotland, highlighting the seriousness of environmental criminality. The first environmental waste conference was held in Edinburgh recently and latest estimates of the financial benefit in waste crime cases investigated last year were approximately £30m, highlighting the lucrative nature of such offences to criminals.

LEGISLATIVE
Welfare Reform Act 2012: on 18 March 2012 the UK Parliament enacted the Welfare Reform Act. The Act legislates for the biggest change to the welfare system for over 60 years, and will have an impact on people's access to benefits and housing. For women in abusive relationships the Act has significant implications in terms of them being able to access assistance when they need to leave their current address.

The Disclosure Scheme for Domestic Abuse Scotland was rolled out nationally on October 1 2015. The scheme aims to prevent domestic abuse by empowering both men and women with the right to ask about the background of their partner, potential partner or someone who is in a relationship with someone they know, and there is a concern that the individual may be abusive. More than 100 requests were made to police in the first three weeks throughout Scotland. Nearing the end of year 1, between 1 October 2015 and 14 September 2016 10 requests have been made to Police in Midlothian.

Counter Terrorism and Security Act 2015: Police services are to be given new powers to compel internet firms to record details which could identify suspected terrorists and paedophiles. The Act will bolster existing powers to disrupt the ability of people to travel abroad to fight, reduce the risks they pose on their return and combat the underlying ideology that feeds, supports and sanctions terrorism. Police Scotland may need to implement changes to handle the potential large amount of data that could be passed on by internet firms. The Bill was presented to Parliament on 29 June 2016 with the second reading due to be heard at the House of Commons on 27 January 2017.
Age of Criminal Responsibility: The Scottish Government established an Advisory Group in autumn 2015 to give detailed consideration to the issues and implications associated with the minimum age of criminal responsibility which currently stands at eight years of age. The Advisory Group made a number of recommendations and a consultation on the age of criminal responsibility ran from March to June 2016.

Children and Young People (Scotland) Act 2014 came into being on 1 April 2015 and contains several changes to how children and young people in Scotland will be cared for. The Act places new duties on public bodies such as Local Authorities and Health Boards/Police Scotland to implement a Children’s Services Plan (CSPs) by April 2017, reporting to the Scottish Government every three years on what has been done to improve the rights of children and young people. The Act also brought in the role of the Named Person, however this has been deemed incompatible with other law on data privacy, and as a result amending legislation is being drafted by Scottish Government.

The Air Weapons and Licensing (Scotland) Act (2015) came into effect on 31st December 2016. The new law requires any person who possesses, purchases, uses, or acquires an air weapon to have a certificate to legally hold them. The act also makes changes to Licensing rules which affect the overprovision of alcohol.

The Psychoactive Substances Act 2016 to control the production and use of New Psychoactive Substances which pose a threat to the safety and well-being of users in our community.

**PROPOSED / RECOMMENDED PRIORITIES**

Community Safety & Justice Partnership outcomes were identified and agreed at the 2015 community planning risk assessment workshop with partner agencies. Public consultation supported this process where identified need was assessed, impact, seriousness of the community safety concern, predicted trend.

The three year outcomes that the partnership is trying to achieve are:

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

The partnership’s recommended short term priority areas for 2018/19 are:

- Alcohol and drug misuse (with a specific focus on alcohol)
- Violent crime
- Gender based harm (including domestic abuse)
- Crimes of dishonesty
- Re-offending *(Community Justice)*
- Death and injury on Midlothian’s roads
- Antisocial behaviour
- Home safety & unintentional harm

- Serious and organised crime and counter terrorism
- Cross cutting priorities:
  - Community involvement in setting and delivering community safety outcomes
  - Feeling safe
GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD

Our vision for Midlothian’s children and young people is ‘Every child and young person is valued and enabled to achieve their full potential’.

As well as developing a community where children and young people are safe, healthy, achieving, nurtured, active, respected, responsible and included (the Getting it Right for Every Child wellbeing indicators), the Single Midlothian Plan also seeks to support better integration of services to help improve outcomes, with prevention and early intervention being the underlying aim of our priorities. This Strategic Assessment was used to set the single year priorities for 2018/19 and the medium term outcomes for 2017-2020 that are used in the Single Midlothian Plan and the Integrated Children and Young People’s Services Plan, which has been the subject of a separate development and stakeholder engagement process.

POLITICAL

Midlothian Council and NHS Lothian work together as an Adult Health and Social Care Partnership, governed by the Midlothian Integrated Joint Board. The children and young people’s service plan (2017-20) set out processes to increase the links with the new adult health and social care structure with children’s health, social care and educational services.

The Scottish Government’s Early Years Framework and the Early Years Taskforce Shared Vision and Priorities set out the need for all agencies to jointly invest in prevention and early intervention especially during the early years of children’s lives. A key factor for 2018-19 is the increase in the number of hours per week of free to users Early Learning and Childcare provided to 3 and 4 year olds and certain 2 year olds, to 1140 hours. This involves significant capital investment in accommodation, training of substantial numbers of additional staff in early years, and coordinating a mixed economy of childminders, private nurseries and council settings in a single system.

The Scotland Act has transferred additional powers to the Scottish Parliament and significantly impacts upon the national, and hence local, provision of services. Devolution of powers relating to a range of benefits, will affect child poverty and the levels of deprivation in which many of our children live, which strongly influence their prospects and future lives. The use of the devolved powers will need to be taken into account as this plan progresses, and will have an impact on the economic landscape in which it operates.

The National Improvement Framework was implemented in 2017, monitoring attainment in education through a national testing system. At the same time, the national commitment to closing the gap in attainment between the children of better off families and those whose families are in difficult economic circumstances resulted in the launch of the pupil equity fund. £2.2 million has been allocated directly to schools in Midlothian by Scottish Government, specifically to be used to close the gap in educational attainment, with each head teacher receiving a variable share of this direct funding based on the number pupils in their school eligible for free school meals. Commitments to reducing the educational attainment gap have to be balanced with the requirements for improving universal outcomes and meeting the needs of children and young people facing challenges because of disability or other additional support needs.

A new governance structure for Scottish Education is being introduced by Scottish Government. The Scottish Government is currently consulting on the new Education (Scotland) Bill 2017. At present on a voluntary basis, this has introduced 6 “Regional Education Improvement Collaboratives” with further planned legislation and a new agreement between COSLA and Scottish Government recently published (see opening section above for details).

ECONOMIC

National public sector budget pressures have been driving local services to consider and develop changes in ways of working for some years now and there is no sign of this changing over the period of this plan. As
a result it is increasingly important to work with the voluntary sector and communities to provide a wide range of services and opportunities. Both Midlothian Council and NHS Lothian need to bridge budget deficit gaps over the next few years. There are still significant economic factors affecting children, young people and families following on from the financial recession, the ongoing welfare benefits reform and the ensuing effect on child poverty. The approach to service delivery is continuing to shift to preventative spends, which have been shown to be effective in areas of health, education, and justice, such as the Childsmile dental health programme which is estimated to result in savings of £5m annually for the NHS.

The Scottish Government publication ‘The Financial Impact of Early Years Interventions in Scotland’ showed that investing in early years/early interventions from pre-birth to aged five could produce net savings of up to £37.4k per annum per child in the most severe cases, and of approximately £5.1k per annum for a child with moderate difficulties, in the first five years of life. It also sets out potential medium term net savings to the public sector that can be realised 10 years after the early year’s period. In the longer term, a failure to effectively intervene to address the complex needs of an individual in early childhood can result in a nine fold increase in direct public costs, when compared with an individual who accesses only universal services. Earlier intervention of services is one of the cornerstones of the Getting it Right for Every Child approach, a formal duty for services working with children since 2016.

**SOCIAL**

**Breastfeeding and Immunisation:** The diet and nutrition of mothers before conception and during pregnancy; the feeding received by the infant in the first few months of life; the process of weaning onto solid foods; and the diet and nutrition of the growing infant all contribute significantly to long term health.

The Scottish Government’s Maternal and Infant Nutrition Framework tackles these issues and recommends exclusive breastfeeding for the first six months of an infant’s life. The detrimental effect of health inequalities on maternal and infant nutrition is recognised in the framework, making it particularly pertinent in Midlothian, given the area’s socio-economic conditions and below average breastfeeding rates. Midlothian is committed to working with its partners to improve the health and wellbeing of children and young people through local initiatives, education, and the adoption of the UNICEF Baby Friendly standards.

**Physical Activity and Obesity in Children:** Lack of physical exercise and poor diet/nutrition can lead to obesity, which can reduce people’s overall quality of life, creating strain on the health service and leading to premature death. Overweight and obesity are increasing in Scotland and in Midlothian 15.3% of children have a body mass index outside the healthy range, above the Scottish (14.9%) and Lothian (14.2%) figures.

**Play**

Community based opportunities for children and young people to play freely and for families to spend leisure time together are important for meeting children’s rights under article 31 (UNCRC) and as universal, preventative services that meet children’s developmental needs. This is important for children of all ages, and includes unstaffed provision such as public play or open spaces and staffed provision such as playgroups, various types of clubs and ‘play ranger’ projects such as Play Midlothian’s Out2Play. The Midlothian Play Strategy contains detailed actions to improve and increase play opportunities in Midlothian and supports this plan.

**Vulnerable Children:** Care experienced children and young people, young carers, homeless young people, travellers, young offenders, and those living in our more deprived communities often face significant disadvantages in health and life opportunities. They have the highest rates of severe chronic illness; the poorest diet; are the heaviest consumers of tobacco, alcohol, and illicit drugs; the highest rates of unintended teenage pregnancies and the lowest educational achievement.
The number of children looked after in Midlothian reached a peak in 2009 and has declined since. This is as a result of plans implemented by Midlothian Council’s Children’s Services team specifically to improve the lives of our care experienced children. There is no consistent pattern followed by the local authority areas in the SOLACE ‘family’ of which Midlothian is a part, suggesting that they see different circumstances surrounding looked after children and/or different strategies are employed to address them. By 2016 the Midlothian rate of 13.4 was below the Scottish National rate, having been consistently above it. In 2014, 38% of children looked after by Midlothian Council at home attained SQA3 or better in English and Maths by the end of S4, compared to 57% of children looked after away from home and 89% of all pupils.

The rate of child protection registrations in Midlothian was 3.1 in 2016 which is just above the national average of 3.0. All local authority areas figures have significant year-to-year variation, demonstrating the large reactive component in the factors driving registrations. This is emphasised by the aggregate rate for Scotland in which this reactive component is ‘damped out’ and shows a 0.2 variation over the 7 years 2009-16.

The impact of planned preventative activity intended to target spend on areas that cause reactive activity such as child protection registrations should be to reduce the rates over time. This measure will help track the impact of preventative initiatives subject to two caveats: - in the short term there will be reactive, event driven variation, so a decline or increase from one year to the next may represent only random variation, not the success or failure of specific initiatives; the impact of preventative initiatives may be on other than children needing protected and may take several years to make an improvement.

The highest proportion of Midlothian’s population of care experienced children normally resides in the Midlothian South and Dalkeith wards. The highest proportion of children on the child protection register normally reside in the Midlothian East and Dalkeith wards. Note that no absolute data on these populations (of very small numbers) is given to ensure anonymity. Numbers on the child protection register have dropped by 73% in the last year, so numbers are even smaller and thus % can be changed by a large amount by a relatively small change in absolute numbers. The populations of looked-after children and those on the child protection register are not sub-sets of each other and should not be considered so. Any child may be looked after by the local authority, on the child protection register, both or neither.

