

Midlothian

A Great Place to Grow

**Midlothian Community Planning
Partnership**

Strategic Assessment

2019

Date produced: August 2019

Introduction

AIM

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

OBJECTIVES

There are three key objectives in the Strategic Assessment:

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

METHODOLOGY

Statistical analysis throughout the document is based on the CPP's Midlothian Profile for the year 1 April 2018 – 31 March 2019 and is based upon information and intelligence from a variety of partnership agencies. Environmental scanning and relevant publicly available sources were also used in production of this document, as well as close consultation with partners in order to produce an informative and accurate assessment identifying the key priorities and informing PESTEL (Political, Economic, Sociological, Technological, Environmental and Legislative) issues.

RISK ASSESSMENT

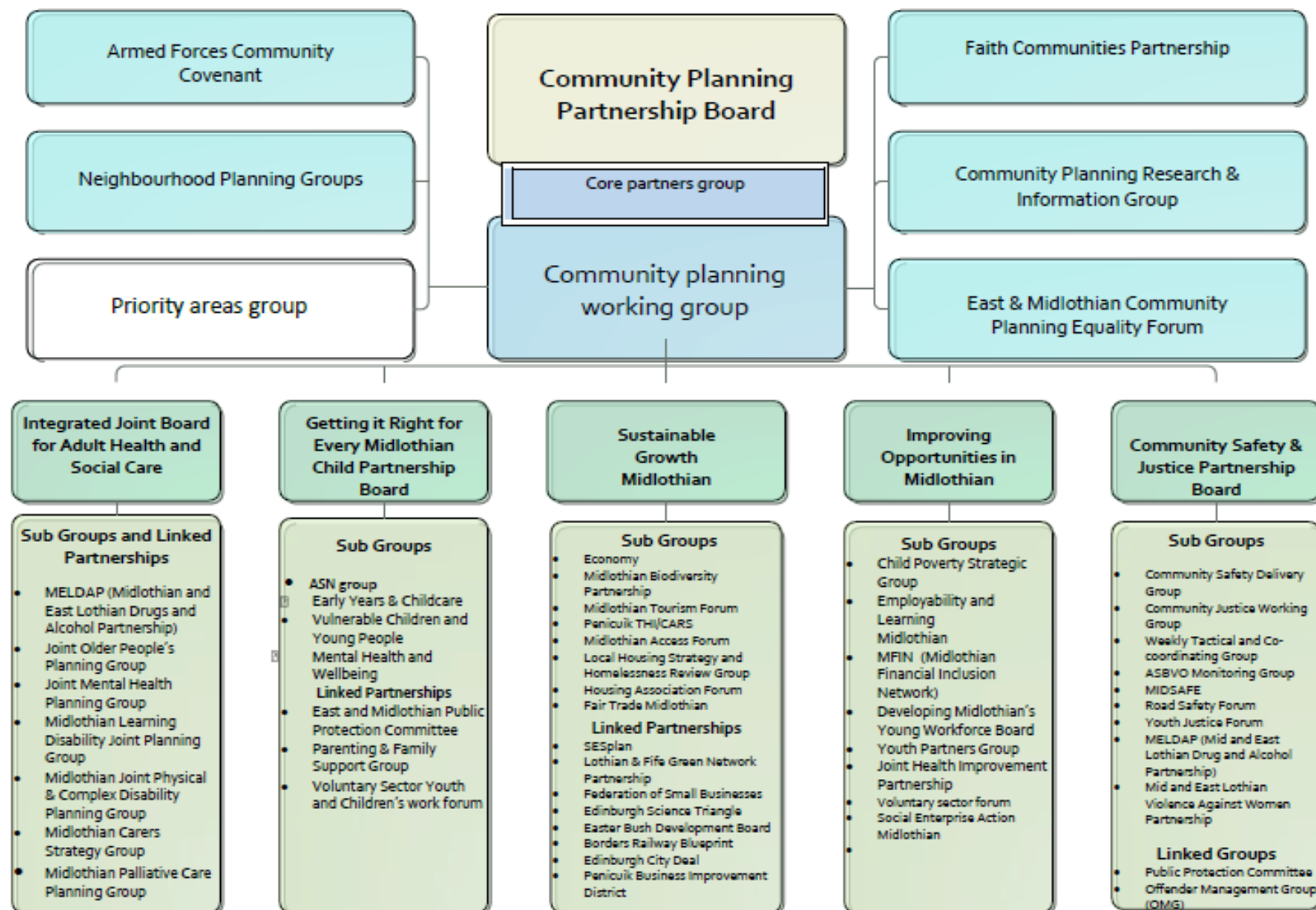
The Strategic Assessment is split into five umbrella themes. Each section has been subjected to its own individual priority grading which determines its level of strategic priority using a variety of 'risk assessment' tools.

MIDLOTHIAN COMMUNITY PLANNING PARTNERSHIP

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

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

The structure chart is set out below:



MIDLOTHIAN PROFILE

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

COMMUNITY ENGAGEMENT

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

Engagement.

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

The Strategic Assessment takes account of the feedback received through these engagement processes. The link below connects to the Midlothian Council webpage showing the CPP's citizens panel activity results and reports.

https://www.midlothian.gov.uk/info/200284/your_community/483/citizens_panel

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

PESTEL (Political, Economic, Social, Technological, Environmental, Legal factors)

The PESTEL analysis approach assesses the changes that may impact on the delivery of improved partnership activity in Midlothian over the next year. The following areas have been identified as cross cutting changes which may affect improvement across the whole partnership

POLITICAL

EUROPEAN EXIT

The decision of the 2016 UK EU referendum for the UK to leave the EU will have far ranging long term impacts on all aspects of life in Midlothian. The Scottish Government position remains that Scotland's residents did not vote to leave, and that they will explore all avenues to retain a position for Scotland

within the EU, up to and including a possible second independence referendum being called and an application for admission to the EU being submitted.

Much of the public debate focus has been on the potential economic impacts including growth rates, currency fluctuations, future investment streams, employment and inflation. The degree to which the UK has access to the Single Market following its departure from the EU will have a significant influence on these issues. In parallel with this, there is of course the matter of migration, how this will be managed in the future and the impact that will have on skills, employment and the demand for public services.

The EU also has considerable regulatory influence in relation to environmental issues such as landfill, waste water and energy efficiency directives, with associated tariffs and funding, and also rules around procurement and state aid. The negotiations relating to all of these issues have proven complex and significant uncertainty is likely to continue for some time to come. A priority for the community planning partners is to plan for this changing landscape as the future position clarifies, assembling relevant data and evidence and using this as appropriate to lobby in respect of any particular identified interests.

The most immediately identifiable impact of exiting the EU for Midlothian will be in respect of EU funding streams. The use of EU funding in Midlothian is broken into two broad types; funds administered by the Council or where the Council provides match funding itself, and funds flowing into the area associated with nationally operated schemes such as agricultural subsidies..

The Midlothian area benefitted from a little over £3 million European Structural Funds over the period 2014-20. In addition an estimated £17.46 million of farm subsidies (based on a 6% share of the Scotland budget) is expected to be paid over the same period. There has been reassurance by UK Government that all such funding will remain in place until 2020. A commitment has been made by UK government to establish a new UK “shared prosperity fund” to fill the gap in economic support funding left by the loss of EU funds but as yet no details of how this will operate, or the level of resource this will contain have been published.

Risks

- Suspension of negotiations either by UK Government or by EU, resulting in a ‘No deal’ exit with concurrent risks to supply chains, access to markets, freedom of movement and current agreements on areas such as counterterrorism, data sharing, European arrest warrants etc.
- No guarantee that EU Member States will not take a different view from EU Commission and negotiators, particularly on resolving the Irish border issue.
- Conflict between UK Parliament and Scottish Parliament over the EU Withdrawal Bill repealing the 1972 EU Act, implementing a withdrawal agreement and creating new legislation. The UK Government position that Scottish Parliament will not lose any powers, but that the UK Parliament’s powers can supersede those of the Scottish Parliament, has led to continuing uncertainty

Other issues

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

THE 2016 SCOTLAND ACT

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

PUBLIC SECTOR REFORM: The Christie Commission report 2011, welcomed by Scottish Government as a template for future delivery of public services in Scotland, made the direction of travel clear:

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

Reducing Reoffending: The Scottish Government made CPPs responsible for setting up ‘Community Justice Partnerships’ from April 2017, Midlothian has responded by creating a Community Safety and Justice Partnership Board.(CJSPB) The guidance from the Act was detailed. The CJSPB must:

- Produce a Community Justice Outcome Improvement Plan(CJOIP)
- This must include all **nationally set outcomes** in the CJOIP & explain how these are prioritised
- Pay due regard to the Local Outcomes improvement plan (known here as the Single Midlothian Plan)
- Determine whether outcomes require to be a priority for action then using the national strategy to help determine **improvement actions** (from national strategy) & who should deliver
- Identify whether each common outcome is being achieved or how near to being achieved
- Identify if a common outcome is required to be a priority for action
- Identify relevant improvement actions from national strategy for each of the outcomes we prioritise
- Decide which partners best placed to take forward actions (jointly/independently stat/non stat)
- Select which common indicator from OPI to set to measure improvement
- When creating and Improvement Plan must include **national (common) indicators**
- If any common indicators are not to be considered appropriate explain why they will not be used
- Partnerships **may** also identify **local outcomes & local indicators** – consider whether local arrangements to share data – based on logic

- Must demonstrate how it will address needs of victims, witnesses, families as well as designated persons defined in Act
- Undertake a needs assessment for the area
- Create an offender profile of the area
- Map how services are currently planned and delivered
- Understand the level of need
- Assess how we are performing against each of the common outcomes

Structural changes in Education Governance.

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

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

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

In discussion, it was agreed that legislation on its own cannot transform the culture, capacity and structure of Scottish education and that further discussion on other levers for change is needed and supported.

Willingness to explore the options for implementing change, using additional or new levers already in the system, is welcomed by all partners. The following agreed principles should form the basis of system-wide improvement and support the provisions in the Education Bill:

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

Following discussion between COSLA and Scottish Government there was consensus that the following will be taken forward:

Head teachers' Charter

A Head teachers' Charter to require Local Authorities to 'empower' head teachers in the following areas

Curriculum:

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

Improvement:

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

Staffing:

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

Funding:

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

This is to apply to school based learning only.

Agreement on parental and community engagement

Parental engagement in the life of the school and their child's learning is central to improving outcomes for children and young people. This is to build on existing good practice in the Scottish education system to ensure that:

- Headteachers work collaboratively with their Parent Council, and wider parent forum and wider community on substantive matters of school policy and improvement. This should be based on the principle of co-production;
- Local Authorities continue to be responsible for promoting the involvement of parents and supporting schools in this, including through the development and review of the Local Authority parental engagement strategy; and
- The principles of parental involvement and engagement extend to early learning and childcare settings, but with appropriate flexibility to reflect the particular context.

Agreement on pupil participation

Ensuring that the views of children and young people are heard, respected and taken seriously is central to the United Nations Convention on the Rights of the Child. The Education Bill will aim to build on existing good practice in the Scottish education system so that:

- Headteachers ensure that children and young people participate meaningfully in their own learning, in decision-making relating to the life and work of the school; and in the wider community.

