

# **Midlothian**

## **A Great Place to Grow**

Community Planning Partnership



**Single Midlothian Plan  
2019-20**

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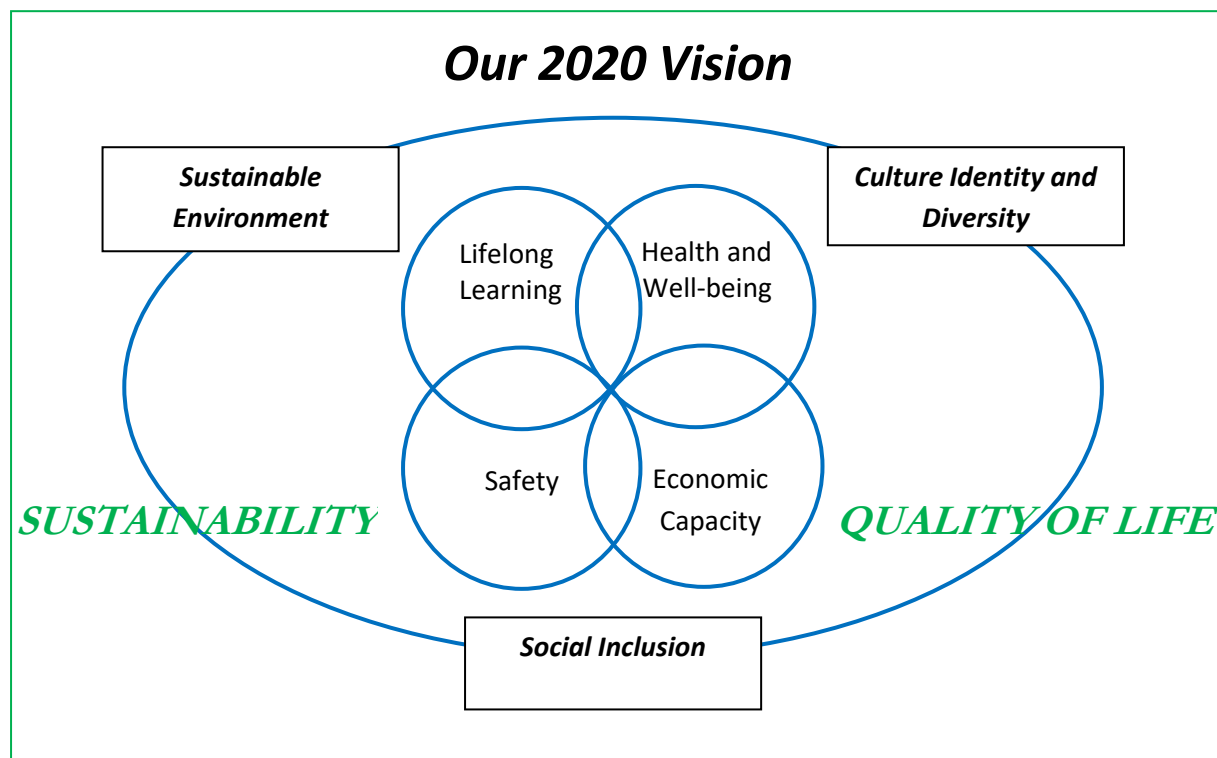


## SINGLE MIDLOTHIAN PLAN 2019-20

### The local outcomes improvement plan for Midlothian

#### VISION

In 2003 the Community Planning Partners, after extensive public debate and engagement, set out a vision for the long term future of Midlothian up to 2020 based on 2 key principles of 'People' and 'Place'. This was spelt out as the following shared tasks:



The Community Planning Partnership (CPP) Board encapsulated these concepts in its revised vision statement in 2015/16:

**“Midlothian – A Great Place to Grow”**

## PURPOSE

Community Planning Partnerships (CPPs) draw together public sector assets, activities and resources, together with those of the voluntary and private sectors and local communities to deliver a shared 'plan' that uses an evidence based approach to drive improvement in meeting the differing needs of local populations. CPPs have to have clear performance measures and make demonstrable improvements in people's lives, by reducing outcome gaps within populations and between areas, promoting preventative approaches that reduce demand for public services, and working with communities to increase their influence in decision making and managing their own needs.

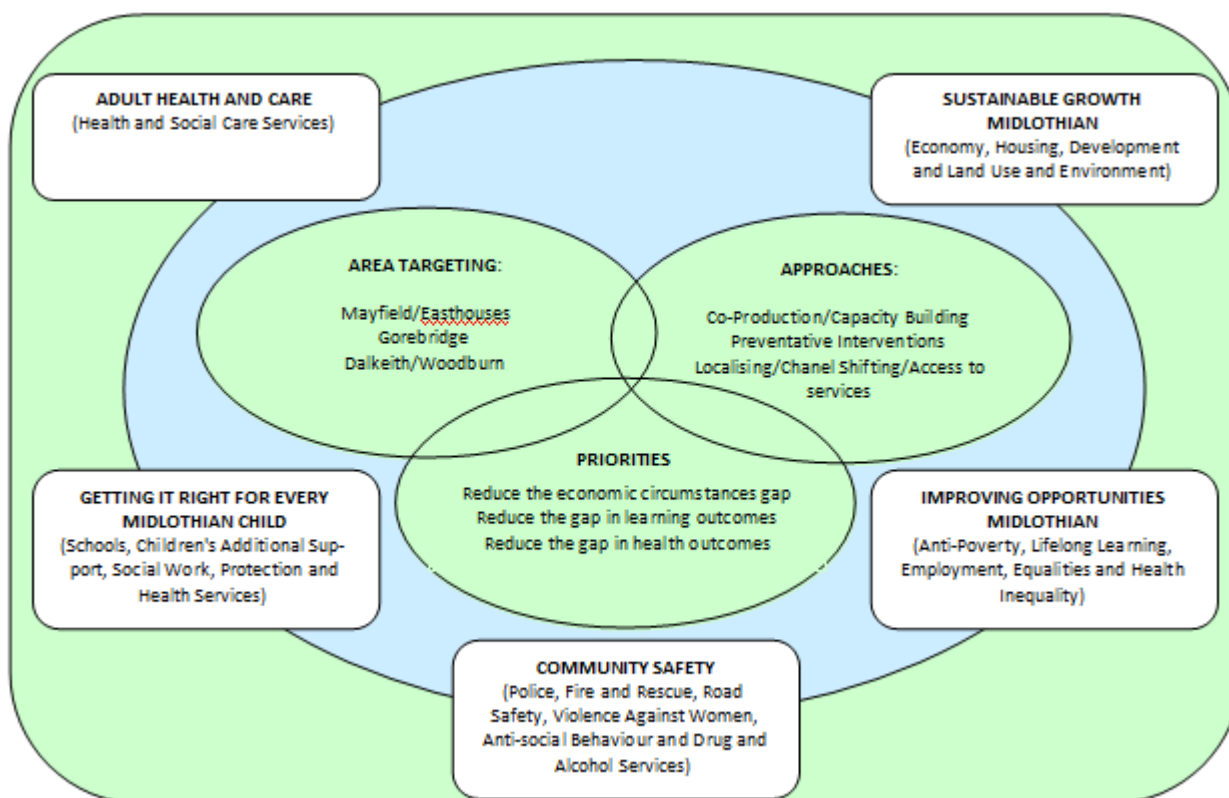
## PROCESS

The Midlothian CPP undertakes an annual data collection exercise, gathering together key available published data about the Midlothian area. The [Midlothian Profile](#) is produced by the Community Planning Research and Information Group, and is used by the CPP as the starting point for an annual "Strategic Assessment" of Midlothian.

A [Strategic Assessment](#) is a review of statistics, followed by a review of the political, social, economic, technological, environmental and legal (PESTEL) changes either currently or in the next immediate period affecting the area, followed by an assessment of the level of impact (business risk) that these are likely to have on the communities of Midlothian. The shared planning cycle of the partners is as follows:

Annual revision of the Midlothian Profile:	March - April
Revision of the Strategic Assessment:	April – June
Public engagement processes:	July – September
Drafting of budgets and one year priorities:	October – December
Achieving formal approval of plans and budgets:	January – March

## MAP OF THE CPP AND ITS MAIN PRIORITIES



## STRUCTURE

The full structure of the CPP, including remits

- membership of each thematic group
- governance documents
- sub groups
- and sub group action plans

are all available on the Midlothian Council website at:

- [Community Planning web pages](#)

The current partnership structure can be accessed by following the link below

- [Community Planning Structure](#)
- [Community Planning Board membership list](#)

## AREA TARGETING

The CPP is aware that for many years there has been a significant statistical gap between the life outcomes for residents living in some parts of the County and the average outcomes for Midlothian and for Scotland as a whole. These areas have been identified nationally by Scottish Government by use of 7 sets of statistical data about living circumstances known as the Scottish Indicators of Multiple Deprivation (SIMD).

Examples of the gaps include poorer levels of employment; lower wage rates; lower average life expectancy and greater concentrations of people who are elderly or disabled; poorer access to physical amenities such as shops, health care, public spaces and play facilities; lower than average qualifications; higher levels of crime.

In Midlothian there are three communities within which there are concentrations of statistics which place parts of these areas in the top 20% of SIMD (i.e. most deprived). These communities are Dalkeith Central/Woodburn; Mayfield/Easthouses and Gorebridge. The CPP has therefore set a clear shared target of closing the gap between the life outcomes experienced in these parts of Midlothian, and the average life outcomes experienced by residents across the County.

Each of these areas must now by law (Community Empowerment (Scotland) Act 2015) also have a “Locality Outcome Improvement Plan” in which local residents have been actively engaged in creating the content with public bodies; responding to local needs and aspirations. The CPP’s existing Neighbourhood planning arrangements fulfil this requirement with plans in place for Dalkeith/Woodburn and Gorebridge, and the Mayfield/Easthouses plan under revision with local residents but the existing plan still being delivered. The 2016 SIMD has also identified a single datazone in Loanhead and one in Bonnyrigg which fall into the top 20%. In addition SIMD data indicates that there are individual features of other areas that fall into the top 20%, notably crime indicators and qualification level indicators.

## LEGAL POSITION

In 2015 an Act of the Scottish Parliament was passed into law, significantly affecting the operations of the CPP.

### **The Community Empowerment (Scotland) Act (2015)**

- CPPs have been made statutory (required by law) and new duties have been placed on public sector partners to play a full and active role in Community Planning. The Act makes clear that Community Planning is the process by which public bodies must work together and with community bodies to plan for, resource and provide services which improve local outcomes in the local authority area;
- The Act confirms that the role of a CPP is to prepare a plan for improving local outcomes, in consultation with community bodies and others. These outcomes are to be consistent with the national outcomes determined by the Scottish Ministers under Part 1 of the Act.
- The CPP must publish the plan, monitor progress being made and report annually on progress.
- The Act extends the list of key partners to include a wider range of public authorities, including Scottish Natural Heritage, Further Education Colleges, Skills Development Scotland, and the integrated health and

care boards. Individual partners now have a legal duty to work collaboratively and to take into account the plan when setting their individual priorities, and to commit resources to delivery of the plan and report to the CPP on their contribution.

- The Scottish Government expects that all public sector organisations engage with communities and support their participation in setting priorities and in the design and delivery of services. Community bodies must in turn ensure that ensure they are open, inclusive and truly represent their communities.
- Where an appropriate community body, or a group of bodies, believes it could help to improve the outcome of a service, it is now entitled to make a request to a public body that delivers that service, asking to take part in a process to improve that outcome. The public body must agree to the request for dialogue unless there are reasonable grounds for refusal. If it refuses the request, it must explain the reasons.
- If a community body proposes to deliver a service itself, the public body will need to decide whether the community body has an appropriate corporate structure and the capacity to take on that role;
- The Act makes amendments to the community right to buy, making it easier for communities to define their community in a greater variety of ways. It gives the initiative to communities to identify unused public property they are interested in and place a duty on public authorities to agree to the request unless they can show reasonable grounds for refusal. Community bodies are able to approach public authorities for detailed information about a property they are interested in before making a formal request. There is more information on the [Community Asset Transfer](#) page on the Council's website.