**Children affected by disability**

There are 1570 children between age 3 and 18 attending Midlothian schools who have been assessed as being affected by a disability. Of these, 706 have a learning disability, 154 are on the autism spectrum, 151 have a language or speech difficulty, 81 have both a learning and physical disability, 75 have a physical or motor impairment, 64 have both a learning disability and are on the Autism spectrum, 29 a visual impairment, 24 a hearing impairment, 15 other communication support needs and 271 Dyslexia.

**Mental Health:** Mental ill health can affect every aspect of a person’s life. The prescription rate of antidepressants in the age 15+ population of Midlothian is higher than the other NHS Lothian local authority areas. Up to 20% of children and young people will experience a depressive episode or anxiety disorder before the age of 18 years (Werner-Seidler et al., 2017); with many more experiencing sub-threshold difficulties with emotional and mental well-being. While evidence-based interventions are recommended for these children and young people (The Matrix, 2015), access to these is limited. Local information on waiting times includes:

- Midlothian Young Peoples’ Advisory Service (MYPAS) in the past year had a waiting list for: Counselling: 50 young people, Art Therapy: 25 young people, Family Counselling: 15 young people, Counselling and Art Therapy: 6-8 months and Family Counselling: 4 months.
- Waiting times in the last year for the Child and Adolescent Mental Health Service, 114 children and adolescents waiting 18 weeks, longest 38 weeks, The numbers waiting on the ADHD list is the highest of the 5 teams in NHS Lothian and is made up as follows: 18 weeks or less 19, 19 – 26 weeks - 13, 27 – 52 weeks - 31, Over 52 weeks 3. TOTAL 66
All local services acknowledge the importance of preventative work. NHS Lothian aim to work in partnership with schools and local authorities to increase access to safe and effective evidence based, low intensity psychological interventions in schools. The GIRFEMC Board has sponsored a successful partnership bid involving Council, NHS and Third sector to the Early Action Change Fund, providing the area with over £800,000 over a 5 year period to effect system change.

**Pregnancy and parenthood in young people**
Some young people make a positive choice to become parents at an early age, however for many becoming a parent whilst still at school can perpetuate a cycle of deprivation and inequality, with young parents facing barriers to fulfilling their educational potential. Scottish Government has produced a strategy, *Pregnancy and Parenthood in Young People*, which aims to prevent unplanned pregnancies in young people and to improve outcomes for young parents and their children. The rate of pregnancy of under 16s in Midlothian has dropped in the last three years reported and is now lower than the Lothian rate 0.2% but higher than the Scotland rate by only 0.1%. Midlothian’s under 18 rates are lower than the Lothian rate but still remain above the Scottish rate. The rates for those under 20 remain markedly above both the Scottish and Lothian rates.

**Alcohol, Smoking and Substance Misuse:** Alcohol consumption and substance misuse by young people are linked to longer term problem drug use, offending behaviour, reduced health and wellbeing and lower levels of achievement. In 2015, 35% of 13-year olds and 67% of 15 years old reported that they had had an alcoholic drink. This is a notable decrease from 2010 figures, when 49% of 13 year olds and 82% of 15 years old reported having had an alcoholic drink. There has been a decrease in the proportion of those who are regular smokers, and an increase in those who have never smoked. The proportion of 13 year old regular smokers is slightly lower in Midlothian than the national average. 5% of 13 year olds and 12% of 15 year olds reporting having tried or using e-cigarettes; both figures are below the Scottish average. 2% of 13 year olds reported having used drugs in the past year, rising to 12% of 15 year olds, both figures are well below the Scottish averages. The survey is completed by pupils at school and therefore does not represent those who were not attending when the survey took place.

**Social Inequality:** The ‘Growing Up in Scotland’ report found that by age five the gap between most advantaged and most disadvantaged children is already 6-13 months in problem solving ability, and 11-18 months in expressive vocabulary. There are 32 primary schools in Midlothian, six secondary schools and one additional support school. Midlothian is also home to two further education providers: Edinburgh College, and Newbattle Abbey College, and 2 Universities – Edinburgh and SRUC have significant local assets. Exam success rates at Midlothian secondary schools vary with some schools achieving above the Virtual Comparator levels and others significantly below. Underachievement in attainment at particular schools generally reflects higher levels of deprivation and social exclusion in those areas. The positive engagement of school leavers aged between 16 and 19 is now consistently higher than national averages, with 93.6% of school leavers sustaining a positive destination, compared to 91.1% average across Scotland’s school leavers. Of these 64.8% were in continuing education, 25.2% in employment, 3.7% in training / personal development programmes, 3.5% unconfirmed status and 2.9% confirmed as not participating.

**Youth Work support**
The importance of young people having access to high quality, community based universal youth work services is well evidenced, providing opportunities for personal and social development through voluntary engagement with their peers, supported by skilled youth workers. For some of our young people, formal environments can be challenging yet we know that many of these same young people thrive within youth work settings, giving them confidence and belief in their own potential and personal assets.

**Family Learning Approach:** Best practice projects such as Pen Green in Corby have improved outcomes by co-locating key workers to integrate services at the point of delivery. These multi disciplinary approaches bring together early learning and childcare staff, Allied Health Professionals, Lifelong Learning &
Employability, Family Support and Third Sector partners to work together with communities, and enable families to access a team which supports their child under one roof, firmly rooted in their local community.

**Child Poverty**: The impact of welfare reform and fuel poverty upon the wellbeing of children should not be underestimated. 22.5% of children in Midlothian live in households that fall into poverty (marginally above the Scottish average figure) that is where household income is less than 50% of the median income after discounting housing costs. A joint reducing child poverty working group operates in the community planning partnership, reporting jointly to the GIRFEMC board and the Improving Opportunities in Midlothian Partnership. The Independent Advisor on Poverty and Inequality (Shifting the Curve - A report to the First Minister 2016) recommended the following 15 national actions:

**In-work poverty**
1. Build on Living Wage Accreditation – a focus on larger employers, and on incentives, would be useful
2. Encourage pay ratio disclosure as a way of tackling pay inequality
3. Ensure childcare commitments focus on quality to improve outcomes, and consider providing a limited number of funded hours of childcare for primary school aged children
4. Make family flexible working more explicit within the Business Pledge, and consider whether approaches such as the Timewise programme could promote flexible working in Scotland
5. Do more to ensure that people claim the benefits they are entitled to
6. Make effective use of new social security powers but proceed with caution

**Housing affordability**
7. Build more social housing
8. Ensure fuel poverty programmes are focused to support those on low incomes, and do more to tackle the poverty premium in home energy costs
9. Be bold on local tax reform

**Life chances of young people, aged 16-24**
10. Carry out a comprehensive review of the policies and services relevant to the life chances of older children and young adults, with particular emphasis on young people from poorer backgrounds
11. Reduce the number of government-supported employment programmes targeting this group of young people and simplify the landscape, to provide a clearer, sharper focus
12. Ensure that the new approach to employer engagement in education is having an impact on improving skills for work of young people
13. Do more to tackle occupational segregation

**Cross-cutting**
14. Ensure that public service delivery is respectful, person-centred and preserves the dignity of people in poverty: pre-employment and in-service training should include the importance of avoiding stigma and developing understanding of the challenges of living on a very low income
15. Commence the socio-economic duty in the Equality Act 2010, when powers are available to do so

**Technological**
The development of new methods of communication means that the use of websites and the full range of social media are essential to engage with, and keep safe, children and young people; particularly as they are often very skilled with the latest technology and social media.

With the increasing use of technology and the internet in the delivery of education and learning, and its role as a social enabler, it is important to address disadvantage so that all children and young people (particularly those who are vulnerable, such as those in care) have the equality of access that is crucial to gaining qualifications and employment and being socially involved.

A data tool (Insight) has been introduced for senior phase education (S4-6) that allows tracking of progress and attainment of pupils at school level, and the comparison of overall performance against virtual schools, created out of data for pupils with similar characteristics from across Scotland. Continued
The development of the use of this tool will be important to make best use of its functions as we tackle inequality in outcomes for pupils.

**ENVIRONMENTAL**

To meet the rapid expansion of population in Midlothian, new schools have been built including Newbattle Community High School, Bilston Primary, Gore Glen Primary, Roslin Primary, and the new multi-use Paradykes hub including Primary school, doctors surgery, sports centre and swimming pool. New schools are planned in Bonnyrigg (Burnbrae and St Mary’s) and will be required for Shawfair new town as it develops, and for Mayfield/Easthouses. At high school level Lasswade is under pressure and the Council is reviewing provision along the A701 corridor to take account of the growth in Loanhead, where pupils’ catchment school is Lasswade, along with current pupil growth in Bilston, Roslin and Penicuik. This may result in a new A701 located secondary school. Replacements are also required for older buildings. A Learning Estate strategy has been developed to set out how these challenges will be addressed.

The importance of outdoor play is well evidenced as being important to children’s health and wellbeing. Access to play areas that provide safe risk is an area to be developed further within Midlothian through creation of a Play Strategy. The Council is working with Midlothian Sure Start, a voluntary organisation providing parenting and family support across Midlothian, to relocate some centres to larger premises with outdoor play space in order to improve provision, and prepare for the anticipated population growth.

National Records of Scotland estimates a 22% increase in the under 16 population in Midlothian by 2037, which will have a significant impact on demand for services, nurseries and schools, and caseload levels for staff, particularly if it takes time for the funding from Scottish Government to adjust to reflect the increases.

**LEGISLATIVE**

Not all the legislative duties placed upon local authorities and NHS noted below are/will be fully funded by the Scottish Government. Some, for example the Named Person Service (which if revised legislation is passed will be re-introduced in 2019), are funded for a very short time, with efficiencies gained through the impact of their early intervention approach expected to offset the cost of providing the service within a year. Others, such as the proposed duty to take account of reducing inequalities in educational achievement, will have no additional money provided to local authorities. The Child Poverty Act 2017 restores a Scotland wide expectation on public services to reduce child poverty.

As referred to above, the Children and Young People’s information Act 2018 will restore the ‘named person’ model in a manner compliant with the ruling of the UK Supreme Court, and with the General Data Protection Regulations of the European Union which will come into force in March 2018.

**Education Act (Scotland) 2016**

New legislative provision in the Act places additional responsibilities on local authorities to have regard to the need to reduce inequalities of outcomes – whether arising out of socio-economic disadvantage or otherwise – when exercising their functions relating to school education.

**Children and Young People (Scotland) Act 2014:** Implementation of the various provisions of the Act is taking place, such as the increase to 600 hours of early learning and childcare from August 2014 which has now been extended to 1140 funded hours from 2018, and free school meals for P1-3 pupils from January 2015. Other provisions are still taking effect:

- Placing duties on public bodies to report on how they are improving outcomes for children and young people and progress implementing the United Nations Convention on the Rights of the Child
- Extending the number of two year old children entitled to 1140 hours per year funded early learning and childcare
Duties relating to Getting it Right for Every Child by way of assessing a child’s wellbeing and strategic planning and reporting

The single Child’s Plan replacing a number of other plans

Applying a Corporate Parenting responsibility to promote and support the needs of care experienced children and young people

Extending the age that a looked after young person can remain in care and subsequently receive support

Introducing additional support for kinship carers (where children are looked after by relatives who are not their parents)

The Named Person Service, if revised legislation is passed in 2018, will be a single point of contact for children and young people and all those professionally involved with them. The Named Person will be responsible for having an overview of the wellbeing of the child and making the right support available at the right time. The Named Person will be a Health Visitor until the child starts school and, generally, senior schools staff from then until they turn 18. If the child has complex needs a ‘Lead Professional’ takes over the coordination role. Currently there are challenges relating to Health Visitor numbers that need to be addressed in order to implement the Named Person Service. Workforce planning is being undertaken to tackle this. It is not yet clear how these duties will be undertaken operationally with schools after implementation of Scottish Government’s Education Governance review which is referred to below.