Agreement on Regional Improvement Collaboratives

Local Authorities are required to work collaboratively in "Regional Improvement Collaboratives" as detailed in the guiding principles and functions agreed by the Joint Steering Group on Regional Improvement Collaboratives for Education in September 2017. This body has now been established and staff recruited. The South East Improvement Collaborative has agreed to ensure a collaborative approach to:

- Raise attainment and achievement
- Help to deliver excellence and equity
- Develop work related to GIRFEC and tackling attainment inequity
- Share expertise across the Collaborative to effect change
- Maintain local democratic accountability
- Contribute to the growth of the regional economy
- Contribute to relevant Edinburgh City Deal outcomes

The South East Improvement Collaborative Plan is based on analysis of available data leading to prioritisation of two initial areas of focus:

- Improving attainment and achievement, including closing the attainment gap;
- Quality Improvement in schools and early years' settings.

The 2019 plan can be found here:

<https://blogs.glowscotland.org.uk/glowblogs/public/seicollab/uploads/sites/7618/2019/09/12130644/Revision-SEIC-Plan-September-2019.pdf>

This describes the work of the Regional Improvement Collaborative and states that it will take account of the following functions over time:-

- reflect the full range of functions agreed by the Local Government/Scottish Government Steering Group;
- be based on a detailed analysis of all available evidence on educational performance within the region;
- draw on data and information from other key sources such as health, justice and local community planning information;
- make clear how schools will access the support for improvement they require;□
- make clear to head teachers what is being provided by the RIC, what is being provided by their individual local authority, and where to go for specialist advice;
- support continuous improvement in curriculum design and development, including literacy and numeracy and other national priorities, such as STEM, 1 + 2 languages, DYW and the Learner Journey;
- be underpinned by a clearly understood approach to improvement/theory of change/change model;
- include clear information about how the RIC will go about measuring progress/the impact of the plan;
- be designed in a 'bottom-up' manner, based on the needs and improvement priorities of schools;
- outline clearly how key partners such as parents, communities, third sector and young people have contributed to the development of the plan;
- include how priorities will be delivered and outline the professional learning offer from the collaborative;
- include subject specific support and advice across all eight curriculum areas, for example through networks of teachers

National Improvement Framework for Education

Published in 2016, this Scottish Government document sets out Scottish Government's expectations for schools

"The central purpose of this Government, as set out in our overarching National Performance Framework is to: create a more successful country with opportunities for all of Scotland to flourish, through increasing sustainable economic growth. Prominent among the set of 16 National Outcomes that support this central purpose is one which directly reflects the core objectives of Scottish education, as established through the development of Curriculum for Excellence. That is:

Ensuring that all our children and young people are equipped through their education to become successful learners, confident individuals, effective contributors and responsible citizens.

As this outcome indicates, we are committed to a Scotland in which all children and young people can realise their potential, regardless of their social background or learning needs, thereby developing the knowledge, skills and attributes they will need to flourish in life, learning and work. Achieving improvement in education is closely related to achieving other key National Outcomes in the National Performance Framework, particularly:

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

Devolution of Employability

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

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

Two new services were set up to offer employment support to disabled people and those with long term health conditions: Work Able and Work First. A new service, Fairstart Scotland (contracts total worth £96 million across Scotland) has also now been set up. Fairstart Scotland is delivered in nine contract areas across Scotland by a range of private, public and third sector delivery partners.

Midlothian delivery has been contracted out to Start Scotland Ltd (East) a private company based in Clydebank operating in Midlothian, East Lothian, Edinburgh, West Lothian, Fife and Scottish Borders by using three sub agencies : Working Links and Triage (Private companies) and Momentum (third sector organisation) .

ECONOMIC

- The longer term impact of exit from the European Union is not yet clear, most economic predictions suggest a downturn in the UK economy. Should this prediction come true, it will further pressurise public service expenditure and raise demand in areas such as welfare benefits, employability, health and homelessness.
- The economic climate has had, and continues to have, wide-ranging impacts on Midlothian, either directly or indirectly. There are very serious financial pressures on all public, private, and third sector partners, who continue to have to find ways of making informed decision about competing priorities.
- Continuing cuts in public sector spending, impose strains on agencies that provide support to individuals. Many central government funded projects/initiatives have also reduced or been removed.
- As an example, Midlothian Council as a core partner in the Community Planning Partnership will have to reduce its budget by an estimated £8 million over the next year on top of the £12.5 million it reduced its budget by in the past year and the £15 million reduction in the preceding 3 years. The impact of such a scale of reduction on the local economy is not yet clear, but is unlikely to be positive.

Public and partner engagement has been undertaken around the options available to make this scale of reduction. To demonstrate the wider economic impact of this the following figures illustrate the significance of the Council as an employer and as a purchaser of local goods and services from the private and third sectors:

- Local spend with Midlothian businesses and voluntary organisations of £17.6m in 2016/17(last full year data) , (15% of total procurement spend);
- 2,782 (62%) employees (in the last study in 2017) were Midlothian residents;
- Total salary expenditure of £90.9m;
- Total salary expenditure on Midlothian resident employees of £47.0m; 52% of Council salary expenditure is on employees resident in the Council area;
- A significant proportion of Council employees are part time (47% of workforce);
- 52% of the total workforce earns less than £20k pa; and some 15% of council employment spend is in the three most employment deprived areas of Midlothian

- Gross Value Added (GVA) – a measure of the economic value of the area is not available at a Midlothian level, but the regional figure is: £1,523million - 1% of total Scottish output
- Forecast annual growth (2018-2028): Midlothian: 2.1%, Scotland: 1.6%, United Kingdom: 1.9%
- Productivity (counted as GVA per job) – the regional productivity figure is: £42,700 compared to national productivity of: £47,300
- Forecast annual productivity growth (2018-2028)- Midlothian: 1.2%, Scotland: 1.3%, United Kingdom: 1.4%
- Midlothian's total employment 2018-2028 is projected to go up by 9% or 3,200 jobs
- Top 3 employing sectors in 2028 are forecast to be: Wholesale & retail (6,600 jobs), Professional, scientific & technical (5,300 jobs); Construction (4,700 jobs)
- The largest employment growth is forecast in: Arts, entertainment & recreation (19%), Admin & support services (19%), Construction (18%)
- Actual job openings within the total employment structure look like over the next 10 years: 34% Higher level occupations, 28% Mid-level occupations, 38% Lower level occupations

Working Population: The economically active population of Midlothian in December 2018 was 47,300 (81.8% of total working age population), an increase from 2017 (81.1%) and 2016 (78.8%).

Earnings: Workers in Midlothian (by place of residence) consistently earn less than the Scottish median earnings per week. Midlothian full time employed residents in 2018 earned on average £537.20 per week. This compares to the Scottish equivalent of £562.70, (a gap of £25.50) and UK of £571.10. This gap has closed from £33.90 in 2016.

Women's earnings. Female full time workers in Midlothian earned on averages £26.40 less than the overall Midlothian full time employee average figure in 2018, £23.30 less in 2017, and £11.00 less in 2016.

Employment: Between 2016 and 2017, there was an increase in the number of people employed in Midlothian from 30,000 to 31,000, 11,000 of which are part time. 2018 data is not yet available. Job Density (rate of jobs to applicants) remains below the Scottish average figures 0.62 Midlothian to 0.81 Scotland and 0.86 UK.

Local Business: In 2018 Midlothian had 2365, an increase from 2360 in 2017 and the 2016 figure of 2,275. 86.8% of these (2055) were micro employers (0-9 employees), 11.5% (275) small (10-49), 1.3% (30) medium (50-249), 0.3% (10) large (250 plus).

Types of employment by industry. The largest single industrial sector is retail/wholesale with 19.4% (5.1% higher than the Scottish average), followed by human health/social work (11.3%- 5.0% lower than the Scottish average), Education (11.3%- 3.4% higher than the Scottish average), Manufacturing (9.7%- 2.3% higher than Scottish average) and construction (9.7%- 4.0% higher than the Scottish average).

Economic site supply: There were 28 separate business parks/economic development sites in Midlothian in 2018.

The City Region Deal's Data-Driven Innovation (DDI) programme, worth £300 million, aims to capitalise on the region's rich seam of informatics, business and research expertise to make it the data capital of Europe. By developing clusters of activity based upon data science – the collection, organisation and interpretation of large sets of digital information. The deal will facilitate these three areas by investing in major capital projects led by the University of Edinburgh that will give a home to researchers, students and industries working on data-driven innovation. A key element of this will be the Bayes Centre, which will house computer scientists, engineers, mathematicians and industry colleagues working on fundamental

computer and data science. Major partners such as Intel and Silicon Graphics moved into the building, on its completion in 2018.

In 2021, the Edinburgh Futures Institute will take up residence in the former Royal Infirmary of Edinburgh building, and will pioneer how data can be used in the financial sector, tourism, festivals and the creative industries, as well as the public sector.

The Usher Institute – working on health and social care data to improve care – currently exists virtually but the City Region Deal will give it physical walls.

The National Robotarium – a partnership with Heriot-Watt University – will drive advances in robotics and autonomous systems, while staff at the University of Edinburgh’s Easter Bush campus in Midlothian will work with genetic data to improve the supply and wellbeing of livestock.

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

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

Borders Rail Partnership investment plans identified Newtongrange as a key development location along the rail line and masterplanning work has been completed around the village centre and at Stobhill in the adjacent community council area of Gorebridge.

The ratio of total jobs to working age population is 0.62, which is below the Scotland rate of 0.81. This means that there are fewer vacancies available to Midlothian job seekers seeking work within Midlothian than is the average for Scotland.

Midlothian's largest employment sectors by industry type in the latest available data were, in order of proportion of the workforce – (Brackets show 2016 figures to indicate trends)

Wholesale and retail trade; repair of motor vehicles and motorcycles	19.4% (21.4%)
Human health and social work activities	11.3% (14.3%)
Education	11.3% (10.7%)
Manufacturing	9.7% (6.2%)
Construction	8.1% (12.5%)
Professional / Scientific/Technical activities	8.1% (8.9%)
Public administration /Defence/Social Security	8.1% (8.0%)
Accommodation and food service	5.6% (6.2%)

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

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

There were 2940 businesses (up from 2,275 in 2017) registered in Midlothian in 2019 and a major increase. Of these 2110 employed less than 10 people, 275 between 10 and 50 people, 35 between 50 and 250 people, and only 5 over 250 people.

SOCIAL

Population:

Midlothian's population increased by 2.8% to 83,500 between 2001 and 2011 censuses. The 2018 figure was estimated at 88,656, and has now risen in 2019 to 91,300. This represents the largest % increase of any council area in Scotland in the past two years.

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

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

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

Housing

A pause in new build programme led to a small decrease in Council housing stock from the 2015 level of 6868 to 6,807 in 2016, with the majority of stock located in the larger towns, the level of stock rose to 6919 by 2018.

Council housing stock quality places Midlothian close to average for Scotland in the proportion of housing achieving the 2015 Scottish Housing Quality Standard (SHQS).

Applications for housing have increased to 4871 in 2016 from the 2015 level of 4624, an increase of 5.3%.

The average rent paid by Midlothian Council tenants' remains relatively low and close to the Scottish average despite Midlothian council housing rents increasing to support the development of new council housing

Currently there are 4458 applicants on the Council's Housing List. Combining council new build development with that of housing associations in the same period gives a total of 2,432 affordable or subsidised new units built during the period 2011-18. A recent study of Housing Need and Demand in South East Scotland indicated that the level of need for housing to meet current and future projected need was very high, with 8,246 new units required to meet the need for housing in Midlothian. Need for social rented housing was highest, accounting for over half of the required new units.