## **EQUALITIES**

The Community Planning Partnership is fully committed to ensuring the legislative requirements placed on all public service delivery agencies in the Equality Act are met. The partners have in place processes for equality impact assessment (IA) to monitor the potential impact of any changes in service planned individually or jointly. The impact assessment of this plan is published on the community planning pages of the Council website.

## **THE PLAN**

The CPP undertook an engagement process in 2018/19 reviewing the priorities for the next three financial years 2019-20 to 2021/22. Taking into consideration evidence about the comparative quality of life of people living in Midlothian, where it is clear that less well-off residents experience poorer health, have fewer or no choices in how they use low incomes, and where there is a proven relationship between these factors and their learning; as a result the top three priorities for the three year period continue to be:

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

## **Safer Midlothian**

The 2018 engagement process also highlighted views of young people in particular that their safety in the community was a matter of concern to them. The CPP Board, working group and GIRFEMC Board debated this issue and agreed to use 2019 to further investigate the nature of this concern, working with the GIRFEMC and Community safety and justice partnership bodies within the CPP to take additional actions that will support children and young people.

This will build on the existing core of services such as the Mid and East Lothian Public Protection Unit, Children's Services, Schools' guidance, pupil support and behaviour management systems, youth work practice, adult health and social care work on addiction, youth justice service, the criminal justice social work team, police, fire and rescue, road safety staff, NHS staff in child health, the work of voluntary organisations such as women's aid, victim support and others who support young people affected by crime and violence. The decision by Midlothian Council to cease the Council community safety staff team as part of its budget cuts but to continue to provide significant additional funding to the Police service is leading to a review of the service level agreement with the Police regarding the duties of posts funded by the Council. The views of



young people expressed during the 2018 public engagement process will form part of this review. Some secondary schools now have a Police officer located on site.

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

## **COMMUNITY SAFETY**

### **3 YEAR OUTCOMES**

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

## **SUSTAINABLE GROWTH**

### **3 YEAR OUTCOMES**

- The local economy is more productive and inclusive
- Sustainable town centre regeneration is visible
- Midlothian Science Zone has developed, benefitting the local economy and community

## **IMPROVING OPPORTUNITIES**

### **3 YEAR OUTCOMES**

- Poverty levels in Midlothian are reduced
- Health inequalities are reduced and the health of people in Midlothian is improved
- The public is informed and engaged in service development and delivery

## **GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD**

### **3 YEAR OUTCOMES:**

- 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

## **ADULT HEALTH AND CARE**

### **3 YEAR OUTCOMES**

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

## **ACTION PLANS FOR 2019/20**

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

### **GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD**

#### **Priorities for 2019/20:**

- Improving mental health and wellbeing of children and young people
- Closing the educational attainment gap between children from better off and disadvantaged families
- Managing risk taking behaviours by children and young people

### **COMMUNITY SAFETY**

The Local Police plan sets out in detail the contribution being made by the Police to the safety of the public of Midlothian and is available on the [Police Scotland website](#). The priorities below are shared by all CPP partners.

#### **Priorities for 2019/20:**

- Reduce violent crime
- Reduce re-offending (people going on to commit another crime)
- Reduce domestic abuse and protect women and girls
- Reduce serious and organised crime to make communities safer
- Reduce dishonesty crimes (including housebreaking, vehicle crime and shoplifting)

### **SUSTAINABLE GROWTH**

#### **Priorities for 2019/20:**

- Support regeneration of Town Centres
- Deliver further affordable housing
- Increase use of Renewable Energy
- Increase sustainable travel
- 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

### **IMPROVING OPPORTUNITIES FOR PEOPLE IN MIDLOTHIAN**

#### **Priorities for 2019/20:**

- Reduce the number of children living in poverty
- Support people out of poverty and welfare dependency
- Reduce health inequalities

## **2019/20 ACTION PLANS**

**The following sections set out the work of the five thematic partnerships, beginning with a summary of the strategic assessment and then the detailed action plan for 2019-20.**

### **ADULT HEALTH AND CARE (AHC)**

The Midlothian Health and Social Care Partnership is responsible for services that help adults live well and get support when they need it. This includes all community health and social care services for adults in Midlothian and some acute hospital-based services. Many voluntary sector and independent providers contribute to the objectives of the Health & Social Care Partnership.

The delivery of Health and Social Care services has to change. Hospitals, GPs and Care at Home are struggling to manage the growing demand on their services. Change will take time and the [Strategic Plan](#) explains how the Partnership intends to improve services for people in Midlothian over the next 3 years (2019-2022). This will mean developing new ways of working and also some difficult decisions will have to be made about services we may need to reshape, reduce or no longer provide.

While the Health & Social Care Partnership is governed by the Integration Joint Board it is also a thematic group of the Midlothian Community Planning Partnership; working with partners will be essential to achieve its ambitions.

#### **Our Vision**

Everyone in Midlothian will have the right advice, care and support; in the right place; at the right time to lead long and healthy lives.



People are able to look after and improve their own health and wellbeing and live in good health for longer.



People are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.



People who use health and social care services have positive experiences of those services, and have their dignity respected.



Health and social care services contribute to reducing health inequalities.



People who work in health and social care services are engaged with their work and improve information, support, care and treatment they provide.



Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.



Resources are used effectively and efficiently.



People who provide unpaid care are supported to look after their health and wellbeing.









People using health and social care services are safe from harm.

## Our Values

We will achieve this ambitious vision by changing the emphasis of our services, placing more importance and a greater proportion of our resources on our key values. Changes in the way in which health and care services are delivered take time.

	<b>Prevention</b>	Deal with the causes rather than consequences of ill health.  Support people to take more responsibility for their health and wellbeing.
	<b>Independence, Choice and Control</b>	Enable people to manage their condition and control their support. Support people to live independently at home.
	<b>Support the person not just the condition</b>	Support/treatment should consider key issues affecting a person's life as well as supporting them to manage their condition.
	<b>Recovery</b>	Support people to recover good health and independence as far as possible.

	<b>Co-ordinated care</b>	Services working in partnership.
	<b>Local</b>	Support provided as close to home as possible and people should only go to hospital if they really have to. Work in partnership with unpaid carers, volunteers and communities.
	<b>Public Protection</b>	People should feel safe at home and in their community. Work in partnership to identify and protect people from any form of abuse including physical; sexual; emotional and psychological; financial; and neglect. Also committed to ending violence against women and girls.
	<b>Equality</b>	People should not be disadvantaged due to their ability, ethnicity or caring responsibilities. The Partnership will reduce health inequalities and respect dignity and human rights in the planning of health and social care.
	<b>Evidence Based Decisions</b>	Services commissioned based on identified need. Listen to people who use services, and the people who care for them.
	<b>Quality</b>	Provide the highest quality health and care services, with a very strong emphasis upon improving the quality of services, responding to user feedback and internal and external audit.

## Our Challenges

### A growing and ageing population

There are 90,090 people in Midlothian; the second smallest local authority in mainland Scotland but the fastest growing. 12,000 new houses will be built in the next 3 years. This will pose challenges for all our health and social care services whilst also changing the face of some of the local communities.

As people live for longer many more will be living at home with frailty and/or dementia and/or multiple health conditions. An increasing number of people live on their own, and for some this will bring a risk of isolation.

### Higher Rates of Long-Term Conditions

Managing long-term conditions is one of the biggest challenges facing health care services worldwide, with 60% of all deaths attributable to them. Midlothian has a higher incidence than the national prevalence of cancer, diabetes, depression, hypertension, Chronic Obstructive Pulmonary Disease (COPD) and asthma. Older people are more susceptible to developing long-term conditions; most over 65s have two or more conditions and most over 75s have three or more conditions. (This is referred to as 'multiple morbidity').

People living in areas of multiple deprivation are at particular risk with, for example, a much greater likelihood of early death from heart failure. They are also likely to develop 2 or more conditions 10-15 years earlier than people living in affluent areas. It is estimated that people with long-term conditions are twice as likely to be admitted to hospital and have a longer length of stay accounting for 80% of all GP visits and for 60% of hospital admissions.

### High rates of mental health needs

Many mental health problems are preventable, and almost all are treatable, so people can either fully recover or manage their conditions successfully and live fulfilling healthy lives as far as possible.

The incidence of mental health issues in Midlothian, while similar to the rest of Scotland, is a major concern for the Partnership. 19.7% of the population is on medication for anxiety, depression or psychosis. Living in poverty increases the likelihood of mental health problems but also mental health problems can lead to greater social exclusion and higher levels of poverty. People who have life-long mental illness are likely to die 15-20 years prematurely because of physical ill-health.

### **Our services are under pressure**

People expect to receive high quality care services when these are needed whether as a result of age, disability or long term health conditions. Yet there are a number of pressures on our services.

- **Financial pressures.** There is no doubt that we need to do things differently: the traditional approach to delivering health and care services is no longer financially sustainable.
- **Workforce Pressures.** Recruitment and retention is a growing problem in health and social care. There is a shortage of GPs; a significant proportion of District Nurses are nearing retirement; while care at home providers find it difficult to attract and keep care at home workers despite measures such as the Living Wage and guaranteed hours. The aging population means these pressures will almost certainly increase. Family and other unpaid carers have always been vital to enabling older people and those with disability or longer term health conditions to manage their lives. It is essential that the increased emphasis on care at home does not put intolerable pressure on family carers; this is a risk if we fail to address the workforce challenges.
- **Acute hospitals.** We must reduce avoidable admissions and enable people to be discharged as quickly as possible.

### **Inequality across Midlothian**

People affected by poverty and social disadvantage have poorer health and are more likely to die at a younger age than their neighbours with more resources. People also experience disadvantage through: gender; sexual orientation; social position; ethnic origin, including gypsy travellers; geography; age; and disability.

### **New Technology**

Technology can contribute to service redesign and support new care models. This approach is in line with the wider impact of new technology in our day to day lives. This can include technology that improves communication, for example with carers.