Community Empowerment (Scotland) Act 2015: This Act includes revisions to the Community Planning process and participation opportunities for communities, it requires CPP’s to exist, sets expectations for local outcome improvement plans and locality outcome improvement plans, public reporting and evidence of community engagement in planning formalising rights to request participation in decision making and to seek transfer of public assets to community bodies. It is still unclear how this will relate to the Education Governance review changes referred to below.

Social Care (Self-Directed Support) (Scotland) Act 2013: This Act put in place greater choice and control for service users, including children and their families, in deciding the type of support they receive, and who manages and provides it. Although it came into force in April 2014 and working practices and policies have been revised, it will take a number of years to fully embed, and will lead to changes in services and how they are commissioned.

Education Act (Scotland) 2016 – The new statutory guidance states:-

“The Act aims to:

- promote excellence and equity within our education system through the establishment of the National Improvement Framework and by imposing duties on education authorities and the Scottish Ministers in relation to reducing inequalities of educational outcome experienced by disadvantaged children;

This part of the Act has statutory guidance, of particular note are.

Section 3B of the 2000 Act (as inserted by section 1 of the 2016 Act) places a duty on education authorities, in carrying out their school education functions, to have due regard to the need to reduce inequalities of educational outcome experienced by pupils as a result of socio-economic disadvantage.

Subsection (1) (a) requires that education authorities satisfy this duty where:

“an education authority is making a decision of a strategic nature about the carrying out of its functions relating to school education; or an education authority is considering what steps to take to implement such a decision.”


Section 3B: Pupils experiencing inequalities of outcome — education authority’s duty to consult and have regard to views

Education authorities are expected to consider the range of relevant available evidence in order to inform the decisions and steps they take with a view to reducing inequalities of outcome. Partners can prove a valuable source of such evidence and it is important that they are given the opportunity to inform and influence an authority’s approach. The education authority must seek and have regard to the views of the following persons:

- a) The Head teachers of such schools managed by the authority as the authority thinks appropriate;
- b) Such pupils as the authority thinks appropriate;
- c) The parents of such pupils as the authority thinks appropriate;
- d) The representatives of any trade union which appears to the authority to be representative of the teaching staff at such schools managed by the authority as the authority thinks appropriate;
- e) Such voluntary organisations as the authority thinks appropriate, and;
- f) Any other persons the authority thinks appropriate. Other appropriate persons could include, for example, partners involved in delivering programmes, such as colleges; any Developing Young Workforce Regional Group associated with the authority, and; Parent Councils and the wider parent forum within schools.

The duty introduced at section 3B of the 2000 Act, through the 2016 Act, applies in respect of:

- all pupils in receipt of early learning and childcare provided under section 47 of the Children and Young People (Scotland) Act 2014;
- All pupils in receipt of primary or secondary education provided by an education authority, including those placed in an independent or grant aided school by an education authority, and covering education delivered in partnership with the local authority with colleges, employers and Community Learning Development Partners

In the context of the “due regard” duty included at section 3B of the 2000 Act, education authorities are expected to focus predominantly on addressing the challenges experienced by learners from disadvantaged communities and those who experience poverty. This is an important distinction to make as not all children and young people who experience poverty live in disadvantaged communities”. It is unclear where these duties will now lie and how they will be delivered given the Education Governance review proposals set out below.

Education Governance review

The Scottish Government proposes to introduce a set of Regional Improvement Boards to manage curriculum in Scottish schools, and to fund schools directly for parts of their functions. If introduced by successful passage of new legislation, the changes proposed represent the most significant change in governance of Scottish Education since the 1948 Education Act. Details are set out in the opening part of the strategic assessment of the agreement reached between Scottish Government and COSLA.

Developing Scotland’s Young Workforce: Implementing the recommendations from this report continues to have major implications for the education service and its partners in the years ahead, including:

- The creation of improved vocational pathways in the senior phase
- Increased partnership working with further education colleges
- Stronger collaboration between schools and the business/employing community of Midlothian
- The introduction of apprenticeships in schools
- Supporting young people at risk of negative destinations

Midlothian Council Developing Midlothian’s Young Workforce Board oversees the strategic development of these Scottish Government recommendations. This Board reports through the Improving Opportunities for the people of Midlothian partnership. It is unclear how this will work with new Regional Improvement Bards or individual schools in future.
Guidance: Guidance from Scottish Government includes the Early Years Framework which provides short, medium, and long term objectives. The emphasis is on a strengths-based approach, with a prevention and early intervention focus, delivered through the Early Years Collaborative. Equally Well addresses health inequalities; Achieving Our Potential addresses child poverty.

Prevent’ Strategy
In Midlothian, authorities and communities are working together to deliver the Government’s Prevent Strategy. Prevent is one of four objectives which feed into the Counter Terrorism and Security Act 2015 (CONTEST). This places a duty on all Authorities to have ‘due regard to the need to prevent people from being drawn into terrorism’; this duty applies to local authorities, schools, colleges, universities, health and social care, criminal justice and the police. Under the strategy of Prevent we need to ensure that our staff in all agencies have awareness and are offered appropriate training in relation to this. Midlothian Council is currently undertaking a scoping exercise to identify specific training needs The Council are currently running workshops to raise awareness of Prevent (WRAP) in addition to having obtained an e-learning module. In addition to this the Chief Executive needs to appoint a Single Point of Contact (SPOC) to oversee the development and implementation of the Prevent Strategy. The SPOC is the Director of Corporate Resources with the Deputy SPOC being the Head of Children’s Services

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

Whilst attitudes among young people are considered to have shifted to be more accepting of different sexualities, there are still sections of the community who display prejudice and fear; this especially appears to remain the case towards people of transgender status. Negative attitudes towards LGBT people can still appear as a factor for schools and community groups when dealing with bullying issues, alongside ethnicity, disability and many other interpersonal factors.

RECOMMENDED OUTCOMES AND PRIORITIES
Priorities have been identified through consultation with service users and partner agencies, identified need, continuation of long-term work and legislation. These are reflected in the sub groups implementing these priorities: Mental health and wellbeing; Early years; Additional support for learning; Vulnerable children and young people.

The joint working group on Child Poverty Reduction reports to the IOM and GIRFEMC boards, there is a Play strategy working group reporting through the early year’s group and the Champions group of care experienced young people which reports through the vulnerable children and young people sub group. The GIRFEMC Board is also represented at the Joint Health Improvement working group.

The Board also links to the Critical Services Oversight Group (CSOG) for child protection which works at a Mid/East Lothian wide level, with the GIRFEMC Board Chair (Midlothian Council’s Director of Education Communities and Economy) and NHS Lothian Child Health Commissioner both members of this, and to the joint Mid/East Lothian Public Protection Unit (PPU) which reports to the East Lothian and Midlothian Public Protection Committee (EMPPC) and is the key strategic group dealing with public protection matters across East Lothian and Midlothian, with representatives from key partners (Social Work, Police Scotland, NHS Lothian, Education, Housing, 3rd sector etc.). The committee reports to the CSOG.
In undertaking its annual self-evaluation the Board agreed that it would focus on 3 major topics in the next year within the overall 3 year outcomes set in the Children and Young People’s service Plan for 2017-20, with an expectation that the relevant sub groups will continue to deliver on the actions they have the remit for and that they would report progress regularly. These top 3 topics on which the Board will hold themed Board meetings focussing on how they as partners can add value and improve outputs across the year are:

- Improving the mental health and wellbeing of children and young people;
- Increasing the voice of children and young people in service planning;
- Expanding Early Years childcare entitlement to 1140 hours free childcare per year,

2 other areas of significant importance were noted in the self-evaluation: closing the educational attainment gap and managing risk taking behaviours. It was agreed that these had effective leadership and significant actions were already agreed, so these would not be added to the top 3 priority areas for board led development in 2018-19. This did not mean they were less important or that the board would not wish to receive reports on progress or requests for support.

The three year outcomes that the partnership has already set out in the Children and Young People’s plan 2017-20 are:

- All care experienced children and young people are being provided with quality services
- 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 have access to timely and appropriate support
- Children and young people are supported to be healthy, happy and reach their potential
- Inequalities in learning outcomes have reduced

Within this the proposed priorities for 2019/20 are:

- Improving Mental Health and wellbeing of children and young people
- Increasing the voice of children and young people in service planning;
- Expansion of Early Years entitlement to 1140 hours of free childcare implemented from 2018 to 2020

Work will also continue on the 2018 /19 priorities:

- Closing the educational attainment gap
- Managing risk taking behaviours.

IMPRESSING OPPORTUNITIES FOR THE PEOPLE OF MIDLOTHIAN

The Improving Opportunities for People (IOM) Midlothian strategic assessment has been prepared to inform the Community Planning Partnership (CPP) of emerging themes and to agree the 2019 priorities. The long term aim of the IOM is to build resilient communities and reduce inequalities. In 2017/18 the IOM agreed six priority areas. The 2018 Midlothian Profile shows, whilst there have been some improvements across all six areas; continued work is needed in the following six priority areas:

1. Support people out of poverty and welfare dependency
2. Reduce health inequalities
3. Increase access to digital services
4. Improve the destinations of young people
5. Improve access to welfare advice through increased local and targeted provision
6. Increase qualifications and employment levels for adults of working age
7. Reduce the number of children living in poverty.
In addition, the group is proposing child poverty reduction as an additional priority for 2018. This is because, for the first time, child poverty levels in Midlothian are above the Scottish average at 22.5%. With the introduction of the Child Poverty Act, and new reporting requirements expected in April 2018, there is an opportunity for the IOM to deliver a coordinated approach to reduce the number of children living in poverty. The IOM have also decided to amend the priority relating to the qualification levels of working age adults to include employment levels. This will allow us to track levels of unemployment and target those with the lowest levels of household income.

This Strategic Assessment will be used to set the priorities for 2019 based on the medium term priorities for 2019-2022 in the Single Midlothian Plan. The assessment should be read in conjunction with Midlothian Profile 2018 that can be accessed through the following link http://www.midlothian.gov.uk

**POLITICAL & LEGISLATIVE**

The Fairer Scotland Duty came into force in April 2018. It places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage. This will continue to be the main focus of the IOM; going beyond the legal duty the group will make sure there is a shared endeavour to reduce inequalities by all of the partners.

The implementation of the Community Empowerment (Scotland) Act (2015) represents an opportunity to build the capacity of communities in Midlothian and involve them in the decision making of public bodies. Significant components of the Act include:

- Requires the public sector to engage with communities and support their participation in setting priorities in the design and delivery of services
- Requires public authorities to set up a robust process for participation requests
- Requires the public bodies to reduce inequalities
- Places a duty on public authorities to asset transfer unless they can show reasonable grounds for refusal

The Statutory Guidance has been published for most parts of the Act, further information is available here http://www.legislation.gov.uk/asp/2015/6/contents/enacted

The ‘Community Learning & Development (Scotland) Regulations 2013 became a statutory requirement on the 21 August 2018. A three year local plan has been developed in 2018. In 2016 Midlothian was inspected under this new framework and achieved “very good” against each of the inspection criteria. Further work is required to maintain and improve on this initial positive inspection.

In July 2015, the UK Government repealed significant proportions of the Child Poverty Act (2010) via the Welfare Reform and Work Bill Act (2016). In response the Scottish Government passed the Child Poverty (Scotland) Act in November 2017. The legislation reinstates income targets as the measure for child poverty. The legislation sets an initial target of cutting the number of children in relative poverty to less than 10% by 2030. The Scottish Government published its three year Child Poverty Delivery Plan in March 2018. There is now a legal responsibility for local authorities and health boards to produce and publish Local Child Poverty Action Plan.