There are 3236 other registered social landlords properties within Midlothian with Melville Housing (1885) and Castle Rock Edinvar (1025) offering the bulk of social landlord properties.

An indication of the demand for housing in the area is the significant increase in house prices during the past decade – despite the market being affected by recession. Prices in Midlothian have increased by 11.9% between 2017 and 2018 – a higher increase than Edinburgh. (6.0%) and much greater than Scotland (1.3 %) as a whole.

Homelessness: In recent years Midlothian Council's level of homeless presentations has continued to reduce from a high of 762 in 2011/12. From 2011/12 to 2015/16 there had been a 31.6% decrease in the number of presentations down to 531. Parents no longer being able to accommodate a young person was the most common cause of a homeless presentation, but in 2013 a new Youth Homeless Prevention & Mediation Service started and this has shown significant success. In 2017/18 the figure rose , but in 2018/19 it has again dropped to 493 .

A reflection of the success of reducing homeless presentations at Midlothian Council is that the upward trend in use of temporary accommodation for homeless applicants since 2007/8 has been reversed. 418 households were living in temporary accommodation at the end of 2017, down from a peak of 520 in 2016/17, but still higher than the 364 in 2009. Due to the limited supply of new housing and homeless households spend a significant amount of time in temporary accommodation until they can be permanently housed

Population profile impact on housing: Midlothian's current population is characterised by large young and retired segments, with the latter growing rapidly and becoming predominantly female as it ages. The impact of new-build family housing has begun to increase the younger and working age population.

Midlothian's current population can be characterised by a population swell between the ages of 30 and 59 and the 0-15 year segments. However 21.4% of the population are defined as retired (not an age specific definition but relating to employment status), which is nearly 7% above the Scottish average.

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

Educational Attainment & Destination of School Leavers:

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

- P1 stage – writing improved by 2% in 2018/19
- P4 stage – showed small improvement in listening/talking/numeracy and writing
- P7 stage – improvement over 3 years Listening and Talking +15% Numeracy +15% Reading +9%
- Writing +14%
- S3 stage Listening and Talking +10% Reading +10% Writing +12%
- Attainment by the end of S4 for five or more awards at Standard Grade (or equivalent) or higher is 3.1% below the Virtual Comparator.
- The rate of temporary exclusions from Midlothian schools was 44 per 1,000 pupils, higher than the national average of 27.
- The percentage of children registered for free school meals is 12.9%, which is 4.4% less than 2013/14 and lower than the national average of 14.1%.

Exam success rates at Midlothian secondary schools varies with some schools achieving above the Virtual Comparator and others below.

High School	Attainment by the end of S4	Attainment by the end of S5	Attainment by the end of S6
	Five or more awards at Standard Grade Credit level (or equivalent) or better	Five or more awards at Higher or better	Five or more awards at Higher or better
Beeslack High School	36.2%	22.8%	48.5%
Dalkeith High School	34.2%	19.2%	71.6%
Lasswade High School Centre	55.9%	20.3%	61.4%
Newbattle Community High School	25.5%	4.8%	31.4%
Penicuik High School	48.0%	24.4%	48.0%
St David's RC High School	53.0%	21.3%	45.2%
Midlothian	43.4%	18.5%	52.3%
Virtual Comparator	46.6%	20.9%	54.2%

A Virtual Comparator, is made up of pupils from schools in other local authorities with similar characteristics to the pupils in Midlothian schools. This is helpful because it allows a comparison based on

pupils who are alike in key variables (gender, deprivation, additional support needs, and stage of leaving/latest stage) that are linked to educational outcomes, rather than comparison with real schools which may have quite a different pupil profile.

The positive engagement of school leavers aged between 16 and 19 is around the national average, with 92.9% of school leavers sustaining a positive destination, compared to 91.1% average across Scotland's school leavers. In terms of initial school leaver positive destinations - the overall proportion of Midlothian school leavers going to positive destinations increased from 78.4% in 2008/09 to 93.9% in 2018. Newbattle HS saw the biggest improvement, increasing by 25.2% to 90.4%. This is now level with St David's RC HS. Midlothian is now ahead of the Scottish average, and seventh highest of all local authorities in Scotland

Working age Qualification Levels:

Qualification levels in the working age population indicate that Midlothian has:

- a lower % of residents with SVQ level 4 or above (HNC upwards) than Scottish Average (39.6% compared to 44.2%)
- a lower % of residents with SVQ level 3 or above (57.7% compared to Scottish average of 59.7%)
- a lower % of residents with SVQ level 2 or above (72.4% compared to Scottish average of 75%) .

Further Education:

Edinburgh College has over 32,000 enrolments and around 1,200 staff and is one of the largest colleges in Scotland and the UK. The college has a broad curriculum delivered from four Faculties; Creative Industries and Computing, Engineering and the Built Environment, Health Wellbeing and Social Sciences and Business, Languages, Tourism and Service Industries. These are predominantly delivered from campuses at Midlothian, Granton, Milton Road, and Sighthill. The College engages with Midlothian schools to deliver courses to improve the learner journey and develop the young workforce, at ages from primary to secondary. The figures 5.6a and 5.6b below show the number of Midlothian students in 2018/9 at Edinburgh College, by gender and by age.

Figure 5.6a: Enrolments According to Gender

	Male	Female	Total
Midlothian Full-Time Enrolments at Edinburgh College	422	467	897
Total Midlothian Enrolments at Edinburgh College	2038	2097	4154
Total Edinburgh College Enrolments	15104	17124	32397

Data Source *Edinburgh College*

Figure 5.6b: Age of Midlothian Students Enrolling at Edinburgh College

Age Group	Enrols
under 16	1959
16-17	588
18-19	369
20-24	326
25+	912

5.6.2 Figure 5.6c below shows the number of Midlothian students entering Edinburgh College by qualification.

Figure 5.6c Number of Students Enrolling at Edinburgh College by Qualification on Entry

Level of Qualification	Enrols
01 - Degree	55
02 - Membership etc. of professional institution	2
03 - Higher National Diploma, HE Diploma, Teaching Diploma, or equivalent	16
04 - SVQ: Level 4 and above	47
05 - No longer used (SVQ: Level 4 or above)	11
06 - Higher National Certificate or equivalent	93
07 - Other advanced qualifications	89
08 - Certificate of Sixth Year Studies (CSYS) / Advanced Higher	32
09 - SVQ: Level 3	318
10 - Access 3/Foundation Standard Grade	15
11 - Access to University course	13
12 - SVQ: Level 2/Intermediate 2/Credit Standard Grade	65
13 - Access 2	3
14 - SVQ: Level 1/Intermediate 1/General Standard Grade	82
15 - Access 1	17
16 - Ordinary/Scottish National Diploma	4
17 - Ordinary/Scottish National Certificate	27
20 - National 1	4
21 - National 2	1
22 - National 3/Skills for work National 3	26
23 - National 4/Skills for work National 4	121
24 - National 5/Skills for work National 5	344
25 - Skills for work Higher	2
26 - Advanced Higher/Scottish Baccalaureates	2
27 - Doctorate	2
28 - Masters Degree	2

Data Source: *Edinburgh College*

Higher Education

The percentage of Midlothian school leavers going into higher education over the last six years has dropped by 2.9%. During the same time period, the national average has increased by 3.7%.

Health

- **General Health:** Comparison of 2001 and 2011 statistics suggests that general health remains good, while the incidence of Limiting Long-Term Illness appears to have increased significantly.
- **Alcohol & Smoking:** Harmful alcohol consumption, and the high prevalence of smoking, appears most frequently in areas of high deprivation. The number of alcohol related (hospital) admissions in Midlothian, Lothian's, and Scotland shows steady decline. However, eleven datazones in Midlothian were identified as having significantly higher than average levels of alcohol consumption, including three with significantly higher than average levels of harmful consumption (35+ units/week for women and 50+units/week for men). These areas are in Dalkeith, Lasswade, Roslin, and Penicuik. Midlothian has 14 datazones in the 15% highest estimated prevalence of smoking in Scotland. These are clustered in Mayfield & Easthouses, Gorebridge, and Dalkeith, with isolated datazones in Bilston, Penicuik, and Bonnyrigg. Three of these are in the 10% most deprived datazones in Scotland
- **Drug Misuse:** The waiting times for treatment of misuse of drugs within three weeks is at 73 % seen within 3 weeks (compared to 90.5% in 2016) which is below both the NHS Lothian (77.4%), and Scotland (93.6%) levels. Although the Midlothian Council area has the same level of drug related problems as Scotland average (1.7%)
- **Disease:** Cancer; coronary heart disease; respiratory disease, and diabetes all show large variations across Midlothian that correlate to areas of deprivation. The Midlothian cancer incidence rate remains higher than the NHS Lothian and Scotland figures based on a 3 year rolling average. Midlothian's standardised rate for Coronary Heart Disease admissions was higher than the overall rate for the NHS Lothian area.
- The standardised rate of both Chronic Obstructive Pulmonary Diseases (COPD) and asthma discharges in Midlothian was slightly higher than that in Lothian as a whole in 2016/17 (3-year rolling average). Midlothian COPD discharges were around the same as the Scotland average whereas asthma discharges were higher.
- Multiple emergency admissions are counted as patients who have more than one unplanned (emergency) continuous spell of treatment in hospital per year. The data shows that Midlothian consistently has a higher rate of multiple admissions than the Lothian average, but slightly lower than the Scotland average rate.
- The prevalence of diabetes in Midlothian (5.2 per 100 practice patients) is higher than both the NHS Lothian average (4.2 per 100 practice patients) and the Scottish average (5.0) per 100 practice patients.
- **Adult Contact with Social Services:** The number of adult referrals has increased steadily in the last three years. The increase in Community Care services (Homecare, Telecare etc) corresponds to the increase in Midlothian's 65+ population.

- Residential Care Homes: The number of Midlothian residents in care homes has decreased by 1.9% since 2013/14.
- The percentage of people spending the last six months of their life at home or in a community setting has increased markedly over the last five years. This increase is in-line with the Lothian figure but still below the Scotland overall figure.
- The percentage of people in Midlothian prescribed drugs for depression/anxiety/psychosis in 2016/17 is similar to the Scotland average. Midlothian has the second highest proportion within NHS Lothian. The rate of mental health admissions in Midlothian has more than halved between 1997/98 and 2015/16. Since 2003/04 the Midlothian admission rate has been consistently lower than both the Lothian and Scotland rates, however 2015/16 saw a sharp rise from 279 per 100,000 to 361 per 100,000. The number of psychiatric readmissions in Midlothian has continued to decrease, in line with NHS Lothian as a whole.