### **Evidence base for Strategic Plan**

The following **evidence** guided the development of the three year Strategic Plan

1. Facts and Figures – data and predictions about service use, health measures, demographic information and so on. This is available in the Joint Needs Assessment on the webpage below
2. Views of the public and staff – groups who use services, service users and carer representatives, public consultation and staff consultation. 1,600 people (including 200 staff) took part.
3. Performance Measures - routine and published performance measures
4. Local Policies and Strategies

Reports referred to above are available on the [Midlothian Health and Social Care Integration](#) webpage [available here](#)

Reference Code	Adult Health and Care 2019-20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
AHC - supporting people to stay healthy and well							
AHC - Isolation – Develop approaches to prevent or address isolation and reduce the detrimental impact on physical and mental health							
	Continue to strengthen both formal and informal approaches to addressing isolation. This will involve working with voluntary organisations; local communities; and improving information about community resources	31/3/20	The number of older people using local services, facilities and activities through participation in 1:1 or group sessions	830	739	2017-18 825	Planning Older People
			The number of older people using local services, facilities and activities through participation in community services	380	357	2017-18 375	Planning Older People
AHC - Physical Activity - Contribute to the implementation of a local strategy by working with older people, people with disabilities and those at greatest risk of inequalities							
	Promote Weight Management Programmes to help address and prevent obesity and type 2 diabetes	31/3/20	Number of people who go through Weight Management Triage	480	109	15/16-109 16/17-172 2017 6 months – 159 18/19 – 6 months 215	Public Health (NHS)
	Work with Ageing Well to support older people	31/3/20	Total number of people attending activity groups hosted by Ageing Well each year	20,000	22,000	22,000 in 18/19	Ageing-Well Project
	Work with Midlothian Council Active Choices to support people with longer term health needs including Mental Health	31/3/20	Number of people attending activity groups hosted by Midlothian Active Choices (MAC)	10,000	10,280	10,280 in 18/19	MAC, Sport and Leisure
		31/3/20	Number of people attending one to one sessions with MAC	950	816	2018/19 984	Sport and Leisure

Reference Code	Adult Health and Care 2019-20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
<b>AHC – Workforce – Support teams to work in an integrated way and address the workforce challenges including recruitment and retention of health and social care staff</b>							
	Support Team Leaders to develop effective integrated teams that deliver positive outcomes for Midlothian adults and older people.	31/3/20	Number of Team Leaders that complete the Team Leader Development Programme	8	New	new	Workforce Development, H&SC Partnership
	Increase skills and knowledge of the CPP workforce in Midlothian in relation to suicide prevention.	31/3/20	Number of people attending suicide prevention training (Safe Talk or ASIST)	120	awaited	awaited	Mental Health Lead, H&SCP
			Number of organisations with representative(s) attending suicide prevention training.	10	awaited	awaited	Mental Health Lead, H&SCP
	Increase capacity in care at home services	31/3/20	Increase hours of care delivered per week in Midlothian by Council and external providers	6582 hours per week	6082 hrs/week	2018/19 6082 hrs/week 2017/18 6638 hrs/week	Service Manager, H&SC Partnership
<b>AHC - Health and Social Care have contributed to reducing health inequalities</b>							
<b>AHC - Financial Inclusion _ Work with MFIN to maximise income of people who are vulnerable or at particular risk of inequalities</b>							
	Deliver Welfare Rights service to people with health care needs	31/3/20	Number of people supported with cancer	250	250	16/17 – 283 18/19 - 250	Welfare Rights Team
		31/3/20	Number of people supported with mental health needs	140	140	16/17 – 135	



Reference Code	Adult Health and Care 2019-20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
						18/19 - 360	
		31/3/20	Midlothian Council Welfare Rights Team (WRT) will generate an additional benefit income maximization of £500k per quarter	£2.5m		16/17 - £1.5m 18/19 £2.5m	Welfare Rights Team
	Work with Red Cross to support people who are frail to access financial support available to them.		Additional benefit income to Midlothian residents identified as frail	£150,000	new	New so no baseline	H&SC Partnership
<b>AHC – Health Inequalities - Develop a programme of work across agencies to reduce health inequalities in Midlothian</b>							
	Deliver a holistic health assessment to people undertaking Unpaid Work Programme Deliver a holistic health assessment to people undertaking Unpaid Work Programme	31/3/20	Number of people on Unpaid Work Programme attending at least one appointment with a nurse from the Community Health Inequalities Team (CHIT)	20	new	New so no baseline	Community Health Inequalities Team
	Introduce Housing First for people with multiple and complex needs. This includes people who have a range of experiences including childhood and early years trauma, mental ill health, addictions as well as time spent in local authority care or prison. Housing First recognises that a safe, secure home is the best base for recovery and for addressing any other life issues.	31/03/20	Number of people supported through Housing First  (Target will be 10 per year but starting in year.)	7	new	New so no baseline	Homelessness Team

Reference Code	Adult Health and Care 2019-20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
	Implementation of the Community Planning Partnership Type 2 Diabetes Strategic Plan	31/3/20	Number of CPP Thematic Groups delivering actions in line with the strategy (5 thematic groups and 3 area 3 targeting groups)	8	new	new	Public Health, H&SCP
	Implementation of the new specialist employment project for people with mental health issues	31/3/20	Number of people in employment following intensive intervention.	6	new	new	Mental Health Lead, H&SCP
<b>AHC – Engaging Communities</b>							
	Work closely with local Libraries on the Midlothian Libraries Bibliotherapy Programme ‘Braw Blether’	31/3/20	Number of people who engage with the service	100	new	New so no baseline but awaiting old project figures	Mental Health Lead, H&SCP
	Have a dialogue with community members around local services and approaches that support health and wellbeing	31/3/20	Number of people attending local consultation events such as Hot Topics and local Assemblies (for example Older People’s Assembly)	125	2017/18 - 117	2017/18 - 117	Community members & organisations and H&SC Partnership
	Widely disseminate newsletters, directories and specific service information	31/3/20	Number of newsletters produced	4	4		Communications, H&SCP
	Work with Community Planning partners, in particular community & third sector partners to identify opportunities for integrated working that supports people to stay healthy and independent.	31/3/20	Number of Voluntary Sector Forums	3	3	3	Learning and Development, H&SCP

Reference Code	Adult Health and Care 2019-20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
<b>AHC – Support people to live at home</b>							
	Training to encourage earlier conversations by all involved in someone's care to ensure housing needs are considered early on to allow people time to plan for their future.	31/3/20	Roll out training for staff on Housing Solutions to support staff to have earlier conversations about housing - focusing on staff who are often the first point of contact such as podiatrists and practice nurses.	80	2018/19 - 50	2018/19 – 50 (Programme began 2018/19)	OT Team Leads, Health & Social Care Partnership
	Working with Primary Care and the voluntary sector to support people identified with mild frailty in order that they are able to stay well at home for longer.	31/3/20	As part of mild frailty assessment, Red Cross Link Workers will undertake an assessment for home adaptations (that would have previously required referral to social care.)	40 assessments	new	new	Strategic Planning, H&SCP
	Review with the Fire Service opportunities for closer working in relation to risk assessment including people with sensory impairment	31/03/20	Include vision and hearing on the tick box risk assessment which Firefighters complete during fire safety visits.	Vision and hearing on assessment check	Not included	new	Planning Officer, Physical Disability and Sensory Impairment

## COMMUNITY SAFETY AND JUSTICE PARTNERSHIP

Community Safety is essential to the quality of life of people in Midlothian. The Community Safety and Justice Partnership 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. The Partnership aims to support and manage offenders in the community in such a way as to reduce re-offending and arrange services so that offenders may access and use them. The Partnership's key aim is **to ensure Midlothian is a safe place to live, grow up, work and visit**. To achieve this aim the Partnership works towards the following outcomes:

- 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 Community Safety Team was disbanded at the recent Council budget meeting on 12th February 2019. As such there is a review of all roles and responsibilities linked to the Community Safety Team. Notably, there is no current co-ordination of the Community Safety and Justice Strategy. Without this, there is uncertainty around the ownership and associated leadership of the action plan and Performance Indicators. Until such clarity has been determined, there is no up-date on projected activity. At this point, assurances can be made that Community Safety partners will continue to strive to ensure that Midlothian is a safe place to live, work, visit and grow. Further, Community Justice Partners will continue to plan and create environments which reduce and aim to prevent offending behaviour through the delivery of the 'Community Justice Outcomes and Improvement Plan'.

### Key Strategic documents

The Community Safety & Justice Partnership produces a Strategic Assessment, which is a forward-looking and predictive document informing the work of the Partnership. It is an analysis of issues impacting on community safety within Midlothian, with each issue prioritised through an evidence-based process of analysis, environmental and horizon scanning and risk assessment. This Scottish Government priority-setting matrix model was applied and has resulted in an evidence-led ranking of priorities that the Partnership has used to focus resources on for the year ahead. We will continue to develop community justice analytical capacity, working with partners to deliver on and service the requirements of the national strategic outcomes improvement framework.

The Midlothian Community Safety and Justice Strategy sets out how the partnership will utilise systematic and collaborative approaches to ensure Midlothian is a safe place to live. The strategy action plan ensures regular, organised, planned and integrated work to support individuals and families involved in offending to reduce this pattern through preventative approaches, early intervention and diversionary activity that focuses on community level problem solving. Due to the removal of the Community Safety team which incorporates the Resolution service the strategy will now have to be comprehensively reviewed.

The Community Justice Outcomes Improvement Plan has been developed in response to the Community Justice (Scotland) Act 2016 which came into effect on 1<sup>st</sup> April 2017. The Act has brought planning for reducing offending and reoffending back to a local level where decisions can be made by people that know their area

best. After carrying out analysis of offending over a three year period, strategic assessments of the causes of offending and engagement and consultation with members of the public and community bodies the Midlothian Outcomes Improvement Plan was published on 1<sup>st</sup> April 2017. The consultation told us that the public felt that provision of support to address mental health issues, victims of abuse, drug abuse and tackling youth anti-social behaviour should be our main priorities. These have been reflected in the plan.

### **Priorities**

The following areas have been highlighted as priorities for 2019-20. All priorities are included in the Community Safety and Justice Strategy however only those marked as high priorities and the Community Justice (reducing reoffending) priority are included in the Single Midlothian Plan. The reducing re-offending priority has been included in the Single Midlothian Plan due to the need to work across the Community Planning Partnership to deliver an improved model for Community Justice. Detailed information about each of the priorities is available within the Community Safety and Justice Strategy and Community Justice Outcomes Improvement Plan. However as stated earlier the Community Safety and Justice strategy will have to be reviewed as a result of the removal of the Community Safety team and a decision has to be made about who will co-ordinate and report on the strategy.

- Reduce violent crime
- Make our communities safer and reduce re-offending (people going on to commit another crime)
- Reduce domestic abuse and protect women and girls
- Reduce serious and organised crime to make communities safer
- Reduce dishonesty crimes (including housebreaking, vehicle crime and shoplifting)

### **Local Policing Plan**

Police Scotland is a core partner in the delivery of Community Planning in Midlothian and under the terms of the Community Empowerment Act shares a new statutory duty to facilitate community planning with Scottish Fire and Rescue, Scottish Enterprise, NHS Lothian and Midlothian Council. Police Scotland has a legal duty to produce a local policing plan, which is available on the [Police Scotland website](#). Work is being carried out towards full integration of the local policing plan as part of the Single Midlothian Plan in the future.

### **Local Fire Service plan**

The Scottish Fire and Rescue Service is a core partner in the delivery of Community Planning in Midlothian and under the terms of the Community Empowerment Act shares a new statutory duty to facilitate community planning with Scottish Enterprise, Police Scotland, NHS Lothian and Midlothian Council. The Local Fire and Rescue planning cycle was amended to match the 3 year cycle of the Single Midlothian plan, and the new Fire and Rescue plan will be developed alongside the next 3 year SMP cycle to allow for better connection and integration across the partnership.