Other key legislation having an impact upon the work of the IOM include: the Welfare Reform Act (2012); Supported Employment Framework (2010); Developing Scotland’s Young Workforce (2014); Child Poverty Act, The Children and Young Person’s Act (2013); and the Commission on the Future Delivery of Public Services (2011) and the UK decision to leave the European Union.
ECONOMIC
The UK welfare reform programme has resulted in some of Midlothian’s poorest residents having a reduction in their income. As more changes to the benefit system are rolled out, more people are likely to find themselves requiring crisis support to meet their essential daily living needs, such as food, warmth, and shelter.

The Scottish Welfare Fund provides a safety net for vulnerable people in an emergency when there is an immediate threat to health and safety (Crisis Grants), and to enable or continue independent living, or prevent the need for institutional care (Community Care Grants). It is likely that demands for these grants will continue to increase.

The welfare reform programme has significantly increased the level and volume of sanctioning of benefit claimants. 60% of food bank users in Midlothian reported their reason for seeking assistance was either sanctions or delays in benefit payment. The introduction of Personal Independent Payments, and the rollout of Universal Credit system will increase pressures on all partners to respond to the impacts of new payment and claiming mechanisms; particularly in respect of online claims, monthly payments, new decision-making, and appeal systems. The changes in housing benefit are predicted to increase the number of people in temporary accommodation and facing homelessness.

The 2018 child poverty plan and measurement framework is being further developed by the child poverty working group. It captures measures, such as dental decay and food bank usage, from across public and third sector services in Midlothian. It also includes specific child poverty reduction activities such as income maximisation using the Pupil Equity Fund to reduce the cost of the school day. This plan will ensure Midlothian is well placed to respond to the Child Poverty Act and provide a coordinated approach to reducing child poverty. The Institute for Fiscal Studies is projecting a 50% increase in child poverty by 2020 due to an overall downturn in household income. This is in part, to the changes introduced as part of the Welfare Reform Act.

The ongoing reductions in public sector funding have an impact on services to communities and the resources available to the third sector. The IOM partners will continue to do everything feasible to mitigate the impact of these reductions.

The work of Midlothian’s Financial Inclusion Network (MFIN) on mitigating the impacts of welfare reform has continued, training has been offered across the partnership by the welfare rights service in the Council to prepare front line staff for legislative and procedural changes.

In 2016/17 Penicuik and Dalkeith Citizen’s Advice Bureaus secured over £3million at return ration of approximately £10 for every £1 spent for welfare rights clients through their advice and support services. During the same time Midlothian Councils Welfare Rights Service secured over £2.5million at a ratio of approximately £15 for every £1 spent. A review of Council funding of advice services in Midlothian has been undertaken. The aim of the review is to maximise the income gained for the residents of Midlothian from advice services support.

There are 9,900 people in Midlothian who are economically inactive 18.1%, 4.3% lower than the national average. 2,300 out of 9,900 local people indicate they wish a job. Male full time workers earn £22.50 less than the Scottish Average. By 2027 increased there are 2,400 new jobs forecast in key sectors such as construction and scientific research. It is likely that the steady increase in employment and earnings is a result of the rapid increase in population as the fastest growing local authority in Scotland. A concerted effort is needed to support people into well paid employment, the Employment, Learning Midlothian group will pay a key role in driving forward this agenda.
The Third Sector makes a significant contribution to communities in Midlothian, for example supporting vulnerable people; providing services (both formal and informal); employing local people; purchasing local services and goods; and promoting social cohesion. In Midlothian there are over 700 constituted groups. In 2018 there are approximately 280 charities in Midlothian registered with the Office of the Scottish Charity Regulator, in 2016 their total income was £28,621,173.

**SOCIAL**

**Young people’s destinations**

In Midlothian, the proportion of school leavers who left in 2017 and entered a positive destination was 94.4%. This is 1.5% higher than the national average. There is also a new measure for those aged 16 to 19 years old called the ‘participation measure’. This measures the Scottish Government’s commitment that offers a place in learning or training to every 16-19 year old that are not in employment, education or training. In 2018 Midlothian’s participation measure is 94.3%, this is 2.5% higher than the national average. The positive destinations Midlothian’s young people has improved significantly over recent years, sustaining this improvement remains the challenge moving forward. The CPP continues to work on Developing Midlothian’s Young Workforce priorities with our schools and partner agencies to ensure positive outcomes for young people. Planned interventions include:

- Increase the range of opportunities for young people with additional support needs
- Improved coordination and engagement between schools and employers
- Increase the range of opportunities for young people to access high quality volunteering placements leading to positive destinations
- Strengthen the partnerships between schools and colleges to provide coordinated vocational pathways
- Develop new curriculum models to support industry recognised vocational qualifications
- Increase the take up of high quality foundation and graduate apprenticeships
- Improve the work experience offer to meet work placement standards
- Improve pathways and range of opportunities in science, technology, engineering and maths
- Strengthening school-business partnerships

Work associated with positive destinations remains a priority, with a target of 95% for participation measure and 96% for school leave destination for 2018/19 and beyond.

**Lifelong Learning**

Midlothian is now above the Scottish and UK average for adults with qualifications at SVQ Levels 1 (87.6%), 2 (77.8%) and 3 (62.3%). Adults with no qualifications is 7.3% which is below the Scottish and UK average. We are still below the Scottish average of 43.9% at SVQ Level 4 and above although this is increasing year on year and currently stands at 41.8% which is higher than the UK average of 38.6%.

**Social Enterprise**

Midlothian’s social enterprise sector is vibrant, with around 70 social enterprises and enterprising third sector organisations operating in the area. Midlothian is home to five Development Trusts as well as other locally-focused ‘anchor’ organisations. The single largest sector within our local social economy is childcare, with social enterprise providers playing a significant role in enabling parents/carers to be economically active. There are over 630 people employed in social enterprises and the Third Sector in Midlothian. As part of Midlothian’s Third Sector Interface, Social Enterprise Alliance Midlothian (SEAM) seeks to harness the expertise of a variety of local and national partners to provide holistic, accessible, business and learning support for social enterprises and social entrepreneurs. SEAM also works to build partnerships and collaboration between social enterprises to address local or thematic priorities.

**Volunteering**

Midlothian has a strong track record of formal volunteering, involving large numbers of dedicated volunteers of all ages who are actively engaged in a wide variety of volunteering opportunities. The 2015
Scottish Household Survey puts volunteering in Midlothian at 26%, which is below the national average of 27%. The latest Citizens’ Panel Survey results found that just under a third (29%) of all respondents said that they volunteer in their local community. Volunteer Scotland calculated in 2012 that formal volunteers living in Midlothian donate three million hours of help each year, which they calculated contributes the equivalent of £44million to the local economy.

Volunteer Midlothian, part of the Third Sector Interface Midlothian, continues to promote and develop access to volunteering in Midlothian. Volunteer Midlothian represents volunteering within the CPP and has developed a Volunteer Charter to help raise the quality of volunteering in Midlothian.

There are currently 16 Community Councils in Midlothian, all composed of elected volunteers from the local community. All of them have adopted new constitutional arrangements designed with Community Councils to encourage a younger, more diverse membership. They meet to respond to collective issues as a Federation of Community Councils and have been key partners in implementing neighbourhood plans.

Health Inequalities

Although health is generally improving for most people in Midlothian it is not improving fast enough for the poorest and most disadvantaged sections of our society. We all have the right to good health so why do some people have good health and some don’t? Health is influenced by a range of factors, most of which are outside our control. Our age, ethnicity and genetics play a part but there are other factors such as our income, employment and our physical and social environment that are important. These factors all affect our health and they are unequally distributed; some are health-creating and others health-harming and this leads to health inequalities.

We are committed to tackle health inequalities. We want all of Midlothian’s residents and communities have a fairer share of the opportunities, resources and confidence to live longer, healthier lives. We need national government action to ensure all policies work to reduce inequalities, such as welfare, tax and health policies. In Midlothian we require action across all agencies and across a wide range of public policy areas.

Reducing inequalities in health remains a clear priority for the IOM. It will require work from all partners and communities. The results won’t be immediate but in the long term we expect to see more equal health and life chances for all Midlothian residents.

Themes

- Support people to develop confidence in self-management and coping with their long-term conditions
- Identify actions required to address needs highlighted in the Midlothian Homelessness and Health research
- Review health needs of young people and strengthen early intervention around mental health wellbeing
- Further development of income maximisation support for families
- Support local workers and volunteers to develop skills and knowledge related to health inequalities and health improvement.

There is a detailed work programme that demonstrates how, in practical terms, these themes are being addressed. The health inequalities work is coordinated by the Joint Health Improvement Partnership and reported to the IOM.

ENVIRONMENTAL

In tackling inequality the IOM has focused on areas that experience the highest level of poverty, as defined by the Scottish Index of Multiple Deprivations. There are 11 datazones in Midlothian within the most deprived 20% in Scotland. A full breakdown of the poverty indicators is available in the Midlothian Profile 2018.
Midlothian is Scotland’s fastest growing local authority area. This represents both opportunities to maximise the assets that this new investment brings and challenges to meet the increase in demand for public services.

Area targeting is an approach to target the three areas in Midlothian with the highest levels of deprivation in terms of educational attainment, income, health, and access to services. The aim is to reduce the life outcome gaps for residents in Gorebridge, Mayfield, and Dalkeith/Woodburn. One of the way this work has been has been prioritised is through participatory budgeting exclusively for these priority communities. To date, 2789 residents have participated, 171 projects have been funded organisations have received funding, and over £200,000 has been spent using this approach. This work complements a strategic community planning approach to invest additional resources in these communities.

Neighbourhood planning is facilitated by the Communities Team, with support from a wide range of staff across the council and community planning partners. There are 15 plans that reflect the Community Council areas. The action plan consists of short, medium, and long term improvements and improvements are tracked and reviewed regularly. There is an opportunity for community planning partner to improve their role in neighbourhood planning. There is also an opportunity to ensure that local strategies such as the Local Development Plan and Locality Outcome Improvement plans are accessible and reflect the aspirations of the people of Midlothian.

TECHNOLOGICAL

For digitally excluded Midlothian residents, access to the internet could provide a range of new opportunities to stay in contact with friends and family, pursue learning, find employment, and save money. Currently, around 21% of Midlothian residents are missing out on these opportunities by not accessing the internet, whilst a significant number of internet users lack sufficient skills to engage with online services. There are also further challenges with the expansion of new housing developments, such as Hopefield on the outskirts of Bonnyrigg, and the availability of adequate broadband. Although these are largely market failures they do impact on residents’ ability to access the benefits of digital connectedness.

The expansion digital participation presents an opportunity for the IOM partners to develop innovative infrastructure, such as the new Newbattle Community High School Centre of Digital excellence and community-led broadband initiatives. Neighbourhood planning groups will also work with communities to support best practice advice around digital skills, participation, design, procurement and sustainability.

A significant development in this area has been the UK Government’s Digital by Default agenda, whereby certain services, such as Universal Credit, are only accessible via the internet. A Digital by Default approach to public services could exclude Midlothian’s most vulnerable and marginalised residents from accessing the services they rely on. By coordinating improvements to IT access, skills, and support, the IOM can spread the benefits of the internet to help tackle social and economic inequalities in a coherent and effective manner. Expertise and resources from all sectors can contribute to improving digital participation in Midlothian. IOM partners will continue to promote digital inclusion, particularly in areas of low uptake and areas with higher levels of deprivation.

IOM Recommended Priorities and Outcomes

**Proposed medium Term IOM Outcomes for 2019/2022**

- Reduce poverty levels in Midlothian
- Midlothian residents are successful learners and young people go on to positive destinations when they leave learning
• Reduce health inequalities and improve the health of people in Midlothian
• The public is informed and engaged in service development and delivery.