Crime:

- Police recorded 4586 Group 1-5 crimes in Midlothian in 2018/19, an increase of 328 (9.1%) from the previous year. Recorded crimes in 2018/19 were higher than the previous three-year average of 4174 and also the five-year average (4213) however the longer-term trend (ten years) illustrates an overall decline in crimes recorded.
- Detection rate for crime (i.e. the proportion of crimes that were solved) in Midlothian in 2018/19 was 50.7%. This is above the previous year when 45.6% of crimes were detected. The detection rate in 2018/19 also compares favourably to the three and five year average (44.1% and 44.2% respectively).
- Violent and sexual crime continues to account for a very small proportion of crime in Midlothian (<4% combined).
- The most common crime type recorded in Midlothian in 2018/19, similar to other years was 'Dishonesty crime', accounting for 29.8% of all crime in 2018/19. Dishonesty crime includes housebreaking, theft of motor vehicles, shoplifting, fraud, and other thefts.
- 'Miscellaneous offences' which includes minor assault, breach of the peace, and threatening and abusive behaviour, made up 25% of crime recorded by police in Midlothian in 2018/19.
- Crimes of vandalism/malicious mischief accounted for 11.4% of all crime.
- Offences which include possession of drugs/offensive weapons accounted for 14.1% of recorded crimes
- Offences relating to motor vehicles (for example failure to insure a motor vehicle, or driving under the influence of alcohol) accounted for 15.7% of recorded crime in 2018/19.
- Fire: The number of accidental dwelling fires has increased from 60 in 2015/16 to 75 in 2016/17. However the number of accidental dwelling fire casualties has remained at 9 casualties compared to 11 in 2014/15.
- Whole Systems Approach: Early intervention is reducing the number of youth offences (8-17 year olds) reported to the Scottish Children's Reporter Administration.

TECHNOLOGICAL

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

Online delivery of services: There is an increasing use of on line/ new technology based public service delivery, with 98.2% broadband coverage across Midlothian, and a minority of population groups who will continue to require assistance to make use of new technologies. 15% of the population state that they do not use the internet.

Of most significance is the transfer of all Universal Credit claims to an on line claims system for all claimants unless they can demonstrate that they are unable to use such technology. Midlothian Council has significantly modernised access to on line transactions, making payments, complaints, service requests, accessing public information, viewing live webcasts of council meetings. The Newbattle High School "Centre of Excellence" in digital industries is a major collaboration between education and digital industries. Lifelong Learning and Employability, the Further education and Third sector are developing Massive Open On Line Courses (MOOC's) for a variety of client groups.

ENVIRONMENTAL

Midlothian Local Biodiversity Action Plan: The Midlothian Local Biodiversity Action Plan (LBAP) supports conservation through 14 action plans focused on specific habitats. There are two Ramsar sites/Special Protection Areas (SPAs) at Gladhouse and Fala Flow covering a total of 504 hectares. There is a Special Area of Conservation (SAC) at Peeswit Moss/Side Moss extending to about 53 hectares. There are also 16 Sites of Special Scientific Interest (SSSIs) covering a total area of 1,219 hectares. In addition to the above internationally and nationally important sites, Midlothian has one Local Nature Reserve at Straiton Pond; one Regional Park at Pentland Hills; three Country Parks at Hillend, Roslin Glen and Vogrie; 51 Local Biodiversity Sites; two Woodland Trust sites in the form of Beeslack Wood, and Currie Wood (the Trust also identifies 19 woodlands to which the public has access); approximately 2,600 hectares of ancient woodland in the Ancient Woodlands Inventory, five Scottish Wildlife Trust wildlife reserves at Roslin Glen, Erraid Wood, Hadfast Valley, Milkhall Pond, and Linn Dean; and five Scottish Lowland Raised Bog Inventory Sites at Peewit Moss/Side Moss, Toxide Moss (North), Toxide Moss (South), Auchencorth Moss, and Springfield Moss. There are three Regionally Important Geological sites (Bilston Burn (Glen), Hewan Bank, and The Howe (Pinnacle), and six Geological Conservation Review sites (Hewan Bank, Keith Water, Carlops, Gutterford Burn (x2), and Bilston Burn

Drinking Water: Drinking water quality is very high in most of Midlothian. Most of the water supply for Midlothian comes from Scottish Water, although rural areas such as Northwest Penicuik, South Gorebridge, and South of Fala use private water supplies due to lack of mains supply. The water environment includes rivers, reservoirs, their valleys and catchments, and groundwater resources. The river valleys of the North and South Esk, and the Tyne are important physical features and natural systems and have high visual amenity and rich habitats whilst providing recreational opportunities for local residents. The quality of stretches of river is classified in quality from 'High' to 'Bad' (with 'Good', 'Moderate' and 'Poor' in between). There are 58 individual stretches of fresh water with a total length of 193km located wholly or partly within Midlothian. Four per cent of this total river length is classed as 'Bad', 59% as 'Poor', 37% as 'Moderate' and none as 'Good' or 'Excellent'.

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

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

Greenhouse gasses and energy: The Climate Change (Scotland) Act 2009 has introduced legislation to reduce Scotland's greenhouse gases by at least 80 per cent by 2050 against a 1990 baseline. Estimated levels of Local Authority CO2 emissions for Midlothian for the period 2005 to 2015 have dropped from 540.7 Kilotonnes of CO2 in 2005 to 149 Kilotonnes of CO2 in 2015. Midlothian in 2015 consumed 1.6

Kilotonnes of Coal, 52.5 Kilotonnes of petroleum products, 0.4 Kilotonnes of manufactured fuels, 54.6 Kilotonnes of Gas, 32.7 Kilotonnes of electricity and 2.2 Kilotonnes of bio/ waste generated fuel.

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

LEGISLATIVE

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

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

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

Attendance allowance	To help with personal care for individuals aged 65 or over with a physical or mental disability.
Carer's Allowance	To help an individual look after someone with substantial caring needs. To be eligible the individual must be 16 or over and spend at least 35 hours a week caring for them.
Disability Living Allowance	Help if your disability or health condition means one or both of the following are true: <ul style="list-style-type: none">• You need help looking after yourself• You have walking difficulties DLA is closed to new working age claimants and being replaced by PIP.
Personal Independence Payment	Helps with some of the extra costs caused by long-term ill-health or disability for individuals aged 16 to 64. Replacement for DLA for working age individuals.
Industrial Injuries Disablement Benefit	For individuals who are ill or disabled as a result of an accident or disease caused by work or while you were on an approved employment training scheme or course.
Severe Disablement Allowance	For working age individuals who are unable to work due to illness or disability. SDA is closed to new entrants

Cold Weather Payment	A payment for individuals on certain benefits when the temperature is either recorded as, or forecast to be, an average of zero degrees Celsius or below over 7 consecutive days.
Funeral Payment	For individuals on low income and needing help to pay for a funeral they are arranging.
Sure Start Maternity Grant	A one off payment of £500 to help towards the costs of having your first child for individuals who are in receipt of certain benefits.
Winter Fuel Payment	A tax-free payment to help pay for heating bills if you were born on or before 5 July 1952 (Current SPA for women).
Discretionary Housing Payments	Additional help for those in receipt of Housing Benefit and having difficulty meeting their rent payments. Paid at the discretion of the LA. (Devolved from April 2017)

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

Carers (Scotland Act 2016

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

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

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

- Placing a duty on public bodies to report on how they are improving outcomes for children and young people
- Increasing from 475 to 600 hours per year free early learning and childcare provision for 3 and 4 year old children
- Requiring 600 hours per year free early learning and childcare provision for certain 2 year old children
- Requiring provision of free school meals for all Primary 1 to 3 pupils
- Introducing the 'Named Person' role, requiring all children in Scotland to have a named professional legally responsible for them. This aspect of the Act was successfully challenged at the Supreme Court, and now requires amending legislation to be passed before it can be introduced. This section of the Act is therefore not in force. However a new Bill, the Children and Young People (Information Sharing)

(Scotland) Bill has been introduced in 2018 and a Code of practice and statutory guidance is in development.

- Extending the age that a looked after young person can remain in care and subsequently receive support
- Introducing additional support for kinship carers (where children are looked after by relatives who are not their parents).

Procurement Reform Act 2014

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

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

- “a) Consider which community bodies are likely to be able to contribute to community planning having regard in particular to which of those bodies represent the interests of persons who experience inequalities of outcome which result from socio-economic disadvantage,
 - (b) Make all reasonable efforts to secure the participation of those community bodies in community planning, and
 - (c) to the extent (if any) that those community bodies wish to participate in community planning, take such steps as are reasonable to enable the community bodies to participate in community planning
- In this section, —community bodies||, in relation to a community planning partnership, means bodies, whether or not formally constituted, established for purposes which consist of or include that of promoting or improving the interests of any communities (however described) resident or otherwise present in the area of the local authority for which the community planning partnership is carrying out community planning”

In addition:

“(1) each community planning partnership must prepare and publish a local outcomes improvement plan.

(2) A local outcomes improvement plan is a plan setting out—

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

In preparing a local outcomes improvement plan, a community planning partnership must consult—

- (a) Such community bodies as it considers appropriate, and
- (b) Such other persons as it considers appropriate.

Before publishing a local outcomes improvement plan, the community planning partnership must take account of —

- (a) Any representations received by it
- b) The needs and circumstances of persons residing in the area of the local authority to which the plan relates” (Community Empowerment Act 2015)”

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

Community Justice (Scotland) Act 2016

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

Scotland Act 2016-. In summary this Act:

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

Education Act (Scotland) 2016

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

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

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

Specifically, the Act

- Promotes excellence and equity within the education system through the establishment of the National Improvement Framework and imposes duties on education authorities and the Scottish Ministers in relation to reducing inequalities of educational outcome experienced by disadvantaged children;
- Places a duty on local authorities both to assess the need for Gaelic medium primary education (GMPE) following a parental request, and to actively promote and support Gaelic medium education (GME) and Gaelic learner education (GLE). The Act also places a duty on Bòrd na Gàidhlig to prepare guidance on how GME should operate in Scotland;
- Extends rights under the Education (Additional Support for Learning) (Scotland) Act 2004 (“the 2004 Act”) to children aged 12 and over with capacity to exercise those rights;
- Legislates for school pupils to receive a minimum number of learning hours annually;
- Restates section 53 of the Education (Scotland) Act 1980 (“the 1980 Act”) which sets out functions relating to the provision of school food in Scotland (and extends the requirement to provide a free school lunch to eligible pre-school children at partner providers).
- Gives Scottish Ministers a regulation-making power which can be used to place a duty on local authorities to provide grants of a specified amount for school clothing for certain pupils;
- Modifies the types of complaints that can be made to the Scottish Ministers under section 70 of the 1980 Act and introduce a power to make regulations about the procedure to be followed in relation to the investigation and determination of such complaints;
- Legislates for the role of a Chief Education Officer in local authorities in Scotland;
- Modifies the powers of the Scottish Ministers to make regulations in relation to independent schools and grant-aided schools in Scotland so they are exercisable in such a way as to ensure that all teaching staff are registered with the General Teaching Council for Scotland;
- Ensures that all schools in Scotland are led by qualified teachers. All new head teachers in Scotland will have to hold the ‘Into Headship’ qualification prior to their first head teacher post;
- Amends section 47(3) of the Children and Young People (Scotland) Act 2014 (“the 2014 Act”) as it currently excludes a small group of children from the early learning and childcare provisions.

Child Poverty Act 2017

The Child Poverty (Scotland) Act 2017 sets out four ambitious headline targets for 2030 that establish Scotland as the only part of the UK with statutory income targets on child poverty.

The Act sets out:

Four statutory income targets, to be met in the financial year beginning 1 April 2030.

Four interim income targets, to be met in the financial year beginning 1 April 2023.

A statutory Poverty and Inequality Commission will be established from 1 July 2019, with functions related to the child poverty reduction targets.

The Act also states:

Scottish Ministers must publish child poverty delivery plans in 2018, 2022, and 2026, and report on those plans annually.

Local authorities and health boards must report jointly every year on activity they are taking, and will take, to reduce child poverty.