Ref Code	Community Safety and Justice 2019-20						Ownership
	Actions	Due Date	Performance Indicator	2019/20 Target	Baseline	Previous trend data	Lead Partner
<b>Substance Misuse</b>							
	Undertake a range of communication and engagement activity regarding responsible alcohol consumption	31/3/20	Increase the number of licensed premises participating in the Best Bar None Scheme  <u>Proposed new PI</u>  Increase the number of licensed premises who receive an award in the Best Bar None scheme	15 new   2019/20 target 8  7 received an award in 2019	4 (15/16)   7 (18/19)	40 (18/19) 14 (17/18) 4 (16/17) 4 (15/16) 4 (14/15) 3 (13/14)	Police Scotland (PS)
			Reduce the number of alcohol related hospital stays (patients per 100,000 population)	Reduce on the 16/17 rate – Off target as slightly higher in 17/18	16/17: 537.8 17/18: 541.6	16/17: 537.8 15/16: 563.0 14/15: 587.7 13/14: 545.2	MELDAP
			Recovery College: number of people engaging in education, training, volunteering and employment	74	73	15/16: 35 16/17: 70 17/18: 75	MELDAP
	Develop substance misuse services to reduce immediate harm, future harm and promoting recovery	31/3/20	Increase the percentage of clients successfully completing the LEAP 12 week rehabilitation programme	60%	60%	15/16: 60% 17/18: 60% 18/19: 75%	MELDAP
			Increase the weekly attendance at Horizons Cafe	75 per week	65 per week	15/16 Avg. 65 people per week	MELDAP

Ref Code	Community Safety and Justice 2019-20						Ownership
	Actions	Due Date	Performance Indicator	2019/20 Target	Baseline	Previous trend data	Lead Partner
						17/18: 70 18/19: 75	
			Pink Ladies: 80% of women completed the 10 week course which consisted of 2 programmes providing course work and one-to-one sessions.	Provide two programmes providing course work and one to one sessions	84% 16/17	16/17: 84% (SLA 75%) 17/18 75%	MELDAP
<b>Gender based violence</b>							
	Raise awareness of Violence Against Women and Girls with services and communities and strengthen support for survivors in the "Safe and Together" model	31/3/20	% of repeat referrals to MARAC within one year	Within expected level for population 28%-40% (Safe Lives)	2016/17 41% (46)	2018/19 33% (35) 2017/18 33% (25)	Violence Against Women Delivery Group (VAWDG)
			% of VAWG training attendees reporting that they have enough information to put their learning into practice	2019/20 target to be set shortly	96% (191/200)	18/19 first recording year	VAWDG
			% of Citizen Panel respondents that show an awareness of what actions characterise VAWG	10% increase	Not previously measured	Not previously measured	VAWDG
			Number of secondary schools that deliver VAWG awareness	3	0	0 in 16/17 5 in 2018/19 according to ERCC	VAWDG

Ref Code	Community Safety and Justice 2019-20						Ownership
	Actions	Due Date	Performance Indicator	2019/20 Target	Baseline	Previous trend data	Lead Partner
						Prevention Worker	
			Proportion of MAPPA clients convicted of a further sexual offence  Cannot count Level 1 or Level 2 as information is no longer gathered in this way	2%	2%	18/19: 1.69% 15/16: 0% 14/15: 0% 13/14: 0%	Criminal Justice/ MAPPA
			Number of domestic abuse incidents recorded  <u>Suggested new PI</u>  Total number of domestic abuse crimes and incidents	TBC	18/19 currently the subject of an embargo	17/18: 979 16/17: 978	Police Scotland
			Proportion of men who successfully complete the Caledonian programme who do not have any crime reports completed for domestic abuse in the following 12 months	TBC	TBC	18/19: 100%	Criminal Justice
			Crimes of dishonesty				
	Raise public awareness of crime prevention through campaigns and crime prevention initiatives.	31/3/20	Decrease the number of bogus workmen crimes recorded by the Police	Continuous improvement	2018/19 – 4 Off target by 1	H1 17/18: 3 (not reported 16/17)	Police Scotland
			Number of Domestic housebreaking crimes recorded	Continuous improvement	2018/19 - 145	17/18: 159 16/17: 154 15/16: 159	Police Scotland



Ref Code	Community Safety and Justice 2019-20						Ownership
	Actions	Due Date	Performance Indicator	2019/20 Target	Baseline	Previous trend data	Lead Partner
			Number of crimes of dishonesty (all group 3)	Continuous improvement	2018/19 – 2296 Off target	17/18: 2408 H1 16/17: 1076	Police Scotland
<b>Violent Crime</b>							
	Work with partner agencies to prevent violent behaviour, manage violent offenders and develop a programme of interventions to reduce levels of violent crime	31/3/20	Number of violent crimes	Continuous improvement	18/19 currently the subject of an embargo	H1 17/18: 28 H1 16/17: 39	Police Scotland
<b>Antisocial Behaviour</b>							
	Work in partnership to take early action to prevent young people from offending	31/3/20	Reduce the number of Acceptable Behaviour Contracts(ABC) breached	5% reduction on 3 year average	Baseline/ trend: 14/15: 51.9%	14/15: 51.9% 18/19: 26.25%	Community Safety Team
			Reduce % of initial warning cases escalating to ABC	5% reduction on 3 year average  Off target	Baseline/trend: 14/15: 2.56%	16/17:0.8 15/16: 2.0 14/15:2.56% 18/19: 3%	Community Safety Team
			Reduce % of ASBOs breached	5% reduction on 3 year average	16/17:50%	16/17:50% 15/16: 20% 14/15: 35.3% 13/14: 25% 18/19: 20%	Community Safety Team

Ref Code	Community Safety and Justice 2019-20						Ownership
	Actions	Due Date	Performance Indicator	2019/20 Target	Baseline	Previous trend data	Lead Partner
			The number of young people referred to SCRA on offence grounds	5% reduction on 3 year average	16/17: 60	18/19: 38 16/17: 60 15/16: 47 14/15: 57	Children & families
	Work in partnership to decrease the number of victims of antisocial behaviour and hate crime in Midlothian	31/3/20	Number of antisocial behaviour incidents	Continuous improvement	2019 - 4404	16/17: 6745 15/16: 6333	Police Scotland
			Number of hate incidents	Continuous improvement	2019 currently the subject of an embargo	H1 17/18: 52 H1 16/17: 42	Police Scotland
			<u>Suggested new PI</u>  Total number of hate crimes and incidents				
	Work with residents to build their resilience and help them resolve their own problems	31/3/20	% of resolution cases with a positive outcome (no repeat complaints received)	80%	97%	2016: 97% 18/19: 83%	Midlothian Resolution Service
			Number of Midlothian resolution service referrals received	110 – Off Target Team being disbanded and service started to wind down in February/March	122	2016/17: 117 H1 17/18: 51 2018/19: 95	Midlothian Resolution Service

Ref Code	Community Safety and Justice 2019-20						Ownership
	Actions	Due Date	Performance Indicator	2019/20 Target	Baseline	Previous trend data	Lead Partner
<b>Community Justice</b>							
	Deliver the Midlothian Community Justice Partnership communication plan to help raise the profile of Community Justice	31/3/20	% of people who are aware of what Community Justice is  <b>18/19:</b> No data available This is an annual PI. Community Justice consultation usually takes place around November.	50%	17/18: 45%	17/18: 45% 16/17: 28% 18/19: No Data currently	Community Justice Team

## **GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD (GIRFEMC)**

NHS Lothian and Midlothian Council have a shared statutory responsibility for delivery of this annual plan, which forms part of the three year Integrated Children's Services Plan. It is important to emphasise that the voluntary sector and the community planning partners have a key role in the development of all aspects of the plan and this year's priorities have been directly informed by the views of children and young people. Our priorities for 2019/20 are to work with children and young people and our community planning partners to achieve our shared endeavour to:

1. Manage and reduce risk taking behaviour
2. Reduce the poverty related attainment gap
3. Improve mental health and wellbeing.

These annual priorities will further the GIRFEMC Board's three-year (2017-2020) outcomes so that:

1. Children in their early years and their families are being supported to be safe, healthy, to learn and to be resilient
2. All Midlothian children and young people are being offered access to timely and appropriate support
3. All care experienced children and young people are being provided with quality services
4. Children and young people are supported to be healthy, happy and reach their potential
5. Inequalities in learning outcomes have reduced.

GIRFEMC has four sub-groups that manage the overall GIRFEMC work programmes and report into the GIRFEMC Board. These are:

1. Midlothian Early Action Project - Children and Young People's Mental Health
2. Vulnerable Children
3. Strategic Oversight - Attendance and Exclusions
4. Early Years.

The Voluntary Sector Children and Young People's Group supports all of the sub-groups to ensure that the services and priorities of the sector inform the work of GIRFEMC. In addition, elements of the work of the Community Planning Partnership, such as the work of the Child Poverty Working Group, feed into the work of GIRFEMC.

Significant reductions in public sector funding is particularly challenging for Midlothian. The current funding settlement from the Scottish Government does not reflect the unprecedented growth in population in Midlothian as the fastest growing local authority in Scotland. All GIRFEMC partners are committed to taking up the challenge of shifting resources to prevention and early intervention and to work closely together to align our resources to the outcomes that have been agreed.

In 2019/20 GIRFEMC will develop a revised three-year Integrated Children's Services Plan. This will give us an opportunity to build on the successes of the work of GIRFEMC partners. In addition to learning gained from work previously undertaken, there are a number of key strategic drivers that will inform the GIRFEMC Board's priorities.

The Community Empowerment (Scotland) Act 2015 requires Community Planning Partnerships to develop a Local Outcome Improvement Plan. This plan provides the overall objectives to tackle deprivation and reduce inequalities and these are embedded throughout the actions and measures of GIRFEMC. The focus on reducing inequalities will be strengthened this year with the production of the Local Child Poverty Action Report as part of the Child Poverty (Scotland) Act 2017. The Children and Young People's (Scotland) Act 2014 continues to

provides the statutory framework for the delivery of children and young people's services. We have embedded wellbeing indicators, corporate parenting and an unwavering commitment to support children and young people who are looked after and accommodated. The GIRFEMC Board is fully committed to realising the children's rights approach to all of our work and making sure that we embed the principles of the United Nations Conventions on the Rights of the Child.

The Education (Scotland) Act 2016 is a driver for reducing inequalities in our children's learning. The National Improvement Framework sets out the vision and priorities for improving education in Midlothian with a clear focus on raising standards and closing the poverty-related attainment gap, reducing exclusions and increasing attendance. The Pupil Equity Fund will be a key resource to help close the attainment gap between the most and least disadvantaged children and young people. In July 2018 Scottish Government announced funding through the Scottish Attainment Challenge to provide additional support for care experienced children and young people, to help improve their educational outcomes. Midlothian Education and Children's Services have jointly devised a plan around how this additional money shall be utilised in order to better support our care experienced children and young people. A range of new ideas have already been implemented such as having a Virtual Head Teacher for all looked after children, additional training for staff and bespoke packages of support for individuals. Additional investment in early years, with the commitment to provide 1140 hours of free early learning and childcare by 2020, will make a significant contribution to reducing inequalities in early learning.

In 2017, a group of people from the Midlothian Youth Platform carried out research on young people's views of mental health. The young person-led research has inspired the GIRFMEC Board to change how we do things. In 2018, community partners worked together to secure £836,000 in funding from the Big Lottery Early Action fund, over five years. The project is about changing our system so that children, young people and young adults get the best possible mental health support and have the resilience to deal with life's challenges. In January 2019, the Midlothian Early Action Project commenced, with three '100 Day Challenge' projects, in collaboration with Healthcare Improvement Scotland's Improvement Hub and Nesta (Innovation Foundation). These projects involve trying out new ideas on effective, early action. In the longer term, we aim to change our system so that children, young people and young adults get the best possible mental health support and have the resilience to deal with life's challenges.

Child Poverty reduction targets and actions are led through the Improving Opportunities Midlothian Partnership Group. A sub group on delivery of the Child Poverty Act requirements is established. Annual reporting is in place. Poverty proofing the school day was successfully piloted in 11 schools in the priority areas 2018/19. Work continues to develop poverty proofing across all Midlothian schools.