**Proposed IOM priorities for 2019 /2020**

• Support people out of poverty and welfare dependency
• Reduce health inequalities
• Increase access to digital services
• Improve the destinations of young people
• Improve access to welfare advice through increased local and targeted provision
• Increase qualifications and employment levels for adults of working age
• Reduce the number of children living in poverty.
SUSTAINABLE GROWTH
Three areas of interrelated work have been brought together in this theme: economic development, housing, and environment. The Town & Country Planning system is a common thread that links these areas. The Sustainable Growth Midlothian group takes an overview of these strands.

POLITICAL
Housing and Welfare Reform
Universal Credit (UC) is the revised single benefit system that applies to people of working age. UC was fully rolled out in Midlothian in April 2017

UC replaces a number of existing benefits including:
- Income Support;
- Income-based Job Seekers Allowance;
- Income-based Employment Support Allowance;
- Housing Benefit; and
- Child Tax Credit and Working Tax Credit.

Wider welfare reform and Universal Credit implementation have been introduced by the UK Government and remain highly contested issues politically. Universal Credit rollout will continue to raise issues for claimants now required to make claims on line, or by a telephone call centre, with tightened sanction regime and a system that will have claimants on both the former and new benefits system causing great pressure for staff in Department for Work and Pensions, Housing, Revenues and Welfare rights/ Advice. Continued tightening of conditionality in the benefits systems is having an impact upon household income, and income for those who rent affordable and private housing. The introduction of Scottish Welfare reforms through the Scottish Social Security Act mean 3 separate benefit systems in parallel operation is for a period of time likely to lead to significant confusion for claimants.

Economic Development
The impact of the referendum decision to leave the European Union is generally considered by economists to be negative in the short to medium term. Poorer economic conditions seem likely to result from the European Union exit decision and the loss of European funding after 2020 creates great uncertainty for public service budgeting and even more so in agricultural and associated industries. The lower value of the pound has reduced the cost of purchasing exported UK goods abroad, but increased the costs of importing goods/ raw materials purchased abroad. The public sector remains the largest employer in Midlothian with approximately 31% of the workforce and significant pressure to reduce the scale of public expenditure continues, there is considerable risk that further economic disruption caused by a ‘no deal’ exit from the EU will make this worse.

The award of City Deal status to Midlothian alongside its City of Edinburgh , Lothian’s, Borders and Fife Council partners offers one of the largest potential investment opportunities the area is likely to see in the next generation. Infrastructure projects and revenue projects have been approved across the 6 council’s area, and are currently being developed. The primary aims are to grow the size and spread of the regional economy by way of accelerating growth, and to do so in a way that benefits all parts of the region including the more disadvantaged communities, thereby delivering inclusive growth across the region.

The City Deal seeks to do this under five main themes:-
Innovation: increasing productivity with a consequent increase in jobs and income levels
Employability and Skills: to ensure that there is a suitably-trained workforce, mainly already resident in the region that can take up the increase in job opportunities provided by an expanding regional economy.
Connectivity: improved transport links to maximise accessibility across the region between residential and employment areas including training centres: and improved digital connectivity across the region.
**Housing**: tackling the significant barrier to economic growth of a housing market which has insufficient levels of affordable housing.

**Culture**: to reinforce the role and standing of Edinburgh as a major cultural centre which can provide region wide benefits in key economic sectors such as tourism, and food and drink.

The Heads of Terms agreed by all parties in July 2017 set the level of Government funding at £600m, this being £300m from the UK and Scottish Governments respectively. That funding is directed into the five main themes outlined above in the following terms.

- **Innovation £350m**
- **Employability and Skills £25m**
- **Connectivity £140m**
- **Housing £65m**
- **Culture £20m**

The regional partners comprise the six constituent Councils, the higher and further education sector, the business community, and the third sector.

**Midlothian City Deal context**

There is potential for the Midlothian area to gain substantially from the City Deal, despite it being the smallest local authority in the region. There are a number of factors that are relevant.

a) **Regional centrality**: geographically Midlothian lies close to Edinburgh in the heart of the City Deal area, such that in addition to projects directly within its area, it also derives benefit from many other projects in close proximity.

b) **Socio-Economic Profile**: the primary aim of the City Deal is to drive inclusive growth across the region such that its more disadvantaged communities can fully share in that economic growth. Midlothian contains a number of localities which in regional terms are particularly disadvantaged, and it would be expected that they could benefit notably from City Deal funded investment in skills, innovation, housing, employability and education.

c) **Housing and Construction**: the high costs of private sector housing combined with a relatively low income economy has resulted in significant unmet demand for affordable housing in Midlothian. These circumstances are likely to remain despite the previous and continuing significant contributions to the affordable sector being made through the Council’s housing programme and planning agreements with private developers. Therefore, the provisions of the City Deal to increase the amount and rate of supply of affordable housing, although more limited in scope than the regional partner Councils had hoped for, should have a notably beneficial impact in Midlothian. A consequence of the buoyant construction sector in Midlothian, which is expected to remain so for at least the next 12 years, provides a basis for local training and employment opportunities through City Deal investment in skills and employability.

d) **Easter Bush**: the University of Edinburgh has a major programme of development at Easter Bush which will be augmented by a substantial level of direct City Deal funding under its data division innovation theme. This has particular benefits for Midlothian not only in terms of new employment opportunities at all levels, but also transport infrastructure new routes and upgrades.

**Potential direct and indirect benefits for Midlothian**

The University of Edinburgh is committing to the building of a World Class Data Infrastructure Hub at Easter Bush, as well as its Easter Bush Innovation Campus. Essential to the implementation of these proposals is the building of the new A701 relief road and A702 spur road, together with improvements to non-car based modes of transport along the existing A701 road: all of which are due to benefit from City Deal funding.

Under the terms of the Deal the Scottish Government is committing to fully funding the major improvement to the A720 Sheriffhall junction. Public consultations were undertaken by Transport Scotland in December 2016 and draft road orders are due for publication by Transport Scotland in summer 2019. Midlothian can expect to benefit proportionately from the City Deal investment in the integrated...
regional skills programme; and potentially with the provision of new secondary school ‘centres of excellence’, similar to that of the digital centre of excellence recently provided at the new Newbattle High School, and which involves close collaboration with another City Deal regional partner, the University of Edinburgh.

Similarly, Midlothian can expect to benefit in proportionate terms from the City Deal investment in a range of measures to increase the availability of land for, as well as the scale and rate of construction of, affordable housing.

The indirect benefits to Midlothian of City Deal investment are potentially substantial. They include the new food and drink innovation hub at Queen Margaret University just to the east of Shawfair, major investment at the Edinburgh Bioquarter located near the Edinburgh Royal Infirmary, and transport improvements at West Edinburgh including better access to Edinburgh Airport.

At its meeting in June 2016 Midlothian Council approved in principle to set aside up to £12m from the Capital Fund as a contribution to specific City Deal projects that would benefit Midlothian. The final City Deal document identifies a sum of £4.7m as contribution from Midlothian Council towards the A701 relief road/A702 spur road scheme, with some £10.9m coming from City Deal, and the remainder in the form of developer contributions. This sum of £4.7m may increase to about £7.0m (although this is not documented) once more precise costs for the linking of the new A701 relief road into the A720 City Bypass are known.

**Working together for a better Scotland” – the enterprise and skills national board**

A new National Strategic Board, comprising individuals from business, trade unions, education providers, including universities and colleges, and the public sector, was established following an end-to-end review of key public agencies involved in Scotland’s enterprise and skills system*. Its purpose is to guide smarter integration and alignment of the services that the agencies provide, with the overall aim of driving inclusive and sustainable growth, good quality jobs, improved wellbeing and a better environment for people of all ages, across the whole of Scotland. It has set out 4 mission statements which indicate the shared priorities of national agencies as follows:

**“Mission 1- Business creation and growth**

*Business creation can spur productivity growth as new firms entering a market can put pressure on incumbents to ‘up their game’. The same is true of growing firms. Scotland’s business start-up rate is significantly behind the UK – and has been for decades.*

Scotland also lags behind the UK in terms of high growth firms. According to Scottish Enterprise research, compared with the rest of the UK, Scotland not only has fewer business start-ups, they are also less productive, smaller and grow less quickly. In addition, women are less likely than men to start businesses in Scotland.

- In 2016 13.5% of UK businesses were high growth firms compared with 12.1% in Scotland.
- Although the female self-employment has increased over time, only 19% of SMEs in Scotland were women-led in 2016 and women-led SMEs tend to be smaller.
- There is evidence to suggest that if women started and grew businesses at the same rate as men, this would generate £7.6bn for the economy.
- Start-up rates vary markedly across the country, tending to be higher in rural areas and lower in former industrial and mining communities across the Central Belt.
Mission 2 - business models and workplace innovation

Long-term economic growth within Scotland is strongly linked to the performance of its successful companies and the type of business models they deploy and their approaches to improving productivity. The ways that people work are shaped by specific workplace contexts that reflect business models and the quality of management and leadership and how businesses embed a wider culture of workplace innovation. Innovation and continuous learning must be embedded into the culture of any business if sustainable long-term growth is to be achieved. The business models adopted must promote longer-term decision-making and drive innovation into areas as diverse as business structure; people and asset management; internal decision-making; and daily routines.

At least some of the explanation for poor productivity may also be attributable to employment relations in its widest context; the way that work is organised, the ways in which workers interact, and the way they adopt and use technology. There is evidence of a statistically significant link between the quality of management in a firm and its productivity. In addition, work organisation and job design affect job quality that can impact on how well people’s skills are used. It’s estimated around a third of Scotland’s workplaces are under-utilising the skills of their workers.

- In the US, management practices explain 18% of the difference in productivity between the best and worst performing manufacturers. By comparison, spending on research and development (17%), employee skills (11%) and spending on IT (8%) explain less of the gap.
- Ineffective management is estimated to be costing UK businesses over £19 billion per year in lost working hours and best-practice management development can result in a 23% increase in organisational performance.
- 32% of Scottish workplaces report that at least some of their employees are both over-qualified and over-skilled for their current role.
- In the UK formal opportunities for workers to participate in organisational decisions have remained static since 2006 and fewer workers report having the opportunity to make a contribution in 2011 than in 2001 (27% compared with 36%).
- In many countries, family-run firms have weaker management performance.
- High performance work practices are more common among small firms when they are part of a business network.

Mission 3 - Future skill needs

Scotland faces developments that will affect our skill needs and our labour supply. The Enterprise and Skills Review identified ways that SDS and SFC could work better together. We want these to progress, but we also want to look at what else is needed to deliver the performance we want.

Demographic changes mean our workforce is getting older and is working for longer as the proportion of people of working age diminishes. Changes in technologies and the effects of Brexit on exports and the flow of migrant workers will affect the demand for and supply of labour.

It is very difficult to quantify the effects of these changes, but it’s important to consider how best to prepare for them.

- In common with other parts of the UK, as employment has risen, so too has the prevalence of skill shortages.
- Over 2.5 million adults of working age in Scotland today (nearly 80%) will still be of working age by 2030. Is our skills system sufficiently focused on those in work?
- Scotland has a highly qualified workforce compared to other nations – in 2015, Scotland had the highest percentage of the population with tertiary education attainment of all European countries but this has not translated into the strongest economic performance.
Mission 4 - Exporting
Exporting raises the productivity of businesses and other organisations including universities. Scotland’s international exports have increased in recent years, driven by growth to non-EU countries. Scotland’s exports, including to the rest of the UK are equivalent to around 50% of its national income, placing it alongside other small European countries. But excluding the UK, international exports are around 20% of national income, less than comparator nations. In addition the majority of Scotland’s international exports are generated by a small number of large companies.