Scottish Social Security Act 2018

The Social Security (Scotland) Act 2018 received Royal Assent on 1 June 2018. Detailed rules about each type of assistance will be contained in regulations. The Act includes basic information about entitlement for the following.

Devolved benefits

- Carer's assistance (replacing carer's allowance (CA)).
- Cold-spell heating assistance (replacing cold weather payments).
- Winter heating assistance (replacing winter fuel payments).
- Disability assistance (replacing disability living allowance, personal independence allowance, attendance allowance and severe disablement allowance).
- Early year's assistance (replacing Sure Start maternity grants).
- Employment-injury assistance (replacing industrial injuries benefits).
- Funeral expense assistance (replacing funeral payments).

New forms of assistance

- Carer's allowance supplement – a twice-yearly lump sum payment to bring the amount paid through CA up to the same level as jobseeker's allowance. It is intended to be an interim measure until carer's assistance is implemented.
- Housing assistance – to be paid to people who are entitled to universal credit (UC) who, when the bedroom tax is 'abolished' by the Scottish Government, are then affected by the benefit cap, or to 18–21- year-olds who are not entitled to the housing element in UC. Housing assistance may be delivered by local authorities rather than the Scottish social security agency.
- Short-term assistance – to be paid to individuals whose assistance has been stopped or reduced pending a reconsideration or appeal.

Power to provide top-up – the Act provides the Scottish Government with the power to top-up reserved UK benefits. The Scottish Government has committed to introducing a new income supplement for low-income families in its Tackling Child Poverty Delivery Plan. – see https://www.midlothian.gov.uk/downloads/download/650/child_poverty_action_reports

- The Scottish Government already has the power to bring forward regulations about splitting payments of UC between two partners. But the Act now requires that Scottish Ministers consult the Secretary of State about the practicalities of implementing this, and lay regulations before the Scottish Parliament that will require payments of UC to be split between couples living in Scotland in a proportion to be decided by Scottish Ministers, unless the couple nominate a single bank account for the money to be paid into.
- The Act also brings already devolved discretionary housing payments under the new Scottish social security system. The Act places the rules about discretionary housing payments in primary legislation rather than in regulations, making the process for changing the rules in future subject to a more stringent process

ADULT HEALTH AND CARE

INTRODUCTION

As a result of new legislation in 2014, a new Health and Social Care Partnership, the Midlothian Integration Joint Board (IJB), is now responsible for planning the delivery of health and care services in Midlothian. In March 2016, the IJB published its three year strategy for 2019-22. This strategy can be found here :

https://www.midlothian.gov.uk/downloads/file/3348/strategic_plan_2019-2022

This strategy is based upon an in depth Joint Needs Assessment of the needs of the population and our understanding of the views and concerns of the people of Midlothian. This can be found here

https://www.midlothian.gov.uk/downloads/file/3430/joint_needs_assessment_2019_final

There are also more detailed strategies within this framework, such as those for older people, unpaid carers and people with disabilities.

The IJB Vision for 2019-22 is:

“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”. By working with individuals and local communities we will support people to achieve these outcomes:

- 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

These objectives can only be achieved with the contribution of other Council services, Voluntary Organisations and partners in the broader Community Planning Partnership. Working together with users of services and their communities, focusing upon prevention and improving local access will underpin the efforts being made to ensure that services are fit for purpose and sustainable in the face of growing demand and more constrained resources. The following analysis of the broader environment within which health and social care is delivered has informed the approach being taken to planning and redesigning local services.

POLITICAL

The need to modernise and respond to changing public expectations is reflected in the publication of the *Creating a Healthier Scotland Report 2016* which was based on conversations with the public across Scotland. This highlighted the importance of prevention, mental wellbeing and self-management. The importance of mental health in creating a fairer, healthier Scotland was emphasised in the NHS Report *Good Mental Health for All* and the national *Mental Health Strategy 2017-27*. The Audit Scotland review of public health has led to a national policy review and the creation of a new agency “Public Health Scotland” which is now developing structures that link closely with community planning arrangements across Scotland

ECONOMIC

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

Our services are under pressure

People place a high value on being able to access effective health services when they need them. 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

Workforce Pressures

Two of the main areas of concern to the public in recent times have been difficulties in accessing primary care and not always receiving care at home despite being assessed as in need of the service. 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. There is a clear need to plan ahead and find alternative solutions to ensure services are able to meet people’s needs. 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.

Financial pressures

Financial pressures on public services are severe with the difficulties facing national health services never far from the attention of the media. Locally the Council continues to face severe reductions in its overall budget but has sought to protect social care budgets from the level of cuts required in other services. 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.

Our projections are that unless significant changes are made to the way services are delivered Midlothian IJB will be overspent by £4m in 2021-22.

Acute hospitals

We must reduce avoidable admissions and enable people to be discharged as quickly as possible. We have some plans in place as described later but this will be a major focus over the next 3 years.

SOCIAL

Population: The South East Scotland Development Plan, confirmed by the Midlothian local development plan proposed 8080 houses between 2009-19 then 4410 between 2019 and 24. Some of these have been built, but due to the delay caused by the 2008 economic downturn much of the housing planned between 2009 and 19 is only now being built. As a result Midlothian has growing and an ageing population. There are 91,340 people in Midlothian. We are 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 people 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.

By 2028, it is estimated that there will be 20,200 people aged 65yrs+, with just over half of those individuals being over 75 years old. A particular challenge for the partnership is the projected rise in the numbers of people with dementia; estimates indicating these will double between 2011 and 2031. There are also growing numbers of people with learning difficulties who survive with complex care needs and into old age. People are living longer and the majority of older people live without any formal support. Many make a very significant contribution as volunteers, helping local organisations, participating in local government, providing unpaid care or being supportive grandparents. However old age does not come alone; as we get older there is a greater likelihood of developing long term health conditions. People over 85 are at a greater risk of living with dementia. There is likely to be 2,800 people with dementia in 20 years-which is double the number there are today. The main social care supports for older people who have dementia and/or who are frail are day care, care at home and care homes. Older people are also more vulnerable to sensory impairment. Older people can become isolated and often have to cope with bereavement of a loved one. Supporting older people to live well involves the contribution of a wide range of agencies.

Deprivation: The most health-deprived areas are in Central Dalkeith, Mayfield, Gorebridge and parts of Loanhead and Penicuik. We know that life expectancy is lower and the prevalence of long term conditions at a younger age is higher. 'Inequalities' account for a significant element of the increasing demands on our public services. Progress in tackling inequality has been slow and there is commitment to working more effectively in partnership particularly in areas of deprivation and with people most at risk of inequalities included those affected by homelessness, substance misuse and mental health problems. People living in some communities are more likely to be living in poorer health and to die younger with higher rates of cancer, stroke, diabetes and heart disease. People with disabilities are more likely to have

lower educational achievements, higher rates of poverty and poorer health outcomes. Unpaid or family carers are more likely to have poorer health and there are at least 8,000 carers in Midlothian. 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 two or more conditions 10-15 years earlier than people living in affluent areas.

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

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 than national average occurrence of cancer, COPD, diabetes, depression, hypertension and asthma. The IJB plan highlights the conditions that affect a significant number of people, however there are a wide range of other long term conditions for which community based services will continue to provide support. For example, the IJB will contribute to the Lothian implementation of national programmes such as the new out-patient care pathways for people diagnosed with coeliac disease, irritable bowel syndrome and inflammatory bowel disease.

Many people have more than one condition – this is known as Multiple Morbidity. 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.

High rates of mental health needs

One in four of us will experience mental health difficulties at some time in our life. People who experience mental health difficulties are not distributed evenly across the population and inequalities are largely determined by social and economic factors. It is important to think about staying and being well when planning and delivering services and supports. 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 total 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. The national Mental Health Strategy 2017-27 states that "Our guiding ambition for mental health is simple but, if realised, will change and save lives - that we must prevent and treat mental health problems with the same commitment, passion and drive as we do with physical health problems".

Hospital Stays

It is estimated that people with long-term conditions are twice as likely to be admitted to hospital, have a longer length of stay and account for 80% of all GP visits and for 60% of hospital admissions.

Planning Ahead

We are placing more emphasis on supporting people to plan ahead as their conditions and circumstances change. This includes promoting the use of Power of Attorney, Anticipatory Care Plans and Emergency

Plans for Carers

Choice and Control There is a growing view that people living with long term conditions should be supported to be more involved in decision-making, more in control of their own care and more confident about managing the impact of their conditions on their lives.

Disability

The medical model defines a disabled person by their illness which requires to be managed by professionals. The social model however, states that the person is disabled, not by their impairment, but by barriers in society that make life harder e.g. attitudes or physical barriers such as inappropriate access to buildings. A disabled person is someone with a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This includes people born with impairment, those who have suffered an injury and those whose disability has developed as a result of an illness. There is a growing prevalence of people within the Autism Spectrum in Midlothian.

Learning Disability

The national strategy Keys to Life places an emphasis on human rights, tackling health inequality, and living an ordinary life with Individual, local solutions for people.

The prevalence rate for people with a learning disability in Midlothian is 5.8 per 1000. This is higher than the Scottish average (5.2), and may be due to the presence of a large learning disability hospital, St Joseph's, which closed in the late 1990s when residents moved to houses across the county. 40 to 50 people have very Complex Care Needs and 628 receive social care services.

Key areas of service planning include

- addressing health inequalities such as obesity, sensory impairment and sexual health;
- providing support to older people with a learning disability;
- managing transitions from children's services including age-appropriate day services;
- supporting individuals with complex needs in the community and preventing hospital admissions and delivering positive behavioural support services locally.

More broadly the significant increase in funding of services to people with learning disability is not sustainable in light of the general financial position. This means the IJB must review all care packages to determine if they remain appropriate, redesign day services and develop alternative housing models with a greater emphasis on shared support.

While Health and Social Care are key elements in supporting disabled people, the IJB will work in partnership with other Council services, third sector partners, other public bodies, and communities to ensure we remove the barriers which restrict and exclude disabled people. Disabled people can and do make a positive contribution, add talent, diversity and richness to our communities. Our job is to work together to remove the barriers. The whole community of people who live and work in Midlothian need to ensure that all disabled people are supported to live and work in a place and in a way they choose.

TECHNOLOGICAL

The possibilities offered by new technology have grown considerably in recent years. *Technology Enabled Care* is about realising the potential of *technology* as an integral part of a person's care and support plan to

enhance quality and/or improve efficiency. It is not simply about finding the right 'kit' but about finding how the right care can be supported by the technologies available, some of which are now in everyday use. For example the delivery of better care can be facilitated by helping family members share information about the person for whom they are caring with one another as well as with health and care staff (health and social care staff); a simple smartphone or computer can support this but fundamentally the focus is supporting good communication.

ENVIRONMENTAL

Changing weather patterns, including gales and severe winters, pose particular pressures in ensuring vulnerable people remain safe and supported. The emphasis on energy saving measures should have a positive impact on people vulnerable to fuel poverty and the subsequent negative impact on health and wellbeing. Feeling safe in their local community is a significant concern for older people, and people with disabilities, and in this regard there is a need to work with Community Safety services on such issues as hate crime.