### **Public Protection**

GIRFEMC Board has a shared endeavour to maximise the partnership to help keep all children and young people safe. The Joint East and Midlothian Public Protection service is a successful collaboration of two local authorities working together to identify and manage risk in an integrated 'lifespan' approach. The services include bringing together partners from multiple professions to manage child protection, adult support and protection, violence against women and children, and offender management. This holistic approach aims to promote safer communities and improve outcomes for those in need of support and protection. This year there continues to be a focus in Midlothian on reducing problematic risk taking behaviour and also to embed a set of core messages to help achieve this



Reference Code	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
<b>GIRFEMC - All care experienced children and young people are being provided with quality services (3 year priority)</b>							
<b>1. Manage and reduce risk taking behaviour (1 year priority)</b>							
New	Ensure children and young people are meaningfully engaged in the development of initiatives and policies	31/03/2020	Increase the usage of Mind of My Own App with looked after children	300	74 young person and 124 worker accounts, 274 statements sent by young people	New Measure	Jo Foley
			Increase the number of care experienced young people attending the Champions Group	40	35	New Measure	
New	Continue to work with the PACE programme to reduce the timescale in decision-making for children achieving permanent placements	31/03/2020	Increase the percentage of Looked after and accommodated children (under 12 years) having a decision for permanence within 7.5 months (33 weeks) from the date a child is accommodated	80%	75%	New Measure	Jo Foley
			Percentage of children who have been looked after at home for more than 2 years will have a Review looking at their whole period of time being looked after	100%		New Measure	

			Percentage of children who have had a recommendation for permanence away from home will have the decision ratified by the Agency Decision Maker within 14 weeks of the Looked After Review that recommended permanence	100%		New Measure	
			Percentage of Court submissions will be lodged within 16 weeks of the Agency Decision Maker sign off.	100%		New Measure	
New	Support young people who are pregnant or a parent to enable them to reach their full potential	31/03/2020	Implement and evaluate Midlothian's teenage pregnancy pathway	Pathway implemented.		New Measure	Jo Foley
New	Reduce the attainment gaps for care experienced young people	31/03/2020	Improve the attainment level of Care Experienced Young People	135	126.8	2018- Midlothian average tariff score LAC- 126.8 (S4) Virtual - 262 National - 159.2	Jo Foley
P.G.CS.2.1	Involve children and young people with communities of place and interest in co-design and co-delivery of services	31/03/2020	Evidence of collaboration with neighbourhood planning, parent, carer, service user, youth work, care leaver and pupil groups in development of plans and in delivery of services	600	550 young people involved in CPP planning process		Alasdair Mathers



**GIRFEMC - Inequalities in learning outcomes have reduced (3 year priority)**
**2. Reduce the poverty related attainment gap (1 year priority)**

P.G.E.3.5	Individualise approaches to attainment for Looked After at Home pupils	31/03/2020	Improve the performance of Looked After at Home Children in line with Curriculum for Excellence levels at P1, P4 and P7	P1 N 86.68% R 87.21% W 83.69% L&T 92.68% P4 N 78.84% R 79.47% W 76.37% L&T 85.12% P7 N 74.75% R 79.47% W 75.94% L&T 83.63%	P1 Numeracy 85.71% Reading 57.14% Writing 57.14% L&T 71.43% P4 N 42.86% R 42.86% W 42.86% L&T 57.14% P7 N 20% R 80% W 80% L&T 100%		Andrew Sheridan
New	Ensure the Scottish Government's recommendations for embedding LGBTI curriculum is delivered through wider partnership working.	31/03/2020	Personal and Social Education in secondary schools will include LGBT. School visits and discussions with staff will evidence this	6 Secondary Schools	6 Secondary Schools	New Measure	Andrew Sheridan
New	Newbattle learning community (PEF project) deliver a summer programme providing food, physical activity and creative arts	31/03/2020	Increase the number of families participating in the summer programme by working in partnership with other agencies	60 families	84 children from 56 families	New Measure	Heather Ritchie

New	Improve educational outcomes of our looked after children (LAC/LAAC & Kinship) through joint work with Education	31/03/2020	Average tariff score each Care Experienced Young Person (CEYP) gains	171	169.4		Keith Millar
			Measure number of CEYP continuing into 5th & 6th year	13	13		
			Reduce the number of CEYP are on part time timetables	10	13		
New	Develop a strategy that supports care experience young people into further education and independent living.	31/03/2020	Reduction of care experienced young people going into homeless accommodation	23	27		Keith Millar
			Measure the increase in percentage of care experienced young people going to college/university/employment	82.72%	72.78%		
GIRFEMC - Children in their early years and their families are being supported to be healthy, to learn and to be resilient (3 year priority)							
GIRFEMC - Children and young people are supported to be Healthy, happy and reach their potential (3 year priority)							
3. Improve mental health and wellbeing (1 year priority)							
P.G.CS.1.1	Partners support a reduction in the number of young people referred to Child and Adolescent Mental Health Services (CAMHS) by providing alternative support	31/03/2020	Annual number of CAMHS referrals	580	774	17/18 - 591 18/19 - 774	Dawn *Carmichael; Richard *Murray
P.G.CS.1.2	Establish a framework for partnering with those who experience domestic violence and intervening with domestic violence perpetrators in order to enhance the safety and wellbeing of children	31/03/2020	Framework for partnering with those who experience domestic violence and intervening with domestic violence perpetrators established	Framework established		18-19 – 1	Veronica *Campanile; Lesley Watson
P.G.CS.1.3	Ensure CAMHS meet HEAT targets for waiting times	31/03/2020	Annual percentage seen within 18 weeks for first treatment	90%	52.2%	17/18 - 48.8% 18/19 – 52.2%	Dawn *Carmichael; Richard *Murray

P.G.CS.1.6	Gather data and undertake research to analyse population level data, to really understand the mental health needs and service use of children and young people	31/03/2020	Data gathered and analysed, enabling the identification of what needs to change at a local level, across Midlothian	Yes	This activity will provide a baseline	No comprehensive trend data available for public and social aspects of mental health system	Dee *Kieran
P.G.CS.1.9	Create a Children and Young People's Wellbeing and Mental Health Strategy for Midlothian, focussing on skills based programmes, preventive work, the identification of difficulties and targeted intervention	31/03/2020	Children and Young People's Wellbeing and Mental Health Strategy approved and in place	Strategy approved and in place			Dee *Kieran
New	Identify and implement Tests of Change projects	31/03/2020	Test of Change projects in place	Yes		New Measure	Dee *Kieran
New	Tests of Change: Undertake three '100 Day Challenge' collaboration projects, focused on improving children and young people's mental health	31/03/2020	Evidence of impact and effective collaboration across three projects, leading to future recommendations of what can be tested further and scaled up	Yes		New Measure	Dee *Kieran
P.G.E.5.1	Develop capacity and support structures for the Early Learning and Childcare expansion to 1140 hours per year with an unrelenting focus	31/03/2020	Increase the number of expanded places delivered in local authority settings	880	376		Rob Beal
		31/03/2020	Increase the number of expanded places delivered in private and third sector settings	300	150		

	on ensuring high quality provision.	31/03/2020	Increase the number of Early Learning and Childcare Modern Apprentices recruited	95	55		
		31/03/2020	Increase the number of eligible 2 year olds taking up funding	180	160		
P.G.E.5.3	Establish a family learning approach to early years services that promotes a positive attitude to lifelong learning, encourages socio-economic resilience and challenges educational disadvantages.	31/03/2020	Increase the number of families actively engaged in family learning initiatives (eg PEEP, Big Bed Time Read, Parents involved in Children's Learning)	950	794		Rob Beal
		31/03/2020	Percentage of parents involved in family learning initiatives who report an improvement in their knowledge, skills and confidence in supporting children's learning	80%	New Measure		
		31/03/2020	Increase the number of parents accessing parenting programmes from most deprived SIMD areas	30	14		
		31/03/2020	Increase the number of practitioners trained in Parents Involved in their Children's Learning (multi agency) approach	72	0		
P.G.E.2.3	Work with partners to increase activity to promote breastfeeding as an option and ensure that Midlothian women who decide to breastfeed are supported to succeed.	31/03/2020	Work to reduce the drop off rate of babies being breast fed at the Health Visitor's first review	19.50%	21.2%	17/18 -21.2% Scotland 19.5%	Chris *Ridley
		31/03/2020	Work to reduce the drop off rate of babies being breast fed between the Health Visitor's first review and 6-8 week review	34.40%	38.6%	17/18-38.6% Scotland 34.4%	
P.G.E.2.4	Work with partners to increase dental registration of 0-2 yr olds and 3-5 yr olds	31/03/2020	Work to increase the percentage registered with a dentist between 0-2	47%	44.8%	16/17 - 44.8% 17/18 - 45.2% 18/19 - 44.8%	Chris *Ridley

			Work to increase the percentage registered with a dentist between 3-5 yrs	93%	91.2%	16/17 - 91.6% 17/18 - 91.4% 18/19 - 91.2%	
P.G.E.2.5	Work with partners to decrease the percentage of those found to be clinically overweight or obese at P1 entry and to reduce the percentage of those at risk	31/03/2020	Work to reduce percentages in the combined overweight and obese clinical thresholds at P1 to be below Clinical Lothian average of 14.2%	14.2%	14.6%	15/16 - 15.3% 16/17 - 17.8% 17/18 - 14.6%	Chris *Ridley
P.G.E.2.6	Develop rights respecting schools approach across Midlothian schools	31/03/2020	Increase the percentage of schools adopting rights respecting schools by 10%	Primary = 41% Secondary = 38%	2 secondary and 10 primaries		School Group Managers

## **IMPROVING OPPORTUNITIES FOR THE PEOPLE OF MIDLOTHIAN (IOM)**

### **Improving Opportunities for People Midlothian Plan 2019/20**

*The long term aim of the IOM is to build resilient communities and reduce inequalities.*

The Improving Opportunities for People (IOM) Midlothian plan has been prepared to inform the Community Planning Partnership (CPP) of emerging themes, agreed actions and measures for 2019/20. In 2018 the IOM agreed three priority areas following the annual CPP planning day. The 2018 Midlothian Profile shows, whilst there have been some improvements; continued work is needed in the following priority areas:

- Reduce the number of children living in poverty
- Support people out of poverty and welfare dependency
- Reduce health inequalities

With the introduction of the Child Poverty Act, and new reporting requirements from April 2019, there is an opportunity for the IOM to deliver a coordinated approach to reduce the number of children living in poverty. The universal credit roll out continues to impact on families out of and in work, in work poverty is now an increasing feature of local economic circumstances. The Midlothian employment rate (80%) is above the Scotland average (75%), and 74% of jobs are full time (74% Scotland). The most recent data available shows that there are 5,556 workless households in Midlothian, this figure includes post working age. 37% of pupils are entitled to free school meals (Scotland 38%). Unemployment in Midlothian has decreased overall between 2008 and 2018, from 2,200 to 1,000, having climbed during the recession there has been a continuing decline since 2015, although the rate of decline has recently slowed. The unemployment rate for 16-24 year olds has fallen from 2015-16 (14% to 9%), and there has also been a drop from 15% to 14% at a Scottish level. Around 11,600 people in Midlothian are work-limiting disabled (21%) in line with the Scotland proportion (21%). 94% of 16-19 year olds are participating in education (64%), employment (27%) or other training and development (3%). Average median workplace earnings in Midlothian (£446) are below the Scottish average (£453), but resident based earnings (£461) are above the Scottish average (£452). Qualifications in the working age population (2017) now show above the Scottish averages at all levels except SVQ level 1 where it is marginally below, and SVQ level 4 and above there is still a 2% lower level of HND, Degree and above qualifications in the workforce.

The IOM partnership has responsibility for monitoring and supporting implementation of a number of plans, including:

- The learning and development in our communities plan 2018-21 (a statutory plan under the Education Act) The full plan can be found here:  
[https://www.midlothian.gov.uk/downloads/file/3084/learning\\_and\\_development\\_in\\_midlothian\\_communities\\_-\\_3\\_year\\_plan\\_2018-21](https://www.midlothian.gov.uk/downloads/file/3084/learning_and_development_in_midlothian_communities_-_3_year_plan_2018-21)
- The action plan of Midlothian Financial Inclusion Network (MFIN)
- The child poverty strategy
- The employability and learning Midlothian action plan
- The action plan of Social Enterprise Action Midlothian (SEAM)

The IOM action plan is based on the medium term priorities for 2019-22 in the Single Midlothian Plan and the priorities identified by the residents of Midlothian in the 2018 Citizens Panel Survey. A PESTEL analysis is included in the 2018 strategic assessment.