- The Small Business Survey showed that only a very small number of non-exporting businesses (3%) plan to start exporting in the future.
- If Scotland had an export rate similar to that of the UK there would be an additional 2,500 exporting businesses.
- According to Scotland’s 2016 Global Connections Survey, barriers to future exporting among those companies who already export include the exchange rate, transport and legislation.
- Exports by small firms – employing fewer than 50 people – have been falling in recent years while those of medium-sized businesses – with 50-249 employees – have been rising”

ENVIRONMENT
The National Performance Framework sets out a number of environmental outcomes and targets intended to underpin delivery of the national purpose: NO10 – We live in well-designed, sustainable places where we are able to access the amenities and services we need; NO12 – We value and enjoy our built and natural environment, and protect it and enhance it for future generations; and NO14 – We reduce the local and global environmental impact of our consumption and production. The Scottish Planning Policy provides a detailed statement of national ‘town and country planning’ policy. The planning system is expected to support development that will contribute to the national purpose and to high quality sustainable places.

PHYSICAL PLANNING
The first SESplan Strategic Development Plan (approved by Scottish Ministers in 2013 for South East Scotland expects Midlothian to deliver significant levels of housing and economic development. The Midlothian Local Development Plan (MLDP) which implements these strategic requirements is expected to be adopted by Midlothian Council in late 2017. The second Proposed Plan for Strategic Development Plan no. 2 was submitted to the Scottish Ministers for examination in June 2017. Work on the production of a new Midlothian Local Development Plan to implement the requirements of the Strategic Development Plan has now been completed. The MLDP allocates a total land supply for 12,997 houses.

The Scottish Government has a town centre first policy. These principles and the policy framework for town centres to be followed in Strategic Development Plans and Local Development Plans is set out in the Scottish Government’s National Planning Framework 3 (2014) and Scottish Planning Policy (2014). These documents set out a hierarchy for supporting town centres as a first priority location for retail and commercial investment and situations where development in other locations can be supported

LOCAL HOUSING STRATEGY
Midlothian’s Local Housing Strategy is submitted to the Scottish Government on a five year basis and sets out outcomes for the development, improvement and management of the housing stock over that period. This includes a housing needs and demand analysis to ensure appropriate provision of suitable housing is being delivered whilst also providing accommodation for particular needs groups such as those who are homeless or at risk of homelessness, young people leaving care, older people, people with disabilities and people affected by fuel poverty. A new Local Housing Strategy for 2018 – 2022 is currently under development. A Strategic Housing Investment Plan 2018/19 - 2022/23 has been published.
The key priorities for housing in Midlothian are increasing the supply of affordable housing and the prevention of homelessness. The Affordable Housing Policy in the Midlothian Local Development Plan (2017) sets out that within residential sites allocated by that plan, and on windfall sites, provision is required for affordable housing units equal to or exceeding 25% of the total site capacity.

Midlothian Council has agreed to develop a further phase of new council homes and works with registered social landlords to support them to access Scottish Government grant funding to develop affordable housing. The Scottish Government has announced significant increases in investment in affordable housing to meet the high housing need in Midlothian. Currently there are 4,782 households on the Council’s Common Housing Register. The Partnership will look to encourage innovative methods of construction to lever economic benefit from housing growth.

There has been a reduction in the number of homeless households in Midlothian through providing increased housing options to households at risk of homelessness. A significant number of homeless households continue to reside in emergency bed and breakfast accommodation. Additional accommodation with support is being planned to reduce the number of households who have to spend time in this type of accommodation. However, rental income for affordable housing let by the Council and registered social landlords may be adversely impacted during 2017/18 as more tenants will receive welfare payments through Universal Credit.

**ECONOMIC**

**Economic Development:**
The Midlothian Council Economic Plan is ‘Ambitious Midlothian’, the programme areas identified in the plan are as follows:

- Support for business;
- Infrastructure development and major projects;
- Education, skills and employment;
- Support for key economic sectors; and
- A Sense of Place

The overall aim of the Plan is to facilitate business growth, and increase opportunities for local communities. Across the UK the indications are that economic recovery has been slowed (at least in the short term) by the decisions to leave the European Union.

Ambitious Midlothian sits within the wider policy context of the Scottish Government’s Economic Development Strategy with its four main priorities:

- Investment
- Inclusive Growth
- Internationalisation
- Innovation

Business Gateway is now in its fourth year of Council operation and targets in business start up and business high growth consultations and interventions continue to be exceeded. However, significant reductions in staffing in the Council due to financial constraints have reduced the capacity of the Council to undertake wider economic development activity. A further review is underway this year. The post of economic development manager has been vacant for 18 months and both senior economic development officer posts have been unfilled for 6 months.

Through the Borders Railway which opened in September 2015, there are now four train stations in Midlothian: Shawfair, Eskbank, Newtongrange, and Gorebridge – all within 25 minutes of Edinburgh. There is strong evidence to suggest that infrastructure drives investment in an area. It is important that all
stakeholders are able to capitalise and take advantage of the economic and social opportunities presented by this infrastructure investment and four new railways stations in close proximity to Edinburgh. Borders Rail line makes it easier for people to commute to and from Midlothian, and for businesses to be established to take advantage of the high quality development land and bringing more, and hopefully higher value, jobs that can become accessible to Midlothian residents.

Council Employment Analysis
As a major employer in the area, Midlothian Council has an important role to play in ensuring the objectives of ‘fair work’ are promoted through its own workforce. The following is a summary of the high-level findings from the analysis of workforce data:

- There were a total 4,466 of employees (53% full and 47% part time) of the Council at 31 March 2015, this has now declined by 242.3 full time equivalent posts following budget savings agreed in February 2018, however early years and teaching staff numbers have risen due to increased population and the legal requirement to deliver 1140 hours of free childcare to all 3&4 years olds and some 2 year olds.
- 2,782 were Midlothian residents, 62% of the total workforce;
- A relatively large number of employees are resident in other Council areas- 864 in City of Edinburgh, 283 in East Lothian and 187 in the Scottish Borders;
- Total salary expenditure was £90.9million in 2017/18;
- Total salary expenditure on Midlothian resident employees of £47.0m;
- 52% of the total workforce earns less that £20k pa; and
- 52% of Council salary expenditure is on employees resident in the Council area;
- Some 15% of council employment spend is in the three most employment deprived areas of Midlothian.

Council Procurement Analysis
- Local spend of £17.6m in 2016/17, (15% of total procurement spend);
- Significantly lower proportion of spend is local in comparison with all Scottish councils (12% lower in 2016/17);
- Numbers of local suppliers declining at a higher rate than wider Scottish trend for aggregation;
- Certain areas of council delivery are relatively localised- aggregation in these sectors may affect local employment and wealth retention
- There is a relatively geographically concentrated base of local suppliers in Midlothian, with potential implications for service delivery and employment access
- A large proportion of spend is with neighbouring council areas. There may be scope for strategic targeting (or at least monitoring) of that spend in terms of impact on priority groups or areas in this adjacent location (e.g. through Community Benefit Clauses)

Partners’ procurement spend:
Skills Development Scotland spend with suppliers from Midlothian was £4,271,480.21 which was 4.37% of SDS national total spend. 64% of SDS spend in Scotland is with small and medium sized enterprises
NHS Lothian spend with suppliers from Midlothian was £2,941, 681.00.

Council Assets Analysis
- Midlothian Council Property and Facilities Management Service Plan 2017-18 set out key asset management activities aligned with the Single Midlothian Plan, indicators and targets;
- Key challenges are identified within the plan period and these include the development of a new property investment strategy, establishing a framework for investment in the non-operational portfolio, and enhancing the provision of economic development space;
- A number of activities enhance the economic footprint of the council through support of relevant Council services for workforce training, and ensuring procurement includes local business, as well developing and implementing a community asset transfer programme;
- The council has a detailed asset inventory and around 646ha of leased or owned land;
The Service Plan provides a solid basis for developing initiatives in support of economic development and other strategic aims, particularly with the forthcoming Property Investment Account economic development strategy; and

The asset register provides an accessible and comprehensive resource and the presentation as an online map demonstrates the scope for more detailed geographic profiling of assets against needs and opportunities.

**Economic impact of housing growth**
Housing growth has already had, and will continue to have, very significant implications on the need for public service facilities such as schools, health services, community meeting spaces, local retail and green space and as such represents a significant challenge at a time of public service budget reductions. The UK wide demographic challenges of an ageing population are in Midlothian combined with a significant increase in the proportion of the population who are families and children. New communities alongside existing settled communities are emerging, and much work is required to ensure positive benefits for both new residents and the existing communities arise from this change. The construction of new housing in Midlothian has significantly increased in recent years. During 2000/2001 – 2006/2007 there were 1,189 new homes completed, while during 2007/2008-2013/2014 there were 3,733 completions. That represented an increase of 213%. During the period 2012/2013-2016/2017 a total of 3060 homes were built of which 562, or 18%, were classified as affordable homes, i.e. they were not open market for sale homes. The new house building has had a beneficial impact on economic growth and represents new opportunities.

**Construction Sector (2018)** - Construction is a significant sector in the Midlothian economy and changes in the sector’s performance can have a knock-on impact at a local level. In this context it is important that market intelligence on the sector (and associated sub-sectors) is monitored regularly to assist in decision making within economic development activity.

Construction output was down 3.5% between the first quarter of 2018 and the previous quarter, and down 9.2% on the start of last year. A year-on-year fall could be seen across the UK, but at -2.7%, it was far smaller. The three-year comparison shows a 7.3% decline in Scotland and 7.5% growth across the UK, a difference of nearly 15%.

The latest figures represent nine consecutive quarters of decline for Scotland's construction sector. That is partly because the industry has been winding down big infrastructure projects - from the Queensferry Crossing to the big central Scotland motorway projects. This, is in some terms the opposite to the rest of the UK, where HS2, Hinkley Point, Crossrail and other projects are in development. The sector has not yet found sufficient replacements, either from the budget-constrained public sector or from private firms.

The average pre-tax margin for the 10 largest UK contractors has fallen to -0.9 per cent. Average top 10 contractor margins have now declined for the fifth successive year, down from an average of -0.5 per cent recorded in last year. It comes in spite of the value of construction output increasing for the fifth year in a row in 2017, according to the Office for National Statistics. Among the 10 largest firms, £501m of combined losses at Interserve, Amey and Laing O’Rourke, combined with lower profits elsewhere, dragged down average margins.

EY construction said the problems faced by the top 10 contractors go back to the start of the decade.
“Around 2011/12, many firms needed to protect revenue and the size of their business; they took on work at lower margins in the expectation that the downturn would be a short one. What happened in the past is that downturns have been short (2/3 years), this time it’s been much longer (6/7 years)”. As a result contractors have used up their reserves, and now, in the event of a big project “going bad/making a loss”, its sometimes not survivable.
In effect, this trend has also been reflected in smaller, local contracting businesses, and contractor’s supply chains, which if anything are less resilient, and we have seen local businesses succumbing in poor cashflow, very narrow profit margin, and constrained lending situations.

However, the sector is one of two halves. The housebuilding / residential sector continues to perform positively. Increasing house values, public housing plans, new approvals, and forever rising demand underpins this performance. Increasing industry use of offsite construction, has also seen an increase in number of inward investment enquiries relating to offsite factories to “serve” southern Scotland/northern England, although as yet, such investments are still to come to fruition.

**CHALLENGES**

**Wages:** One of the challenges facing the Midlothian economy is the persistent deficit between earnings by residents, and earnings by workplace in Midlothian. Whilst this gap is closing and is now lower than in the past 5 years, this remains indicative of a skills gap between what employers are looking for, and what Midlothian residents have to offer. There is also a continuing significant gap between male and female average earnings, and this is the case for workplace and residence stats across Scotland.