LEGISLATIVE

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

COMMUNITY SAFETY AND JUSTICE

Community Safety is essential to the quality of life of people in Midlothian. It is an outcome rather than a service, although it is strongly influenced by the quality of service delivery. Community safety embraces a range of issues including crime prevention; antisocial behaviour; drug and alcohol misuse; domestic abuse; road safety; fire safety and accident prevention. It is about ensuring everyone has the right to live in safe and secure communities, feeling safe and with reduced incidence of crime. Because of Council budget savings agreed in February 2018 the Community Safety team in Midlothian has been closed. Community Safety work has either ceased or been distributed to other services including Council Housing services and Police Scotland. The Council continues to pay for 14 additional Police officers in two "community action teams".

Community Justice

Community Justice is the prevention of offending and supporting people to stop re-offending. It is agencies working in partnership with local communities to make a positive change for people with an offending history, their families and victims of crime. It means stakeholders, third parties and communities working together to tackle the underlying causes of (re)offending to prevent it happening by working with people who are at risk of re-offending, supporting people who have committed crimes to move away from offending, and ensuring that perpetrators give back to the communities.

Reducing (re)offending costs the Scottish Economy around £3 billion each year. It is essential to reduce the incidence of offending behaviour that causes physical, psychological and/or financial harm to individuals and wider communities. Reoffending is a priority for the Scottish Government and for Midlothian. The need to prevent offending in the first instance and reduce further offending is a shared responsibility, as no single organisation possesses the entire range of skills and resources required to improve opportunities for those at risk and support desistance among those with a history of offending.

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

- The most common crime type recorded in Midlothian in 2018/19, was 'dishonesty crime', at 29.8% of all crime. This includes housebreaking, theft of motor vehicles, shoplifting, fraud, and other thefts.
- 'Miscellaneous offences' (minor assault, breach of the peace, and threatening and abusive behaviour), made up 25% of crime
- Offences relating to motor vehicles (for example failure to insure a motor vehicle, or driving under the influence of alcohol) accounted for 15.7% of crime
- Offences which included possession of drugs/offensive weapons accounted for 14.1% of crimes. Vandalism/malicious mischief accounted for 11.4%.
- Violent and sexual crime continues to account for a very small proportion of all crime in Midlothian (less than 4% combined).
- The numbers of Midlothian children referred to the Children's reporter continues to decline with 148 children referred in 2018/19 compared to 306 in 2016/17 and shows a long term decline over 10 years from 981 (2008/9).
- There were 1160 incidents of domestic abuse recorded by police in Midlothian, an increase of 18.5% compared to the previous year and +11.5% from the three-year average. Just over one third (35.9%) of these incidents resulted in a crime report – a considerable decrease from last year and the three-year average (44.3% and 49.2% respectively)

POLITICAL

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

A National Strategy for Community Justice and National Outcomes, Performance and Improvement Framework were published by the Scottish Government in 2016 to outline the new model. A new national body called Community Justice Scotland came into existence on the 1st April 2017, the aim being to provide leadership for the community justice sector; offer opportunities for innovation, learning & development; provide independent assurance on the delivery of improved outcomes; and provide improvement support where required.

As part of the new arrangements, local planning partnerships are required to produce Community Justice Outcome Improvement Plans to show what will be done to promote social inclusion, reduce (re)offending and support victims of crime. The Midlothian Community Justice Outcome Improvement Plan 2017-2020 was published in 2017 and the new plan for 2020-23 will be published in April 2020. A multi-agency Midlothian Community Justice Working Group - consisting of statutory and non-statutory partners - was devised to develop the plan and drive the improvement actions agreed within. The progress of the working group is overseen by the Midlothian Community Safety and Justice Partnership Board.

Based on existing evidence and engagement with a range of partners and stakeholders, Community Justice Scotland has developed a set of common outcomes and indicators which are strongly linked to supporting an individual's desistance from offending. The common outcomes referred to as "nationally-determined outcomes" in the Community Justice (Scotland) Act 2016, are common across Scotland and applicable at a local authority level.

The common outcomes contain both person-centric and structural outcomes. They are based on existing evidence and are strongly linked to supporting an individual's desistance from offending. The structural outcomes are those which the statutory Community Justice Partners have more direct control over or they may readily influence as they relate to services or actions that they deliver upon; the person-centric ones are those which the statutory Community Justice Partners may have less direct control over as they may be impacted by a range of different factors but in which partners play a key role in supporting and delivering that change. These outcomes are directly linked to the complex needs at an individual level which are so often key to preventing and reducing further offending and promoting desistance.

ECONOMIC

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

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

Employment and reducing offending / reoffending

Sources suggest stable employment is a crucial factor with regards to offending rates. In some cases, a steady financial income may limit an individual's need to commit crime. Furthermore, it has been established that a working routine may reduce the incentive and opportunity to offend.

A multitude of studies have been conducted to try to identify relationships between economic inequality and crime rates. A study by the Scottish Government in 2010 found that relative poverty in the Midlothian area was less prevalent at 16% of households than in Scotland at 19%¹⁷. Of the 115 datazones in Midlothian, thirteen are ranked (2016) within the 20% most income deprived areas of Scotland, seven are ranked within the 15% most income deprived and two are ranked within the 10% most income deprived¹⁸. There is evidence to suggest that the population of these areas may be more vulnerable to crime than areas of wider affluence, for example adults living in the 15% most deprived areas in Scotland were almost twice as likely to have been victims of violence as people living elsewhere.

According to a Scottish Government report, statistics found that the percentage of people who worry about being assaulted was higher among the most income deprived areas than the least income deprived. 53% of people from the most income deprived quintile felt concerned about being assaulted compared to 35% of people from the least income deprived quintile. Areas of higher income deprivation are also more likely to experience antisocial behaviour in their neighbourhood (48%) compared to the general population of Scotland (34%). Imprisonment rates are also significantly higher for individuals coming from areas of income deprivation. Males in particular were found to be 4 times more likely to be convicted if they have resided in the top decile of income deprived areas.

Factors which contribute to income inequalities may include unemployment or the type of industries that people are employed in (i.e. low pay, irregular hours). There appears to be a relationship between employment status and offending, as depicted in the Midlothian Offender Profile of 2016 which indicated that 63.5% of recidivist offenders were unemployed at the time of their offence, a further 12.0% were school pupils or students. Of the percentage of all offenders who were in employment, there were clear differences in occupation category. The highest percentage of working offenders were employed in intermediate occupations (17.6%) followed by skilled trades (15.6%). Very few offenders were employed in professional occupations (1.8%) or management positions (3.1%). These statistics constitute all types of offences; however, employment trends were very similar among violent offenders. This suggests a relationship between occupation grade and the likelihood of offending, perhaps due to relative income levels.

Further findings which suggest a relationship between offending and employment can be seen in prisoner employment history statistics. The Ministry of Justice research paper on pre-custody employment of newly sentenced prisoners (2012) found the low extent of prisoners in the UK with a stable employment history. The report found that from the sample of prisoners, only 32% reported being in paid employment in the four weeks prior to custody. Some prisoners did state that they had been in paid employment in the 48 weeks prior to custody (20%), however the highest percentage claimed that they had been unemployed throughout the year prior to custody (49%). 13% of prisoners surveyed reported never having a paid job. High pre-custody unemployment rates among prisoners compared to the unemployment rates of the general population may suggest a link between unstable employment and the likelihood of offending.

The same report states that prisoners who reported having been employed at some point in the year before custody were less likely to be reconvicted in the year after release (40%) than those reporting they had not been in employment (65%). Prisoners who took part in the study were also asked about the connection between having a job and stopping reoffending. 68% thought that having a job would be an important factor in future offending and 52% thought having enough money to support themselves was important in stopping reoffending. This provides further evidence for the link between unstable employment and the likelihood of repeat offending.

The most recent prisoner survey from the Scottish Prison Service found that whilst within the prison, 56% of prisoners reported accessing the services provided within the prison (note this is an increase from 30% in 2016). Over half had studied Literacy and Numeracy (60%), IT (51%) and Art (52%). Just under one third (29%) of prisoners had accessed internal services in preparation for prison release. Of those who accessed services, 38% had sought support for future employment and/or training. Although figures do not necessarily mean prisoners will remain unemployed following prison release, this interpretation may be perceived as an indicator of the level of future offending risk.

SOCIAL

The population of Midlothian is forecast by office for national statistics to increase from the current 91,340 to 108,369 by 2039. As this estimate does not fully take account of planned housing growth, it is likely that the actual population increase will be greater. It is predicted that development of new housing especially at the outskirts of Midlothian towns may cause local communities to merge with little distinction of community identities. Population increases place a significant demand on services including emergency services, as well as straining local amenities and facilities.

Awareness of community justice is low among the general population surveyed, suggesting there is significant work to do to raise awareness of organisations and support services in Midlothian, and to develop the public/partners understanding of their relevance to community justice objectives. Community engagement on the perception of community justice shows:

- In general, working with young people to reduce early anti-social behaviour was seen as the top priority support need in terms of reducing (re)offending.
- Managing/reducing drug use and supporting people to attend school and/or gain qualifications were also high on the public agenda.
- Community learning support is required to develop public/partner understanding of the link between risk factors and risk of (re)offending.
- The desire for tougher penalties for offending and general belief of a lack of enforcement action taken against offenders by police with respondents feeling that the justice system is too lenient and does little to discourage offending.
- Young people were central to responses concerning the reduction of offending, with the general consensus being a need for more preventative work at an early age. Diversion and education from offending, enhanced policing and tougher penalties, and encouraging parental responsibility were also perceived as necessary in reducing (re)offending.
- A more holistic approach to meeting complex needs was seen as essential for breaking the cycle of re-offending; taking an offender-led approach and “treating the person not the crime”.
- There is a willingness for greater participation evidenced by engagement (or desire to engage) with partner agencies to meet the needs of communities. Further, the creation of more inclusive communities is thought would play a significant part in reducing (re)offending.
- Respondents noted a need for noticeable payback for communities and victims, in the form of improving local areas, helping more vulnerable members of the community, ‘filling the gap’ in terms of council cutbacks, and restorative work with victims.
- There was support for Unpaid Work that helps to develop skills, work experience or otherwise improves future prospects.

Criminal Proceedings and Reconviction Rates

- The reconviction rate for Midlothian in 2016/17 was 23.8%. Despite being below the national average of 27.2% the rate had increased from the previous year (22.2%).
- A large percentage of offending that occurs in Midlothian is carried out by a fairly small number of individuals (50 individuals involved responsible for 13% of all detected crime).
- The number of convictions decreased in Midlothian in 2016/17 compared to the previous year (-8%). This was largely driven by a fall in the number of ‘motor vehicle’ offences and ‘miscellaneous’ offences.
- The proportion of convictions in Midlothian fell by 8% in the last year, however those resulting in a custodial sentence increased by a staggering 42%. This is contrary to Scotland wide custodial sentences which fell by 6% during this time.
- The proportion of community sentences fell in the last year from 197 in 2016/17 to 158 in 2017/18.
- Sentences of 3-6 months represented half of all custodial sentences in Midlothian and represent the most predominant sentence length. This is a change from the previous year when sentences of 0-3 months made up the most predominant sentence length.
- The reconviction rate for individuals receiving short term prison sentences under 3 months in length was 57% whereas the reconviction rate for people given Community Payback Orders was 30% - highlighting the need for more community disposals in reducing crime and offending.
- Education, Training and Employment and Re-offending
- There is a relationship between poor educational attainment and offending.
- Nine in ten young offenders had been excluded from school at least once.
- One in four young offenders had no qualifications.
- Attitudes towards school are generally poorer among young offenders with less than one in three young offenders attending school most days.