[https://www.midlothian.gov.uk/downloads/download/381/community\\_planning\\_-\\_strategic\\_assessment](https://www.midlothian.gov.uk/downloads/download/381/community_planning_-_strategic_assessment)

The assessment should be read in conjunction with Midlothian Profile 2018  
[www.midlothian.gov.uk/download/.../id/.../midlothian\\_profile\\_2018.pdf](http://www.midlothian.gov.uk/download/.../id/.../midlothian_profile_2018.pdf)

#### Medium Term IOM Outcomes for 2019-22

- Poverty levels in Midlothian are reduced
- Health inequalities are reduced and the health of people in Midlothian is improved
- The public is informed and engaged in service development and delivery

Key to the delivery of learning and development services within Midlothian is the community and voluntary sector. This diverse and creative range of groups and organisations is coordinated in community planning by the Third Sector Interface Partnership and its individual member groups, who are represented at all levels of the community planning partnership in Midlothian. The Midlothian Third Sector Interface Partnership works across core strategic areas of:

- Volunteering
- Social Enterprise
- Sector support
- Empowering & engaging local voluntary action

The Interface is made up of three organisations: Midlothian Voluntary Action (MVA), the Social Enterprise Alliance Midlothian (SEAM), and Volunteer Midlothian. Across the three organisations, the third sector interface. The Interface is represented at the IOM partnership, as are third sector partners from SEAM, and MFIN.

Reference Code	IMPROVING OPPORTUNITIES – 2019/20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
<b>IOM - Poverty Levels in Midlothian overall are reduced (3 year)</b>							
<b>IOM - Support people out of poverty and welfare dependency (1 year)</b>							
<b>IOM – Reduce the number of children living in poverty (1 year)</b>							
	Provide high quality and localised welfare advice and support, targeted at the areas with the highest levels of poverty	31/03/20	Midlothian Council Welfare Rights Team (WRT) will generate an additional benefit income maximization of £625k per quarter	£2.5 million	£1.5Million	2017/18 - £3.41m 2018/19 - £4.41m	Welfare Rights Team
		31/03/20	Midlothian Citizen Advice Bureaux (CABs) will generate an income maximization of £625k per quarter	£2.5 million	£2.5 million	16/17 £3.8m 17/18 £3.7m 18/19 £3.3m	CAB's
		31/03/20	Midlothian CABs will provide benefit advice sessions in the 3 targeted areas	160	153	18/19 - 153	CAB's
	Reduce barriers to learning by poverty proofing the school day with the Child Poverty Action Group in 11 primary schools in the priority areas. Extend this offer to all primary schools	31/03/20	Increase the number of schools that receive additional funding to poverty proof the school day	15	11	17/18 - 4 18/19 - 11	Communities & Learning Team
	Research in-school child poverty measures and interventions	31/03/20	Undertake 2 primary research projects with Edinburgh University to identify ways of increasing uptake of free school meals and maximising Pupil Equity Funding	2	2	18/19 - 2	



	Deliver the actions in the child poverty plan	31/03/20	Relative to Scotland, Midlothian can demonstrate a 1% reduction in child poverty. Currently the Scottish Average is 22% and Midlothian is 22.5%	21.5%	22.5%	22.5%	Child Poverty Working Group
	Provide short term support to people experiencing significant hardship. This will include practical interventions including access to food banks; travel vouchers and trial energy vouchers for households experiencing fuel poverty	31/03/20	Midlothian Foodbank will provide people with emergency food supplies	2,500	2,200	2018 - 1869	Midlothian Foodbank
		31/03/20	500 hot meals to people in food poverty, homeless or in isolation	500	1000	18/19 - 1000	
	Provide training to front line workers on the Welfare Reform Act so they can provide high quality support to people experiencing poverty	31/03/20	MC Welfare Rights Team will train advice staff and volunteers on welfare rights issues, in particular, the new requirements of the Welfare Reform Act	100	50	50	Welfare Rights Team
	Increase the interventions and support to unemployed adults	31/03/20	Ensure the number of unemployed adults in Midlothian does not increase beyond existing levels	3.5%	3.7%	2016 -3.9% 2017 – 3.2% 2018- 3.7% 2019-3.6%	DWP and Employment and Learning Midlothian
	Increase the interventions and support to workless households	31/03/20	Ensure the number of workless households in Midlothian does not increase beyond existing levels	12.4%	12.4%	2015-15.1% 2016-18.2% 2017-12.4%	
	Increase the number of people receiving support from the LLE job club.	31/03/20	Increase the number of people receiving support from the LLE job club	108	64	18/19 - 64	Lifelong Learning & Employability , and contracted organisations

IOM - Poverty Levels in Midlothian are reduced (3 year)							
IOM - Support people out of poverty and welfare dependency (1 year)							
	Deliver the actions and targets in Developing Scotland's Young Workforce (DSYW) Plan	31/03/20	% of 16-19 years olds secure a positive destination annually the 'participation measure'. DSYW plan details the actions required to achieve this	95%	88.7%	2017-18 - 94.3%  2016-2017 - 93.6%	DMYW group
	Increase the level of achievement in mainstream youth work	31/03/20	Number of attendees at Youth Clubs achieving accreditations	210	179	179 young people achieved 191 accreditations in 2018-19	Lifelong Learning & Employability
			Number of young people achieving Duke of Edinburgh Award	220	156	18/19 - 211	
	Ensure there is a youth work offer in each geographical cluster for all young people P6 to S6	31/03/20	Increase the number of young people attending Youth Clubs in each geographical cluster	173 610 670 167	165 581 638 159	Dalkeith 165 L'wade 581 N'battle 638 Penicuik 159	
	Target approach to increase engagement with care experienced young people	31/03/20	Increase the number of care experienced young people engaged in mainstream youth work	17	15	15 attending Champion's Board	
	Ensure that transitional support is offered to young people from p7 to S1 and then for S4, 5, 6 who are at risk of leaving school without a destination	31/03/20	Increase the number of young people attending transition projects	86	81	81 Young People attended Transition	

						Projects 2018-19	
	Deliver the actions identified in Employability and Learning Midlothian (previously Midlothian Adult Learning Partnership) so that qualification levels are improved at all levels (SVQ1-4)	31/03/20	Increase % of NVQ4 and above qualification levels of Midlothian residents	41%	39.6%	2018 – 39.6% 2017 – 42% 2016 – 38.6% 2015 – 39.9%	Employability & Learning Midlothian
		31/03/20	Increase % of NVQ3 and above qualification levels of Midlothian residents	59%	57.7%	2018 – 57.7% 2017 – 62.4% 2016 – 59.7% 2015 – 59.5%	
		31/03/20	Increase % of NVQ2 and above qualification levels of Midlothian residents does not increase	74%	72.4%	2018 – 72.4% 2017 – 77.9% 2016 – 78.3% 2015 – 77.1%	
		31/03/20	Increase % of SVQ1 and above qualification levels of Midlothian residents	85%	83.2%	2018 – 83.2% 2017 – 87.7% 2016 – 88.2% 2015 – 87.4%	

		31/03/20	Reduce the % of Midlothian residents with no qualifications have reduced	7%	9.6%	2018 – 9.6% 2017 – 7.2% 2016 – 6.4% 2015 – 7.9%	
	Volunteer Midlothian, LLE and Third Sector partners will develop new volunteering roles and recruit new volunteers in line with the Volunteer Charter	31/03/20	Number of Saltire Awards achieved by young people (12-25) for volunteering in their community	442	421	2014 – 363 2018 – 421	Volunteer Midlothian and partners
		31/03/20	Based on Midlothian Citizens Panel, the number of volunteers will increase by at least 1% a year	32%	31%	2016 - 29% 2017- 29% 2018 – 31%	Volunteer Midlothian and partners
	Provide one-to-one or group ICT tuition to 95 older people and vulnerable adults over the age of 50 as part of the Connect Online Programme	31/03/20	Older people and vulnerable adults will receive one-to-one IT tuition at home	30	25	2018 – 13 2019 - 27	Volunteer Midlothian
			Older people and vulnerable adults will receive group IT tuition to improve their digital literacy	140	88	2018 – 88 2019 - 136	
	Provide training and support to Third Sector organisations to improve the quality of their volunteer placements and volunteer management	31/3/19	Third Sector organisations who have access to support and training report that they are better able to recruit, manage and retain volunteers as a result of receiving training and support	100%	100%	2018 – 100%	Volunteer Midlothian and partners
	Deliver an annual TSI training programme, of 10 training events	31/03/20	Third sector organisations can access the training they need to sustain and improve	10		2018 - 13	Third Sector Interface
	Implement actions arising out of the Midlothian Technology Conference	31/03/20	All actions delivered	yes			Technology Steering Group
<b>IOM – Health inequalities are reduced and the health of people in Midlothian is improved (3 year)</b>							

<b>IOM - Reduce health inequalities (1 year)</b>							
	Professionals that work with children and young people reporting an increase in knowledge, skills or confidence in order to provide preventative support for children with mental wellbeing issues	31/03/20	Increase the % of professionals who report this increase in knowledge and skills	50%	50%		JHIP
	Support people to attract additional income through the AIM HI project	31/03/20	Total number of people assisted by AIM HI project	80	64	64	JHIP
		31/03/20	Total increase in household income (£) for families engaged with AIM HI Project	£184,000	£66,915	£66,915	JHIP
	Provide support and direction to programmes and partnerships to ensure they undertake work to tackle health inequalities	31/03/20	Number of organisations or services benefit from advice and information related to health inequalities	15		15	JHIP
	Implement a Type 2 Diabetes/Obesity Prevention Strategy that involves the breadth of the Community Planning Partnership	31/03/20	Deliver the strategy in partnership with the breadth of community planning partners and captures their contribution to reducing type 2 diabetes and obesity	1	0	New measure	JHIP
<b>IOM - The public is informed and engaged in service development and delivery (3 year)</b>							
<b>IOM - Citizens are engaged with service development and delivery</b>							
	Review Neighbourhood Planning arrangements with partners and participants	31/03/20	Review recommendations reported to CPP Board	1	0	New measure	CPWG
	Provide support to Third Sector and community groups to increase their capacity	31/03/20	Provide support to community and voluntary groups on funding, capital projects, governance, income generation,	80	150	80	Communities and Learning / TSI staff teams

			influencing and organisational development				
	Undertake the Citizens Panel survey as a way of informing service development and delivery	31/03/20	Complete two citizen panel surveys with a response rate of at least 60%	64%	63%	2014 - 61% 2016 – 62% 2017 – 63%	Community Planning Management
	Test new approaches to funding that enable more community involvement in budgeting decisions	31/03/20	Attract external funding to test at least 2 new approaches that enables public engagement in the decision making processes	2	2	2	Communities & Learning Team
	Support community groups to improve access the CPP decision making as part of the Community Empowerment Act, Including Participation Requests	31/03/20	No more than one formal Participation Requests per quarter, early high quality engagement will prevent the need for formal Participation Requests	1	2	2	Communities & Learning /TSI staff
	Provide support to Asset Transfer applicant community organisations	31/03/20	15 organisations are supported through an expressions of interest and all organisations that apply for a formal transfer are responded to within the statutory timescales.	15	7	3	Communities & Learning Team
	Support Community Organisations with applications to the Armed Forces Covenant Fund	31/03/20	Provide bespoke 1-1 support to develop applications to the Armed Forces Covenant Fund	7	5	5	Communities & Learning Team

## **SUSTAINABLE GROWTH**

The CPP merged into one theme three complementary dimensions of ‘promoting economic growth’; ‘ensuring a sustainable environment’; and ‘developing housing to meet communities’ needs’. These three dimensions are the underpinning principles of planning legislation in Scotland. It was the view of the CPP that by aligning the structure of the CPP in this way there would be opportunities for improved links between the Community Planning and local development planning processes. Progress has been made in linking the outputs of neighbourhood planning to the development planning process. The production of Midlothian Local Development Plan number 2 has been completed. Midlothian has previously been complimented nationally for the extent to which its local development plan process has undertaken engagement throughout its development phase.