**Gross Value Added – 2016:** The Gross Value Added (GVA) figure is available from the Office of National Statistics (ONS) for Midlothian by a number of employment sections. Manufacturing GVA in Midlothian in 2016 was under £60,000 per head, with Midlothian businesses representing less than 1% of Scotland total manufacturing sector. Midlothian represents less than 1% of total Scottish GVA from Tourism, and @3% of Scottish GVA from retail businesses. Total GVA per head was £16,790.00 (2016), representing GVA growth of 32.3% over the past 10 years, the 10th highest % increase of the 32 CPP areas but still the 6th lowest GVA of the 32 CPP’s. Aberdeen City has the highest GVA per head at £46,151 and East Renfrewshire the lowest at £13,877. GVA figures for small CPP areas such as Midlothian, East Dunbartonshire, North Ayrshire, and East Renfrewshire are affected by being adjacent to major cities and experiencing significant outward commuting.

Midlothian seeks to address this by supporting high value sectors, such as life sciences, where Midlothian has a strong representation; marketing land for employment and economic development; promoting high value start ups through the Business Gateway service; as well as seeking to make Midlothian an attractive place to do business through incentives available from the public sector e.g. Assisted Areas status grant assistance, Enterprise Area assistance at the Bio campus site at Bush Estate, and high speed broadband.

**Environment:** Public agencies are generally subject to a duty to secure Best Value: continuous improvement in performance, balancing quality and cost whilst having regard to, amongst other things, economy and efficiency. The duty requires to be discharged in a way that contributes to the achievement of sustainable development. To successfully deliver the national purpose of ‘sustainable economic growth’ (emphasis added), environmental limits require to be integrated as a primary goal of economic growth – the UK Sustainable Development Framework should be used to support and inform policy interventions. Economic growth and development will occur. It is therefore a matter of how that growth is best accommodated within the environment.

The Nature Conservation (Scotland) Act 2004 requires public bodies to further the conservation of biodiversity in delivering services, having regard to the Scottish Biodiversity Strategy. The Wildlife and Natural Environment (Scotland) Act 2011 requires public bodies to publish a ‘biodiversity report’ every three years that sets out the actions taken by the public body in carrying out its biodiversity duty. In accordance with these pieces with these pieces of legislation, Midlothian Council has now published two “Biodiversity Duty” reports and published them on the Council’s website. These reports, in 2014 and 2017, have set out highlights of the work undertaken by the Council to further the conservation of biodiversity in delivering its services.
SOCIAL

Economic Development: The Citizen Panel survey of Midlothian residents indicates that internet usage has increased year on year in Midlothian, but the pattern of usage is shifting towards Mobile handheld devices (Phones and Tablets) away from home computers. This is commensurate with the national trend. However there is still a significant number of people in Midlothian (14% of people who responded) that they do not have internet access. There is also a wider trend in regards to use of social media, such as Facebook, Twitter, LinkedIn, Pinterest, etc. Indeed it is often said that if Facebook were a country it would be the third largest country in the world, such is the number of users. The use of social media and the availability of high speed broadband have important implications for the Council, and the wider public sector. For instance, the use of online service delivery has the potential to save money for the Council, as well as making access to services quicker and more efficient for the hard to reach communities. E-health, and online education delivery are other applications, as well as high speed broadband contributing to social sustainability of rural communities, and making opportunities accessible e.g. online job applications.

Social Housing/ Homelessness

Midlothian Council’s new build social housing programme has delivered over 1000 homes since 2006 over 20 sites and it remains vital to increase the provision of socially rented housing to meet the increasing demand. There still remain a significant number of people on Midlothian Council’s housing waiting list. The waiting list has been consistently had over 4,000 people on it since 2014. With the impacts of welfare reform, many people are struggling to manage very limited household budgets. Some are being forced to move home, with restricted housing choices. It is important that new housing takes account of the needs of the community, including considering the need for specialist provision such as housing for older people, and those with a physical and/or learning disability.

In Midlothian, the majority of homeless presentations are from people aged 16-25, many of whose parents are no longer willing or able to accommodate them. To address this issue Midlothian Council developed a mediation service targeted at this group. The prevention activity with young people includes visiting the young person’s parents to talk to them about their homelessness application, and helping them to investigate potential housing solutions, including remaining in the home. This mediation activity is helping reduce the total number of homeless presentations in Midlothian. There is also high demand for temporary accommodation. There are proposals for an additional HMO by reusing Pentland House, and Midfield House. This will demonstrate that Midlothian Council is committed to making sure temporary accommodation in Midlothian is of a good quality, and that people get the help and support they need during this time, with accommodation supplied in an area of demand.

The majority of social rented tenants are satisfied with their home and neighbourhood. Some tenants do report concerns about nuisances in their neighbourhood, including dog fouling, and lack of car parking. Improvement activities have been undertaken in some estates to improve the satisfaction of the neighbourhood, and the quality of life for local residents.

Environment: Population and demographic change identified in the Midlothian Profile contribute to economic growth, but there are tensions with environmental safeguarding objectives and the scale of development required. Settled communities are concerned by pace and scale of growth with the pressure this brings to bear on facilities and services.

TECHNOLOGICAL

Economic Development:

The Council’s participation in the Scottish Government’s Step Change project will see 98.3% of premises in Midlothian with access to super-fast broadband by the end of 2018. The remaining communities will be addressed through Community Broadband Scotland as far as possible. The level of broadband service in an
area is very often a factor in whether prospective house buyers will buy a house. The take up of super fast broadband has been very high in comparison to other parts of Scotland. In tandem with this, there needs to be further work done to encourage greater digital inclusion, and access to online learning and opportunities. The technology, and science based sectors in Midlothian require a continuous and growing stream of suitable qualified and experienced staff at all levels of their organisations. To achieve this will generally involve attracting staff from beyond Midlothian. Therefore one of the challenges is to ensure the local labour force, and in particular young people, are willing and able to compete for employment in the science and technology sectors.

There is a significant technological development emphasis in City Deal investment plans as detailed above.

Midlothian Council is very active in encouraging schools and the local communities to engage with the sectors through initiatives such as the ‘Midlothian Science Festival’, and work experience schemes inviting representatives of the sector to speak to students and local communities. The Midlothian Science Zone project, promoting the science and technology of the sector and science parks, of which Midlothian has a significant number, also assists in helping the Universities and research institutes to engage in Midlothian. In particular, the role of the University of Edinburgh is important in regards to the development of Easter Bush site, which is critical to the success of the life / animal biosciences in Midlothian. Recent research by Technology Advisory Group, supported by Scottish Enterprise, indicates that a career in technology and engineering is seen as an attractive and rewarding career, but that more interaction and learners at all stages is necessary for greater take up of these opportunities to occur. The Citizens’ Panel 2014 reported that 12% of respondents would like to be employed in the science sector, which was the third top answer, after health and social care (20%), and teaching and education (18%), but above business (11%), and engineering (11%).

**Housing:** It is recognised that access to, and consumption of, information and services in the digital age has never been greater. Customer & Housing Services provides help for clients, including increased online engagement, for example providing an online interactive housing options guide, and ensuring tenants have access to claim Universal Credit online. Within Customer & Housing Services there has been a channel shift of 33% in revenues, and library services to online transactions and automated options. Further channel shift opportunities are currently being developed for online housing applications and self service kiosks.

**ENVIRONMENTAL**

**Economic Development:**
Environmental issues are increasingly becoming of greater concern and significance in Midlothian. On a global scale care for the planet, and the conservation of resources has had, and is likely to continue to have, a high profile in the UK and global media. This is due to a number of large scale impacts from the likes of flooding in the UK, and wider global environmental catastrophes being linked in the publics’ eyes to environmental degradation and lack of care for the environment.

On a more local level, the implications for business and industry, and the way that the public sector and industry responds to these environmental challenges are also making themselves felt. The Council supports the Bright Green Business Partnership in its work with Midlothian businesses, to help them reduce energy consumption and use natural resources more efficiently and sustainably. The implications of these activities are beneficial for the environment, but also there is benefit for the businesses’ cost control, and bottom line financial savings, which can be significant.

‘Low Carbon’ industry initiatives, i.e. methods and controls designed to reduce the industry environmental impact and ‘carbon footprint’ is widespread. Business can be certified for their environmental management credentials through the International Organization for Standardization (ISO) scheme 14000. There is some evidence that this has beneficial marketing implications for businesses as well.
Low Carbon Construction is one example of where industry has made positive interventions to build sustainably, and also for the ongoing environmental impact from living and working in low carbon buildings to have reduced environmental impact. The widespread adoption of these methods of construction will have implications for the construction sector in Midlothian where it is particularly strong (almost 11.4% of the workforce), as compared to 5.4% on a Scottish level.

On a more local level the planning system plays a role in protecting the environment, and designating areas for certain types of use. Midlothian has currently over 315 hectares of land available designated for employment use i.e. development, which may involve the building of factories, offices, and other light industrial uses, for example. Additionally, including existing development, there is potential for 53 hectares of developable land within park land setting at the Midlothian Science Zone.

Midlothian Council continues to work with Scottish Borders Council and City of Edinburgh Council in attracting development through the Borders Rail Inward Investment Prospectus, which is a web based interactive map prospectus highlighting the development opportunities along the Borders Rail Corridor.

Following the successful establishment of a Penicuik Business Improvement District (BID), an example of a town specific environmental intervention led by the Council’s Economic Development team in partnership with the local business community. Establishment of a second BID in Midlothian for Dalkeith led by the community group One Dalkeith is successfully being progressed the .

Business Improvement Districts involve businesses within a defined area working together, investing collectively in local improvements which will be of benefit to the businesses involved, whilst contributing to the sustainable economic growth of the local economy. By working together businesses can reduce costs, share risks, and create new opportunities for growth. BIDs allow businesses in a defined area and business sector(s) to vote on which additional services they want to invest in, to improve their trading environment.

Sustainable Housing: Council housing in Midlothian performs significantly better than the national average across all quality categories. Meeting the Scottish Housing Quality Standard will allow Midlothian Council to continue to provide quality, affordable housing that not only meets the standard but overall surpasses it in energy efficiency and amenities. The Council is committed to balancing environmental, social, and economic objectives to ensure that Midlothian is a place of opportunity for all, with a thriving low carbon economy, high quality environment, and resilient communities. The Scottish Housing Quality Standard compliance rate is 97% for Midlothian Council housing at present.

Environment: The relevant aspects of the current state of the environment and environmental characteristics, as set out in the Midlothian Profile, require to be taken into account in developing priorities and policy interventions. The current development plan (the SESplan Strategic Development Plan for South East Scotland (2013) and Midlothian Local Plan (2017) ) provides for significant environmental change in the form of housing and economic development. The Midlothian Local Development Plan, sets out development proposals to meet SESplan Strategic Development Plan requirements.

LEGISLATIVE

Non Domestic Rates Bill 2018. The Scottish Government currently charge 90% of the rates due, after 3 months at 100% discount, on empty business properties. A national review of business rates will lead to new Scottish legislation in 2018/19 as set out in the most recent “programme for government “The Bill will deliver the intentions set out in the Barclay Review to enhance and reform the business rates system in Scotland to better support business growth and long-term investment and reflect changing marketplaces.
Having already introduced the Business Growth Accelerator and Day Nurseries relief recommended by the Review, the Bill will include other measures to support growth including the move to a three year valuation cycle. The Bill will introduce measures aimed at improving the administration of the system including to reduce the number of appeals and improve the quality of information available to stakeholders. It will also deliver measures to increase fairness and ensure a level playing field by reforming a number of reliefs and tackling known avoidance measures.