- Negative attitudes and experiences of school are likely attributed to a number of combined factors including poor relationships with teachers, school curriculums not catering to individual educational needs and lack of practical learning techniques.
- Between one and two in ten adult prisoners experience difficulties with writing, reading and 12% numbers/basic mathematics.
- Stable employment is a crucial factor with regards to offending rates. In some cases, a steady financial income may limit an individual's need to commit crime. Furthermore, it has been established that a working routine may reduce the incentive and opportunity to offend.
- Almost two in three recidivist offenders were unemployed at the time of their offence. Another report found that from a sample of prisoners, only one in three reported being in paid employment in the four weeks prior to custody.
- Prisoners who reported having been employed at some point in the year before custody were less likely to be reconvicted in the year after release than those reporting they had not been in employment.
- Two in three prisoners thought that having a job would be an important factor in future offending and half thought having enough money to support themselves was important in stopping reoffending.

Health Inequalities and Re-offending

- "Good mental health" is a significant criminogenic need. Research shows that the presence of mental health issues may be an indicator of future offending.
- Two in three women in prison suffer from depression.
- Just under half of female prisoners have attempted suicide at some point.
- Prevalence of mental health complications in young offenders may be as high as 95%.
- Particular concerns are raised around the proportion of prisoners struggling to form positive attachments; 46% of prisoners reported they rarely/never 'felt interested in other people', 48% reported they rarely/never 'felt loved' and 49% reported they rarely/never 'felt close to other people'.
- Studies have found that positive mental wellbeing decreased according to the number of custodial sentences prisoners had served.
- Research suggests that custodial sentences may raise the risk of developing mental health issues, increasing implications for future desistance.
- It is estimated that prevalence of learning disabilities among offender populations is much higher than the general population (0.6% at last census in Midlothian), with around 20% to 30% of offenders within the criminal justice system affected by a learning disability.
- It is suggested that increased levels of socio-economic disadvantage and negative lifestyle or behavioural factors may contribute to poor health and shorter life expectancy. In this sense, the factors which contribute to a reduced life expectancy may mirror the factors which increase the likelihood of future offending.
- Over two thirds of inmates residing in Scottish prisons reported that they smoke.
- Non-smokers reported more positively on all questions, including feeling loved, feeling cheerful, interested in other people, and dealing with problems well, suggesting a link between smoking and positive mental health.

Housing and Re-offending

- According to research, housing need may be a significant indicator of an individual's likelihood to re-offend.

- As of 31 March 2019, there were 413 homeless households within Midlothian - 200 of those households had a pregnant household member or dependent children (305 children).
- According to the recent Scottish Prison Service Prisoner Survey, half of prisoners reported that they had lost their accommodation arrangements when they were sentenced. One in three said they did not know where they were going to live following liberation.
- An overwhelming 80% of ex-offenders considered stable housing an essential foundation in reducing the likelihood of future offending behaviour. This is supported by research from the Social Exclusion Unit, who found that stable accommodation could reduce recidivism by as much as 20%.
- A lack of appropriate and safe accommodation increases the risk of re-offending – without stable housing it is harder to engage in employment and training, or to access support services. Ensuring appropriate accommodation for people who offend is the foundation for successful rehabilitation, resettlement and risk management. It can provide the anchor for a previously chaotic life and act as a springboard for other crucial steps – such as getting and keeping a job, and accessing health care or drug treatment.

Substance Misuse and Re-offending

- Approximately 300 children in Midlothian living with a parent who uses drugs.
- Approximately 1,500 children in Midlothian living with one or more parents with problematic alcohol use.
- One in three prisoners (who had been in prison more than ten times) reported committing their offence to fund their drug habits.
- Over half of female prisoners were under the influence of drugs at the time of their offence.
- Of those prisoners who had been in prison more than ten times, two out of three had been under the influence of drugs at the time of their offence.
- Three in four male prisoners have an Alcohol Use Disorder.
- Half of prisoners who had been in prison more than ten times had engaged in illicit drug use in the last month prior to prison, compared to 6% of prisoners serving their first sentence.

Positive and Attitudes and Impact on Re-offending

- One important step in reducing offending is addressing the attitudes which may contribute to this behaviour.
- Attitudes may influence an individual's offending likelihood, or their likelihood to engage in other problem behaviour. Also, public attitudes towards population groups could have an impact on opportunities for community integration, which may increase offending rates.
- Pro-criminal attitudes can be significantly reduced with proactive intervention.
- Community integration is considered an important factor in reducing an individual's likelihood to offend. However, a factor that often hinders this is stigma. Stigmatisation may occur at a pre-offending stage, and may hinder an individual's life opportunities and increase the risks of problem behaviour. Stigmatisation may also occur towards known offenders, which can affect their ability to reintegrate with the community and make changes to an offending lifestyle.
- Social influences may attribute to the likelihood of future offending. A lack of social commitment, alienation and associations with antisocial peers are considered risk factors in the likelihood of engaging in problematic behaviour. One population group who are considered particularly vulnerable to this type of influence are young people.
- Pro-criminal attitudes may be more significant if they are shared among family groups. According to the Social Exclusion Unit (2002) offenders are 2.5 times more likely to have a family member who has been convicted of an offence.

- Along with a family history of problem behaviour, offending risk factors include poor parental supervision and discipline, family conflict, family involvement and attitudes towards condoning problem behaviour.
- The Criminal population report a significantly higher rate of traumatic experiences. Four times as many offenders reported experiencing four or more types of trauma compared to the general population.
- A high number of young offenders had been present during domestic abuse in their childhood - 43% reported that they had witnessed violence between their parents or guardians as a child.
- Prisoners who had been in care had high prevalence's of substance misuse, mental health issues and literacy/numeracy issues. Overall, 26% of prisoners in a recent study indicated that they had been in care for a period of time in their upbringing. Experiences of being in care were particularly high among young offenders, of whom 46% reported being in care as a child.

Of the 480 individuals resident in Midlothian who received a non-custodial conviction or who were released from a custodial sentence in 2016/17, the reconviction rate was 23.8%. This is below the national average of 27.2%¹. Although the number of offenders reduced from the previous year (508) the reconviction rate increased (22.2% and 23.8%), as well as the average number of reconvictions per offender (0.36 in 2015/16 and 0.4 in 2016/17). The average number of reconvictions per offender was also lower in Midlothian than the national average (0.40 and 0.48 respectively). Analysis of national reconviction rates by crime type show that the highest reconviction rate was for dishonesty crime – where an index crime in 2016-17 was dishonesty, the percentage reconvicted within one year for a further dishonesty crime was 30.6%. A large percentage of offending that occurs in Midlothian is carried out by a fairly small number of individuals, and their activities have an adverse effect on individuals and communities that is out of proportion to the number of people involved. Indeed, a three-year analysis found that the top 50 individuals involved in offending in 2013-16 were responsible for 13% of all detected crime in Midlothian

Midlothian Offender Profile

Three-year analysis of offending throughout Midlothian identified the following characteristics of those individuals responsible for committing crime in Midlothian:

- The highest rate of offending was among males aged 20-24 years, of White Scottish Ethnicity.
- The highest proportion of people involved in offending in Midlothian were resident in Dalkeith/Woodburn.
- A quarter had accommodation problems.
- Over two thirds left school at the minimum legal leaving age without further formal education.
- 39% of individuals were unemployed at the time of their offence. Intermediate positions or technical and skilled trades were the most offender populated categories of employment (17.6%)
- 38% had financial problems.
- 57% had a history of alcohol misuse. 48% had a history of drug problems.
- Half were found to have a 'pro-criminal attitude' and half engaged in denial/minimisation of their offending.
- Two in three offenders had three or more documented episodes of offending as a youth/child or adult convictions.

There is a relationship between poor educational attainment and offending. Although individuals who face difficulties in regards to education will not necessarily engage in offending behaviour, sources indicate that the proportion of offenders who have faced challenges in school is above average. A recent report by the Scottish Government (2017) found that young people from the most deprived areas have a higher risk of spending time in custody: the incarceration rate for under 21s was 4.5 per 1000 population for those from the 15% most deprived areas and 1.1 for those from all other areas.

A survey of 250 young offenders serving custodial sentences in Polmont young offenders institute found some significant findings, indicating generally poor experiences of and attitudes towards education. A particularly notable finding was the high extent of young offenders who had reported disrupted experiences of the schooling system. As many as 89% of respondents reported that they had been excluded from school on at least one occasion. 56% said they were often excluded from school. Additionally, 64% of had attended a Children's panel.

The survey also reported that 25% of young offenders had no qualifications at the time of the study. Only 6% reported attaining SQA Higher qualifications and 17% had a college certificate (Scottish Prison Service, 2013). Educational attainment in Polmont appears lower than average, however the unknown age of respondents limits analysis.

Attitudes towards school were generally poor among survey respondents. 45% of young offenders reported that they enjoyed school only some of the time and 30% reported that they did not enjoy school at all. This is perhaps reflected in attendance figures as less than one in three young offenders reported that they had attended school most days.

Negative attitudes and experiences of school are likely attributed to a number of combined factors. Relationships between pupils and school staff may provide a partial explanation as 41% of young offenders said that they had poor relationships with their teachers during their time at school. Some young people may also feel that school curriculums do not cater to their individual educational needs. Practical learning techniques were the most popular educational method among young offenders, with 58% of respondents reporting they like to learn through sports and 57% reporting they like to learn through practical workshops.

Poor educational attainment among offenders may present problems for future desistence from crime due to employability restrictions. There is also evidence to suggest that some offenders may be limited by a lack of core skills such as literacy and numeracy. A survey of adult prisoners in Scotland in 2018 found that around 15% experienced difficulties with writing, 12% experienced difficulties with reading and 12% experienced difficulties with numbers/basic mathematics. Prevalence of these difficulties was higher among young offenders with 17% reporting writing difficulties, 22% reporting reading difficulties and 14% reporting numeracy difficulties¹³. This compares with 3.8% of the general population who experience serious literacy problems and 26.7% who experience occasional challenges. Findings highlight a need for education/training support to improve future employability.

Pupils living in areas with higher levels of deprivation had lower school attendance rates, with the effect being greater in secondary and special schools. National data shows that exclusion rates per 1,000 pupils in 2016/17 was 48.5 for children from the 20% most deprived areas compared to 9.1 from the 20% least deprived areas. In 2016/17 there were 549 cases of exclusions from Midlothian schools, a rate of 44.4 per 1,000 pupils, compared to the Scottish average of 26.8. Exclusions in Midlothian schools resulted in 3,444 half days absence in 2016/17¹⁵

TECHNOLOGICAL

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

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

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

ENVIRONMENTAL

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

LEGISLATIVE

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

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

Counter Terrorism and Security Act 2015: Police services are to be given new powers to compel internet firms to record details which could identify suspected terrorists and paedophiles. The Act will bolster existing powers to disrupt the ability of people to travel abroad to fight, reduce the risks they pose on their return and combat the underlying ideology that feeds, supports and sanctions terrorism. Police Scotland may need to implement changes to handle the potential large amount of data that could be passed on by internet firms. The Bill was presented to Parliament on 29 June 2016 with the second reading due to be heard at the House of Commons on 27 January 2017.

Age of Criminal Responsibility: The Scottish Government established an Advisory Group in autumn 2015 to give detailed consideration to the issues and implications associated with the minimum age of criminal responsibility which currently stands at eight years of age. The Advisory Group made a number of recommendations and a consultation on the age of criminal responsibility ran from March to June 2016.