The rapid expansion of Midlothian due to the impact of the SESplan (Edinburgh, Lothian’s Fife and Borders structure plan) expectations for large scale housing development across 2 development corridors in Midlothian and delays in bringing forward housing allocations due to the 2008 recession have combined to put pressure on existing settled communities and those providing public services.. Midlothian is now the fastest growing Council area in the whole of Scotland.

The concerns of communities affected by this pace of change include:

- The need for rapid parallel investment in retail, health, education and community facilities to match the needs of the new population, including how the funds available from Developers are used to contribute to this
- Conservation of green space and natural environment,
- Improvements in the town centres of Midlothian small towns,
- Local sustainable transport links to employment, learning and health facilities
- Steps to integrate new and old communities into a common sense of place that strengthens the identities of each community.

New Planning legislation is being prepared which is expected to further bring together community planning and development planning strengthening public engagement in the latter, and building on Community Empowerment Act principles

### **Developing the Midlothian Economy**

The economic recession that started in mid/late 2008 created enormous challenges for CPP partners such as the Council, Scottish Enterprise, Edinburgh College, the Federation of Small Businesses, and Midlothian and East Lothian Chamber of Commerce. Significant progress has been made in Midlothian in the past 10 years in terms of addressing the adverse socio-economic impact of the economic downturn against a background of a continuing aftermath of higher taxation to fund borrowing /government debt repayment; significant public sector budget cuts, rising demand for services from a growing and ageing population and the impact of the decision to leave the European Union.

Productivity measured by GVA rose by 3.9% in Midlothian between 2011 and 2016, 1.1% of the national total, largely due to Wholesale and retail trade: repair of motor vehicles (14%); Real Estate activities (13%); Education (11%) and Construction (11%)., business growth rates, Productivity levels (at £42,415 GVA per worker) remain below the Scottish average (£47,755). There has been an 8.1% increase between 2012 and 2016, this is below the Scottish average increase (12.5%). Average median workplace earnings in Midlothian (£446) are below the Scottish average (£453), but resident based earnings (£461) are above the Scottish average (£452). The business base continues to grow broadly in line with Scotland from 2012, with 315 business births (2016) which equals 36 per 10,000, this is below the Scotland rate (41). Midlothian has proportionally fewer business “deaths” (2016) at 240 (27 per 10,000 vs 39 per 10,000 Scotland) which means

a higher proportion of local businesses have continued to trade. It is notable that only 10 businesses employ 250+ employees, with 87% of local private businesses employing less than 10 employees.

Local Midlothian based employment fell -2% between 2010-17, behind Scotland (1%) and UK averages (6%). Midlothian based employment is now at 29,000 (below 2010 levels), which reflects an increased outward commuting pattern, especially when seen against the growth in resident population. Top 3 employing sectors are- Retail (4,000 13%); Health (3,800, 12%); Education (3,500, 11%). The other Midlothian based employment concentrations are in construction; motor trades and education. Agriculture, forestry and fishing, financial and insurance services; mining, quarrying and utilities employment continue to be under-represented relative to the Scottish average distributions.

The highest % employment in professional occupations (16%); associate technical and professional roles (13%); Caring, leisure and other occupations (13%). A lower share are employed in process, plant and machine operations (5%)

The greatest decline has been in skilled trades occupations (-3.6%, between 2008-18). The employment rate (80%) is above the Scotland average (75%). 74% of jobs are full time (74% Scotland).

Across Edinburgh, East and Midlothian there are predicted to be 189,800 job openings between 2018 and 2028. Almost 39,000 of these will be new roles, with the remainder consisting of replacement demand. There will be the greatest number of opportunities at the top and bottom of the 'hour glass' of skills and qualifications. Population growth in Midlothian will be pronounced at both the older (post working age) and younger age ranges.

Unemployment in Midlothian has decreased overall between 2008 and 2018, from 2,200 to 1,000. The unemployment rate for 16-24 year olds has fallen from 2015-16 (14% to 9%), and there has also been a drop from 15% to 14% at a Scottish level. Around 11,600 people in Midlothian are work-limiting disabled (21%) in line with the Scotland proportion. (21%) 94% of 16-19 year olds are participating in education (64%), employment (27%) or other training and development (3%). There are 5,556 workless households in Midlothian in 2017, however this has been declining overall since 2015

The proportion of school pupils entitled to free school meals is 37%, just below the Scottish average (38%).

At a national level, the Scottish Government (SG) launched a refreshed Economic Strategy in March 2015. This refreshed strategy sets out an overarching framework for a more competitive and a fairer Scotland. The national strategy is driven by the following four priorities:

- **Investing in our people and our infrastructure in a sustainable way**
- **Fostering a culture of innovation and research and development**
- **Promoting inclusive growth and creating opportunity through a fair and inclusive jobs market and regional cohesion**
- **Promoting Scotland on the international stage to boost trade and investment, influence and networks**

Priorities for 2019/20 are:

- Support for business; maximising the socio-economic benefits of projects including the Borders Railway and infrastructure developments and spin offs from the City Region Deal.
- Driving forward inclusive economic growth by working in partnership with stakeholders, and ensuring business community benefits in the supply chain to maximise opportunities for local people.



- Maximise opportunities for digital connectivity to exploit Midlothian's sustainable tourist offer and harness inward investment potential.

### **City Region Deal**

The Midlothian area is part of the Edinburgh and South East Scotland City Region "City Deal" bid. City Deal offers access to retrospective UK Treasury and Scottish Government investment if projects achieve specified economic impact levels. The Edinburgh City Region City Deal includes all Lothian's Councils, Fife, Scottish Borders and City of Edinburgh Councils. .Proposals affecting Midlothian directly include capital infrastructure investment to improve connectivity, with a focus on the Midlothian Science Zone; skills and learning investment in widening access to and achievement from further and higher education; support for public transport improvements -especially connections around the city bypass to improve links to employment in the wider travel to work area. A series of integrated employability and skills (IRES) programmes coordinated through IOM theme of the CPP have been initiated focussing on Housing and Construction Industries, Digital Development and Innovation, Recruitment and Skills pipeline development, transport access and labour market intelligence. These link to and support capital investments across the City Region including housing, science and digital research, transport infrastructure and cultural developments using Community benefit procurement and other methods to seek to ensure inclusive benefits accrue to the most disadvantaged residents for the CRD investments

### **NATURAL ENVIRONMENT**

Production of a new Midlothian Local Biodiversity Action Plan and re-establishment of a Midlothian Biodiversity Partnership were identified as CPP as priorities. These appeared as actions and were delivered in 2018/2019. The actions of the newly produced Midlothian Local Biodiversity Action Plan will be delivered by the Midlothian Biodiversity Partnership and other partners as necessary. One of the objectives of the Midlothian Local Biodiversity Action Plan is to engage the public in more biodiversity events to increase engagement with and understanding of biodiversity matters.

The Midlothian Green Network Supplementary Guidance for the Midlothian Local Development Plan (2017) was prepared and adopted by Midlothian Council in 2018. This document will help secure paths and planting through new developments and help connect path networks across Midlothian and with adjoining local authorities

### **HOUSING IN MIDLOTHIAN**

The key priorities for housing in Midlothian are increasing the supply of affordable housing and the addressing homelessness. There is a high need for affordable housing in the area, and this need is exacerbated by the projected population increase and by the already high levels of housing need, with around 4,500 applicants on the Housing List, and almost 1,000 homeless households.

Midlothian Council has worked in partnership with housing associations and house builders in Midlothian to develop a Strategic Housing Investment Plan covering the period 2019/20 – 2023/24. This provides details of new investment of 2,202 new affordable homes, including at least 1,000 additional council homes. To support this level of development a record level of affordable housing investment is being made by the Scottish Government (£25.9 million allocated to Midlothian during the last three years).

The Scottish Government established a Homelessness and Rough Sleeping Action Group (HARSAG) in 2017, which has made recommendations on ending rough sleeping and transforming the use of temporary accommodation through a Rapid Rehousing approach for homeless households, and also Housing First for people with complex needs.

Rapid rehousing is about taking a housing-led approach for rehousing people that have experienced homelessness, making sure they reach a settled housing option as quickly as possible rather than staying in temporary accommodation for too long. Transition to a rapid rehousing approach means that some local

authorities and partners will have to redress the balance of housing and support options that are available, and how quickly they are accessed. Each local authority has been asked by the Scottish Government to prepare a Rapid Rehousing Transition Plan demonstrating how they will move to a rapid rehousing model over a term not longer than five years. This will need to demonstrate not only how homelessness demand will be addressed, but also how any backlog of demand from homeless households currently in temporary accommodation will be addressed.

This Rapid Rehousing Transition Plan for Midlothian has now been published and the identified actions for improvement will be a focus for Midlothian Council and a range of partners in order that more homeless people are able to access settled housing and the time spent in temporary accommodation is reduced

Reference Code	SUSTAINABLE GROWTH 2019/20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
<b>Support for business; maximising the socio-economic benefits of projects including the Borders Railway and infrastructure developments and spin offs from the City Region Deal.</b>							
	Encourage innovation and continue to work with Business Gateway and Scottish Enterprise, endeavouring to maximise growth client potential for the region.	31/3/20	List of growth potential business created, up to date and in use	yes	0	0	Scottish Enterprise/ Midlothian Council
	Work with key groups of business start-ups to increase economic activity	31/3/20	Increase the number of business start-ups assisted	200	155		Business Gateway
	Increase visibility by utilising digital technologies to maximise uptake and increase revenues of Midlothian's tourism assets.	31/3/20	Increase level of income generated in Midlothian by tourism assets	£112m	Report published April 2017 on year to March 2015: £110.09m	Report published April 2016 on year to March 2015: £79.71m	Sustainable growth/ Tourism Forum
	Review public services procurement arrangements to identify a baseline of local procurement from Midlothian businesses	31/3/20	Ensure alignment with Procurement strategy and promote Supplier Development Programme	Yes	To be established by November annually		Sustainable growth partners
	Prepare a refreshed Economic Development Strategy to ensure conditions for inclusive sustainable economic growth.	31/8/20	Formal consultation with community planning/ business community partners will be underway Q3 2019	Yes	New Measure	-	Midlothian Council (lead) and partners

	Increase take up of economic land supply along the Borders Rail corridor which comprises Shawfair, Dalkeith, Bonnyrigg, Rosewell, Newtongrange and Mayfield/Easthouses, Gorebridge, Pathhead)	31/3/20	% of hectarage of available land in the corridor taken up. Reviewed through the LDP process and annual land audit. Annual Report on promotion of economic land as part of Borders Rail blueprint programme	Data Only	1.4%		Midlothian Council and Landowners
<b>Driving forward inclusive economic growth by working in partnership with stakeholders, and ensuring business community benefits in the supply chain to maximise opportunities for local people.</b>							
	Increase connections between local business and the Midlothian Science Zone (MSZ)	31/3/20	Hold 2 meetings annually to increase engagement	2	New Measure		Midlothian Council and Landowners
	Deliver on maximising projects through the IRES offer, to deliver jobs and training relevant to the skills base and needs of local employers.	31/3/20					Midlothian Council/ IRES Board
<b>Maximise opportunities for digital connectivity to exploit Midlothian's sustainable tourist offer and harness inward investment potential.</b>							
	Work with Midlothian businesses and MBTAG to exploit local tourist offer and increase inter-regional connectivity.	31/3/20					Midlothian Council/MB TAG/ Business Community
	Create and develop a platform to showcase Midlothian's prospectus of employment land, opportunity, quality of life, and potential for sustainable growth and expansion.	31/3/20					Midlothian Council/Bus iness Community
<b>SG Sustainable town centre regeneration( 3 year outcome)</b>							
<b>Support regeneration of Town Centres ( 1year action)</b>							