**Consumer Protection Bill 2018** The Bill will establish a new statutory consumer body and make changes to existing funding arrangements to allow Ministers to fully utilise devolved powers

**Procurement Reform (Scotland) Act 2014:** The Act is a significant element of the continuing Public Procurement Reform Programme. The programme centres on the Scottish Model of Procurement, which puts procurement at the heart of Scotland’s economic recovery. It sees procurement as an integral part of policy development and service delivery. It is a simple concept – business friendly, socially responsible. Looking at outcomes, not outputs, it uses the power of public spend to deliver genuine public value beyond simply cost/quality in purchasing.

**Scottish National Investment Bank Bill 2018**
The Bill will pave the way for the establishment of the Scottish National Investment Bank. The Bank will provide investment, help companies grow and support the Scottish Government’s economic vision

**South of Scotland Enterprise Agency Bill 2018**
Following on from the Enterprise and Skills Review, this Bill will establish a new enterprise agency for the South of Scotland, to drive inclusive growth and ensure that the region benefits from a new approach that supports a diverse and resilient economy, sustains and grows communities, and harnesses the potential of people and resources.

**Housing: The Housing (Scotland) Act 2014** ended the ‘Right to Buy’ for tenants of social rented housing in 2016. This will secure the stock of existing affordable housing in Midlothian. With the growing integration of health, housing, and social care, budgetary pressures within the NHS will have an even greater impact.

**Environment: Climate Change (Scotland) Act 2009:** Part 1 of the Act creates the statutory framework for greenhouse gas emissions reductions in Scotland by setting an interim 42% reduction target for 2020, with the power for this to be varied based on expert advice, and an 80% reduction target for 2050 on a 1990 baseline. To help ensure the delivery of these targets, this part of the Act also requires that the Scottish Ministers set annual targets, in secondary legislation, for Scottish emissions from 2010 to 2050. Targets for 2010-22 were agreed by the Scottish Parliament on 7 October 2010 and targets covering 2023-27 were set on 30 October 2011. Successive five-year batches of targets will be set at five year intervals thereafter.

Part 4 of the act states that “a public body must, in exercising its functions, act: in the way best calculated to contribute to the delivery of (Scotland’s climate change) targets; in the way best calculated to help deliver any (Scottish adaptation programme) and in a way that it considers most sustainable”.

The Act includes other provisions on climate change in Part 5, including adaptation, forestry, energy efficiency, and waste reduction. Public engagement is a significant feature of Part 6 of the Act, which also includes provision on carbon assessment.

**The Town and Country Planning (Scotland) Act 1997:** This Act is the basis for the planning system and sets out the roles of the Scottish Ministers and local authorities with regard to development plans, development management, and enforcement. This Act was amended by the Planning etc. (Scotland) Act 2006. A new Planning Bill was introduced to Scottish Parliament in 2017 and is now progressing towards being passed into law having completed stage 1 of the legislative process in May 2018

**Planning (Listed Buildings and Conservation Areas) (Scotland) Act 1997:** This Act is mainly concerned with the designation, and protection of listed buildings and conservation areas. This Act was amended by the Historic Environment (Amendment) Scotland Act 2011.
Nature Conservation (Scotland) Act 2004: The Act gives all public bodies a duty to further the conservation of biodiversity. A new planning bill is expected in late 2018 to implement changes to the current town & country planning system. It is not clear what the changes will be, but there may be significant changes with regard to how community organisations are brought into the early stages of development plan preparation.

### Recommended Priorities

**Medium Term Outcomes for 2019-22 are:**

- The local economy has grown and become both more productive and more inclusive
- The socio-economic benefits of the Borders Railway have been maximised
- Midlothian Science Zone has developed to the benefit the local economy and community
- Sustainable town centre regeneration is visible
- 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
- Environmental limits are better respected, especially in relation to waste, transport, climate change and biodiversity

The use of a risk assessment as part of the process has resulted in the following:

**Priorities for action within 2019/20**

- Identify top 50 economically important businesses (Scottish Enterprise account managed, Business gateway pipeline with growth potential)
- Work with key groups of business start ups in target communities to increase economic activity in these communities
- Work with key start ups or groups of new businesses that are able to grow without causing displacement and that will increase economic activity in Midlothian
- Increase economic impact from use of Midlothian tourism assets
- Review public services procurement arrangements to increase local procurement by 10% from the established baseline of local procurement from Midlothian businesses.
- Increase take up of economic land supply along the Borders Rail corridor
- Increase connections between local business, schools and the Midlothian Science Zone (MSZ)
- Support regeneration of Town Centres – specifically the Penicuik THI/CARS scheme, and completion of the Gorebridge THI/CARS scheme
- Share Labour Market data for Midlothian through Regional Skills Assessments as basis of identifying key areas of action around which partners can unite
- Support employers and schools to offer careers advice and work based learning opportunities (MAs, Foundation Apprenticeships and Graduate Apprenticeships) in key and emerging sectors of importance to Midlothian
- Link to City Region Deal projects which have an direct benefit in Midlothian (e.g. employment and training opportunities from Sheriffhall work; new build housing; Data Driven Innovation to embed digital skills in schools, FE/HE and in the world of work)
- Provide evidence of Skills under-utilisation through a refreshed RSA data report, sharing information on how other councils/regions are addressing this problem
- Deliver LEADER projects (EU funding programme)
- Deliver further affordable housing
- Increase sustainable travel (includes Borders Railway and Active Travel – walking, cycling and green networks)
- Increase use of Renewable Energy
Nationally the Scottish Government is committed to improving the quality and accessibility of information to support effective planning with and for people in protected characteristics population groups. This set of evidence can be found at: https://www.gov.scot/Topics/People/Equality/Equalities

Ethnicity
The total population of Midlothian in the 2011 Census was 83,187. It is now 90090 (2018). Of the 2011 figure which 3517 (4.22%) people described themselves in categories other than ‘White Scottish’ or ‘White British’ This ethnic minorities’ population includes 72 people who identified themselves as ‘Gypsy/traveller’, 474 as ‘White Irish’, 455 as ‘White Polish’, 1044 as ‘White – other white’, 210 as ‘mixed ethnic group’, 371 as part of the British or Scottish Pakistani community, 180 as part of the British or Scottish Indian community, 41 as British/Scottish Bangladeshi, 130 as British/Scottish Chinese, and 188 as other Asian British/Scottish. Further, 159 identified as British/Scottish African, 99 as British/Scottish Black/Caribbean, and 94 as other ethnic group (Arab and Other Ethnic Group). There are no current accurate population figures by ethnicity for the Midlothian area.

Gender inequality economic issues
Males currently earn more than females in Midlothian, with a Median Gross Weekly Earning for full time workers of £557.00 compared to females at £518.00, the Scottish gross median wage for all workers is £547.00, and the UK £552.00. Occupations are still segregated by gender - only 2.4% of modern engineering apprenticeships are female and only 1.5% of modern childcare apprenticeships are male. The Equality and Human Rights Commission point out however that girls’ attainment is higher than boys’ at S5 and S6 levels and that 57% of all university students are women. 83.4% of working age men are economically active in Midlothian compared to 80.4% of working age women. In Scotland, women are slightly more likely to live in relative low-income households than men (both before and after housing costs). Further, 31 per cent of women workers are low-paid. Given that 90 per cent of lone parents are female; this has clear and direct connections to child poverty. It also means that in retirement, women’s income is 40 per cent less than men’s.

Sexual orientation or transgender status
There are no accurate figures for the numbers of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Midlothian. A study by Stonewall of LGBT people’s experiences of accessing public services in Scotland found that more than half would conceal their sexual orientation or gender identity mainly because they were worried about the reaction they would get and over 71% said they had been assumed by public services to be straight. Work undertaken since 2017 in partnership by Midlothian Young People’s Advisory Service, LGBT Youth Scotland, Midlothian Council schools and equalities staff has resulted in the establishment of peer support groups in most of Midlothian Secondary schools.

Marriage / Civil partnerships
In 2017, no civil partnerships were registered in Midlothian. In Scotland overall, there were 70 civil partnerships in 2017. In 2017, 417 marriages were registered in Midlothian. This is a 13.0% increase from 369 in 2016. In comparison, the number of marriages registered in Scotland overall decreased by 2.7%.

Disability
The Integration Joint Board for adult health and care undertakes service user joint planning with adults in the community who face physical disability challenges or and similarly with adults who have learning disabilities. The Getting it Right for Every Midlothian Child Board takes equivalent responsibility for planning with and for children and young people, their parents or carers.
EQUALITIES

The third sector ‘Forward Mid’ aims to raise the awareness of challenges and opportunities which exist for disabled people both locally and nationally, sharing information on issues that affect disabled people, actively promoting the rights of disabled people and working in partnership with public and private sector organisation’s in representing the interests of disabled people. In 2018 it published an on line directory of services. Forward Mid meet supportively and informally to discuss and recognise the local issues around health, social care, education, employment, transport, self-directed support and other areas of importance to disabled citizens and how these affect their lives. Forward Mid share wealth of useful information on issues that affect disabled people; publishing and distributing bi-monthly newsletter and maintain a website and Facebook page. Forward Mid co-ordinate community library hubs across Midlothian. These provide a source of first-class information and resources for disabled people. Forward Mid are members of several council and health planning groups including Midlothian’s Joint Physical Disability Planning Group, and operate a monthly peer support community café - Café Connect.

http://www.forwardmid.org.uk/directorypage1.html

Midlothian Autism Strategy “Two Trumpets” was developed in conjunction with people who have Autism, parents, professionals and carers by Artlink. The authors recognise the importance of improving things for people with autism and making sure that the right people and the right services are there to support them at the points in their life when they most need it. The strategy estimates that there are 748 people in Midlothian with some form of autism. Midlothian Community Care Services know about 62 people with autism and Midlothian Children’s Services know of 226 young people. Many adults with Asperger’s Syndrome do not seek social care or health service support, but have a higher likelihood of remaining unemployed, and of mental health issues. The strategy can be accessed here:


Religion

Data on stated religious adherence is published by Scottish Government nationally which states that in 2017 47.3% of the adult population belonged to a denomination of Christianity, 48.7% had no religion, 1.4% were Muslim, and 2% all other religious groupings. Midlothian had 45.2% of the adult population stating they belonged to no religion, with 54.8% belonging to a religious grouping, of which 0.6% are Muslim, and all other religious groupings combined amounting to 0.51%. The Midlothian faith communities’ partnership arm of the CPP operates as a collective voice within community planning for all faith groups with a focus on the co-delivery of services to vulnerable people across the CPP area building on the strengths of the volunteering base within faith groups. This has included, establishing a network of foodbanks, clothing banks, a credit union collection point, refugee support, and most recently leading collective working on reducing funeral poverty with other CPP partners.

Midlothian Peoples Equalities Group

Are a group of local people who have experience of and aim to learn about and challenge different forms of discrimination related to age, disability, gender, sexuality, ethnicity and socio-economic background. MPEG is directed by a steering group of local people representing diverse local interests including disabled people, young people, older people, and people from ethnic minorities and people from Lesbian, Gay, Bisexual and Transgender communities. Together MPEG Aim to:

- Promote equality and challenge prejudice;
- Build relationships across Midlothian communities of interest where people feel valued and trusted;
- Provide a platform for Midlothian people to: learn, educate, and communicate about local equality issues of concern and interest; have a voice in local policy and planning.
COMMUNICATING CLEARLY

We are happy to translate on request and provide information and publications in other formats, including Braille, tape or large print.

Contact 0131 270 7800 or email: enquiries@midlothian.gov.uk