	<p>Improve the viability, vitality and environmental quality of Penicuik Town Centre by;</p> <ul style="list-style-type: none"> <li>Secure and start implementation of the Penicuik Heritage Regeneration project (TH and CARS project) – need to secure funding from The Heritage Lottery Fund and Historic Environment Scotland</li> <li>Securing the long term future of the Town Hall building</li> </ul>	31/3/20	Take up of grants by building owners for the repair and restoration of their buildings	1 Annual Measure	New Measure	0	Penicuik Heritage Regeneration Project Team
	Increase community involvement in decision making in investment in town centres	31/3/20	Number of town centre projects communities are involved in and number decisions affected by community involvement	3 Annual Measure	0 – New Measure	0	Midlothian Council
	Build upon the setting up of the Penicuik Business Improvement District and support the implementation of BIDS activities	31/3/20	Number of BIDS projects completed from BIDS action plan	10	0	0	Penicuik BIDS group
	Develop a Dalkeith BIDs initiative	31/3/20	Application made to Scottish Government Borders Railway Blueprint funding programme to provide support for a Dalkeith BIDs initiative	1	0	0	Midlothian Council/One Dalkeith
	Engage with One Dalkeith about Dalkeith Town Centre redevelopment	31/3/20	Evidence of engagement between One Dalkeith and Council on Dalkeith town centre regeneration through minutes of meetings and consultations	Data Only		0	Midlothian Council

**SG Deliver LEADER projects (EU funding programme) ( 1 year action)**

	Encourage Tyne Esk LEADER Programme applications from Midlothian eligible areas	31/3/20	Percentage of LEADER funds allocated	80%		17/18 34% 18/19 15.85%	Leader Action Group (LAG)
		31/3/20	Number of community facilities created	5	0	17/18 4 18/19 1	LAG
		31/3/20	Number of community facilities improved	5	0	17/18 0 18/19 0	LAG
SG - More social housing has been provided taking account of local demand(3 year outcome )							
SG - Homelessness has reduced, and people threatened with homelessness can access advice and support services(3 year outcome )							
SG - Deliver further affordable housing (1year action)							
	In partnership between the Council, Registered Social Landlords and private developers, deliver 165 new affordable homes	31/3/20	Number of new homes completed	165	56 (2014/15)	16/17 80 17/18 114 18/19 188	MC Housing/ RSL's/ Developers
	Investigate accelerated development of affordable housing via use of innovative approaches and consequent economic benefit	31/3/20	Number of units currently under construction	1 - Annual Measure	0	16/17: 80 17/18: 114 18/19: 0	Housing/ RSL's/ Developers
		31/3/20	Number of Units complete	1 - Annual Measure	0	16/17: 0 17/18: 114 18/19: 20	MC Housing/ RSL's/ Developers
	Develop affordable housing to meet specialist needs	31/3/20	Number of complete unit complex care development and plan additional provision of extra care housing	12 - Annual Measure	4	17/18 - 12 18/19-0	MC Housing/ RSL's

		31/3/20	Number of other specialist provision housing units complete	1 - Annual Measure	1	17/18 : 2 18/19: 3	MC Housing/ RSL's
<b>SG - Homelessness has reduced, and people threatened with homelessness can access advice and support services(3 year outcome )</b>							
<b>SG - Deliver further affordable housing</b>							
	Increase the support to young people through the Youth Homelessness Prevention Service	31/3/20	% of young people approaching the homelessness service who engage with Youth Homelessness Prevention Service	95%	33%	16/17: 33% 17/18: 65% 18/19:100 %	MC Housing/ Third sector
	Ensure an increased number of council house allocations to homeless households	31/3/20	Number of allocations	200	165	17/18 165	MC Housing
	Reduce bed and breakfast accommodation use by 50% by 2020.	31/3/20	Number of households at any time living in bed and breakfast accommodation	20	80	17/18: 46 18/19: 42	MC Housing / RSL's / Landlords
	Deliver "Leaving Home" education programme in Schools	31/3/20	Number of secondary schools delivering "Leaving Home" education programme	6	6	17/18 :6	MC Housing
	Raise awareness of energy saving or fuel poverty advice and assistance schemes.	31/3/20	Increase the number of households accessing energy saving or fuel poverty advice and assistance schemes.	2,500	1,800 2013/14	16/17: 2449 17/18: 2583 18/19: 2131	MC Housing/ Third sector partners
<b>SG - Environmental limits are better respected, especially in relation to waste, transport, climate change and biodiversity(3 year outcome )</b>							
<b>SG Increase walking and cycling (1 year action)</b>							

	Undertake active travel promotional work	31/3/20	Roll out IBike programme to Newbattle High School and its catchment primary schools	Yes - Annual Measure	New measure	0	Midlothian Council Transport
		31/3/20	Update (online) Midlothian Walking and Cycling Maps	Yes - Annual Measure	New measure	0	Midlothian Council Transport
		31/3/20	Refresh the current Midlothian Local Transport Strategy	Yes - Annual Measure	New measure	0	Midlothian Council Transport
		31/3/20	Investigate funding sources for production of leaflets for new residential properties	Yes - Annual Measure	New measure	0	Midlothian Council Transport and Planning

**SG - Environmental limits are better respected, especially in relation to waste, transport, climate change and biodiversity(3 year outcome )**

**SG Promote Biodiversity (1 year action)**

	Promote the restoration and creation of pesticide free, flower rich habitats in the countryside and urban areas	31/3/20	Create at least 100m <sup>2</sup> per year of pollinator habitat.	Yes - Annual Measure	New measure	0	Midlothian Council (Land Services & Ranger Service) supported by the Midlothian Biodiversity Partnership
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	Promote the restoration and creation of pesticide free, flower rich habitats in the countryside and urban areas	31/3/20	Create at least 100m <sup>2</sup> per year of pollinator habitat.	Yes - Annual Measure	New measure	0	Midlothian Council (Land Services & Ranger Service) supported by the Midlothian Biodiversity Partnership
	Run workshops on the construction, installation, maintenance and monitoring of homes for wildlife in gardens and greenspaces	31/3/20	1 workshop per delivery partner (4 in total)	Yes - Annual Measure	New measure	0	Midlothian Council (Land Services & Ranger Service), RSPB, Scottish Wildlife Trust and Newbattle Abbey College supported by the Midlothian Biodiversity Partnership
	Promote removal/ modification of fish barriers on the River North Esk	31/3/20	Remove or modify 1 barrier	Yes - Annual Measure	New measure	0	SEPA, owners, communities and businesses

							supported by the Midlothian Biodiversity Partnership
<b>SG - Environmental limits are better respected, especially in relation to waste, transport, climate change and biodiversity</b>							
<b>SG – Climate Change ( 1 year actions)</b>							
	Establish actions Midlothian Council and the Midlothian Integration Joint Board are undertaking to help mitigate climate change	31/3/20	Undertake an audit across Midlothian Council and the Midlothian Integration Joint Board (Midlothian Council and NHS Lothian) to establish what work is being undertaken to reduce carbon emissions and improve sustainability	Yes - Annual Measure	New measure	0	Midlothian Council Estates, Planning and Community Planning Partners
		31/3/20	Establish across Midlothian Council and the Midlothian Integration Joint Board plans for further work on reducing carbon emissions and improving sustainability	Yes - Annual Measure	New measure	0	Midlothian Council Estates, Planning and Community Planning Partners
		31/3/20	Identify possible additional measures Midlothian Council and the Midlothian Integration Joint Board might reasonably undertake to reduce carbon emissions and improve sustainability	Yes - Annual Measure	New measure	0	Midlothian Council Estates, Planning and Community Planning Partners

	Investigate a Sustainable Growth Agreement between Midlothian Council and SEPA	31/3/20	Discussion and investigation has occurred within Midlothian Council and between Midlothian Council and SEPA	Yes - Annual Measure	New measure	0	Midlothian Council and SEPA
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## **EQUALITIES**

Equality, Diversity and Human Rights are cross-cutting and underpin all that the Community Planning Partnership does, plans and provides. The Equality Act 2010 & Public Sector Equality Duty requires public organisations, both as an employer and in the planning and delivery of services to have due regard to the need to (1) eliminate unlawful discrimination, harassment and victimisation, (2) advance equality of opportunity and (3) foster good relations between people who share a protected characteristic and those who do not.

Success/failure to meet this overarching outcome will be reported on to the Community Planning Working Group and Board throughout 2019/20 and to the Equality & Human Rights Commission by 30 April 2021.

This year the equalities impacting actions of the partnership are embedded in and across the 5 themes rather than being set out as a separate action plan template. Key actions that are intended to reduce inequalities affecting protected characteristics groups are:

### **Getting it Right for Every Midlothian Child**

**GIRFEMC**- Manage and reduce risk (children and young people)

**GIRFEMC**- Reduce the poverty related attainment gap (children and young people)

**GIRFEMC**- Improve mental health and wellbeing (children and young people)

### **Improving Opportunities for People of Midlothian**

**IOM** - Support people out of poverty and welfare dependency (all protected characteristics groups)

**IOM** – Increase the positive destinations of young people (all protected characteristics groups)

**IOM** - Increase the skills and qualifications of working age adults (all protected characteristics groups)

**IOM** - Increase access to digital services (all protected characteristics groups)

**IOM** - Citizens are engaged with service development and delivery (all protected characteristics groups)

**IOM** - Increase public engagement in the design and delivery of services (all protected characteristics groups)

### **Adult Health & Care**

**AHC** - Isolation – Develop approaches to prevent or address isolation and reduce the detrimental impact on physical and mental health (older people, people with disabilities)

**AHC** - Physical Activity - Contribute to the implementation of a local strategy by working with older people, people with disabilities and those at greatest risk of inequalities (named protected characteristics groups and those affected by poverty)

**AHC** - Financial Inclusion \_ Work with MFIN to maximise income of people who are vulnerable or at particular risk of inequalities (all protected characteristics groups)

**AHC** – Health Inequalities - Develop a programme of work across agencies to reduce health inequalities in Midlothian (all protected characteristics groups)

**AHC** – Support people to live at home (older people, people affected by disability)

### **Sustainable Growth Action Plan** (all protected characteristics groups)

**SGM** -Driving forward inclusive economic growth.... to maximise opportunities for local people.

**SGM**-More social housing has been provided taking account of local demand

**SGM** - Deliver further affordable housing

### **Safer Communities**

**CSJP** -Gender based violence (women, children)

**CSJP**- Violent Crime (men and women – other protected groups facing threat of hate crime)

**CSJP**- Antisocial Behaviour (all protected characteristics groups)

Reference Code	EQUALITIES 2019/20						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
	Contribute in terms of equality issues & initiatives to the Midlothian Equality Plan 2017-21	31/3/20	Evidence of equalities work/issues from 5 thematic partnership groups and sub groups is reflected in the minutes of these groups	5	5	None	Community Planning Working Group
	Address LGBT prejudiced based bullying/discrimination/inappropriate behaviour in our schools and colleges	31/3/20	Level of LGBT/Equalities support groups activity in secondary schools	6	6	0	Council Equalities Engagement Officer/ MYPAS/ LGBT Youth
	Create equality resources and networks to support neighbourhood planning	31/3/20	Equalities resources available and accessible	2	1	1	Communities team/ NP groups/partners equalities leads
	Find opportunities for equalities characteristics groups to maximise influence by working together	31/3/20	Number of joint working actions undertaken (projects)	3	2	3	Midlothian Peoples Equalities Group
	Work in partnership to explore and set up local adult LGBT+ group	31/3/20	Adult LGBT+ group meeting on a regular basis	1	0	0	LLE Equalities Engagement Officer