Children and Young People (Scotland) Act 2014 came into being on 1 April 2015 and contains several changes to how children and young people in Scotland will be cared for. The Act places new duties on public bodies such as Local Authorities and Health Boards/Police Scotland to implement a Children’s Services Plan (CSPs) by April 2017, reporting to the Scottish Government every three years on what has been done to improve the rights of children and young people.

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

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

PROPOSED / RECOMMENDED PRIORITIES

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

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

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

The partnership's suggested short term priority areas for 2019/20, subject to results of the citizen's panel and stakeholder engagement are:

- Reduce substance (alcohol and drug) misuse
- Reduce violent crime
- Improve road safety to reduce the number of people hurt or killed on Midlothian's roads

Reduce serious and organised crime to make communities safer (serious and organised crime is where people work together to plan and carry out serious crimes)

Reduce dishonesty crimes (including housebreaking, vehicle crime and shoplifting)

Educate people regarding speeding, drink driving and responsible parking

Reduce domestic abuse and protect women and girls

Improve safety in the home (including fire safety and accidents in the home)

Help people get involved in community safety and justice activities and projects to ensure their neighbourhoods are safe. **GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD**

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

As well as developing a community where children and young people are safe, healthy, achieving, nurtured, active, respected, responsible and included (the Getting it Right for Every Child wellbeing indicators), the Single Midlothian Plan also seeks to support better integration of services to help improve outcomes, with prevention and early intervention being the underlying aim of our priorities. This Strategic Assessment was used to set the single year priorities for 2019/20 under the three year outcomes for 2017-2020 that are used in the Single Midlothian Plan and the Integrated Children and Young People's Services Plan, which has been the subject of a separate development and stakeholder engagement process

POLITICAL

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

The Scottish Government's Early Years Framework and the Early Years Taskforce Shared Vision and Priorities set out the need for all agencies to jointly invest in prevention and early intervention especially during the early years of children's lives. A key factor for 2019/20 is completing the expansion required to ensure the increase in the number of hours per week of free to users Early Learning and Childcare provided to 3 and 4 year olds and certain 2 year olds, up to 1140 hours per year. This has involved significant capital investment in accommodation, training of substantial numbers of additional staff in early years, and coordinating a mixed economy of childminders, private nurseries and council settings in a single system.

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

The government passed the Child Poverty Act in 2018 setting targets for reducing child poverty requiring local action plans and annual performance reports. The first such report for Midlothian was submitted this year.

The National Improvement Framework was implemented in 2017, monitoring attainment in education through a national testing system. At the same time, the national commitment to closing the gap in attainment between the children of better off families and those whose families are in difficult economic circumstances resulted in the launch of the pupil equity fund.

The £2.2 million pupil equity fund was allocated directly to schools in Midlothian by Scottish Government, specifically to be used to close the gap in educational attainment, with each head teacher receiving a variable share of this direct funding based on the number pupils in their school eligible for free school meals. Commitments to reducing the educational attainment gap have to be balanced with the requirements for improving universal outcomes and meeting the needs of children and young people facing challenges because of disability or other additional support needs.

A new governance structure for Scottish Education is being introduced by Scottish Government. This has introduced 6 "Regional Education Improvement Collaboratives" (see opening summary section above for details).

ECONOMIC

National public sector budget pressures have been driving local services to consider and develop changes in ways of working for some years now and there is no sign of this changing over the period of this plan. As a result it is increasingly important to work with the voluntary sector and communities to provide a wide range of services and opportunities.

Both Midlothian Council and NHS Lothian need to bridge budget deficit gaps over the next few years. There are still significant economic factors affecting children, young people and families following on from the financial recession, the ongoing welfare benefits reform and the ensuing effect on child poverty.

The approach to service delivery is continuing to shift to preventative spends, which have been shown to be effective in areas of health, education, and justice, such as the Childsmile dental health programme which was estimated to result in savings of £5m annually for the NHS.

The Scottish Government publication 'The Financial Impact of Early Years Interventions in Scotland' showed that investing in early years/early interventions from pre-birth to aged five could produce net savings of up to £37.4k per annum per child in the most severe cases, and of approximately £5.1k per annum for a child with moderate difficulties, in the first five years of life. It also set out potential medium term net savings to the public sector that can be realised 10 years after the early year's period.

In the longer term, a failure to effectively intervene to address the complex needs of an individual in early childhood can result in a nine fold increase in direct public costs, when compared with an individual who accesses only universal services. Earlier intervention of services is one of the cornerstones of the Getting it Right for Every Child approach, a formal duty for services working with children since 2016.

SOCIAL

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

The Scottish Government's Maternal and Infant Nutrition Framework tackles these issues and recommends exclusive breastfeeding for the first six months of an infant's life. Midlothian is committed to working with its partners to improve the health and wellbeing of children and young people through local initiatives, education, and the adoption of the UNICEF Baby Friendly standards. The percentage of babies breastfed at their first review has returned to around 48-53% following a recent dip. The percentage of babies breastfed in Midlothian is generally lower than the percentage of babies breastfed in Lothian and Scotland as a whole. The percentage of babies breastfed at 6-8 weeks has also remained relatively stable, but is around 10% less than those breastfed at the first visit. However, this is consistent with what appears to happen in Lothian as a whole and nationally.

Physical Activity and Obesity in Children:

Lack of physical exercise and poor diet/nutrition can lead to obesity, which can reduce people's overall quality of life, creating strain on the health service and leading to premature death. Overweight and obesity are increasing across all age ranges in Scotland this is linked to a rise in type 2 diabetes. In Midlothian the percentage fell from last year's figure of 15.3% of children have a body mass index outside the healthy range, above the Scottish (14.9%) figures to just below the national average in 2018 at 14.3 %

Play

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

Early years Increasing the number of parents accessing parenting programmes from most deprived SIMD areas and the number of practitioners trained in Parents Involved in their Children's Learning approach have been challenging the first half of 2019 /20. The number of families accessing parenting programmes

from SIMD priority areas was below target. 200 families have accessed this support, only 2 of which live in an SIMD 1, 2 or 3 area. Family learning initiatives such as Peep and the big bedtime read are embedded at most ELC settings. Family Learning centres are operational at 6 sites across Midlothian with named health visitor identified for each centre. Midlothian Sure Start and Midlothian Council entered in to a partnership agreement to deliver Parents Involved in their Children's Learning (PICL) training under license from Pen Green Family Centre in Corby. This training will develop a Family learning approach across private, public and third sectors. The first cohort completed the training in June 2019 and 4 further cohorts are planned for the remainder of the year. Embedding the PICL approach across services will support the increase in number of families engaging with family learning initiatives. Work continues to coordinate the parenting support and early years group will consider ways in which we can extend the reach of these programmes.

Vulnerable Children: Care experienced children and young people, young carers, homeless young people, travellers, young offenders, and those living in our more deprived communities often face significant disadvantages in health and life opportunities. They have the highest rates of severe chronic illness; the poorest diet; are the heaviest consumers of tobacco, alcohol, and illicit drugs; the highest rates of unintended teenage pregnancies and the lowest educational achievement.

The number of children looked after in Midlothian has continuously declined since 2013. This coincides with plans implemented by Midlothian Council's Children's Services team specifically to reduce this number. There is no consistent pattern followed by the local authority areas in the SOLACE 'family' of which Midlothian is a part, suggesting that in this respect they see different circumstances surrounding looked after children and/or different strategies are employed to address them. In 2018 the Midlothian rate of 12.0 is below the Scottish national rate, for the fourth year.

The rate of child protection registrations in Midlothian has decreased from a peak in 2011. This reduced to 2.6 in 2018, which is below the national average of 2.9. All of the figures for the local authority areas demonstrate significant year-to-year variation demonstrating reactive components in the factors driving registrations and this is emphasised by the aggregate rate for Scotland in which this reactive component is 'damped out'.

The highest proportion of Midlothian's population of looked-after children normally resides in the Dalkeith, and Mid East wards. The highest proportion of children on the child protection register this year resides in the Mid-East, and Dalkeith wards. Note that no absolute data on these populations (of small numbers) is given to ensure anonymity.

Numbers on the child protection register have dropped in the last year, so numbers are even smaller and this % can be changed significantly by a relatively small change in absolute numbers. The populations of looked-after children and those on the child protection register are not sub-sets of each other and should not be considered so. Any child may be looked after by the local authority, on the child protection register, both or neither.

The attainment level of Care Experienced Young People as measured by the % achieving Level 4 Literacy and Numeracy is below the performance target set for 2019-20 at the end of half one of the year. Although the % for looked after children is lower than the % achieved by all Midlothian pupils (82.76%), there has been an increase to 47.83% from 15.79% in 2018, which is a significant improvement towards the target. The target for increasing the number of care experienced young people going to college/university/employment is now based on a 'Virtual comparator' figure of 82.72 %. Baseline data currently shows 72.28% of Care Experienced Young School leavers were in a positive destination in 17/18 results for 18-19 academic year will become available later in the year.

Children affected by disability

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

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

277 young people were referred to CAMHS for assessment in the first half of 2019-20. Compared to the same period last year, the number of young people referred to CAMHS has reduced by 12%. 141 young people assessed as requiring treatment were seen for treatment by the Midlothian CAMHS team in reporting period. Compared to the same period last year, 5% more young people were treated by the Midlothian CAMHS team.

The % of Children and Young People seen for 1st treatment within 18 weeks by the Outpatient and ADHD Team in half one of 2019 is 36.2%, against a target of 90%. 36.2% is an increase from the 2017 base line of 33 %. In response to gaps in capacity and increasing demand for CAMHS services, a Demand, Capacity, Activity and Queue (DCAQ) analysis was undertaken in 2018.

NHS Lothian has invested £3 million in CAMHS to recruit additional staff. Modelling suggests that the 90% referral to treatment target will be met by December 2020 with the recruitment of new staff. There remain significant challenges in consultant psychiatry recruitment with 1 in 10 posts in Scotland remaining vacant. In the medium term, CAMHS Midlothian have secured a locum consultant psychiatrist to provide additionality. As a result, the internal wait for psychiatry has reduced from 6 months to 2

NHS Lothian are working in partnership with School Nursing, Educational Psychology and staff within schools from local authorities to increase access to safe, effective and evidence based low intensity psychological interventions within schools. The Let's Introduce Anxiety Management (LIAM) training delivered by CAMHS Psychology aims to increase access to low intensity interventions delivered by non-mental health professionals for the management of anxiety, and reduce the number of referrals to CAMHS for

All local services acknowledge the importance of preventative work. NHS Lothian aim to work in partnership with schools and local authorities to increase access to safe and effective evidence based, low intensity psychological interventions in schools. The GIRFEMC Board sponsored a successful partnership bid involving Council, NHS and Third sector to the Early Action Change Fund, providing the area with over £800,000 over a 5 year period to effect system change. And delivered a 100 day challenge set of 3 tests of change in partnership with national innovation charity NESTA in the past year. 42 team members participated and over 19 organisations and 175 children, young people, families and carers were involved. Results included the creation of mental health first aid trained teaching staff in all Midlothian secondary schools, redesign of the teaching environment of a primary school class, and creation of individual space in a residential centre for young people. In all cases the developments were led by the wishes and views of children and young people.

Pregnancy and parenthood in young people

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

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

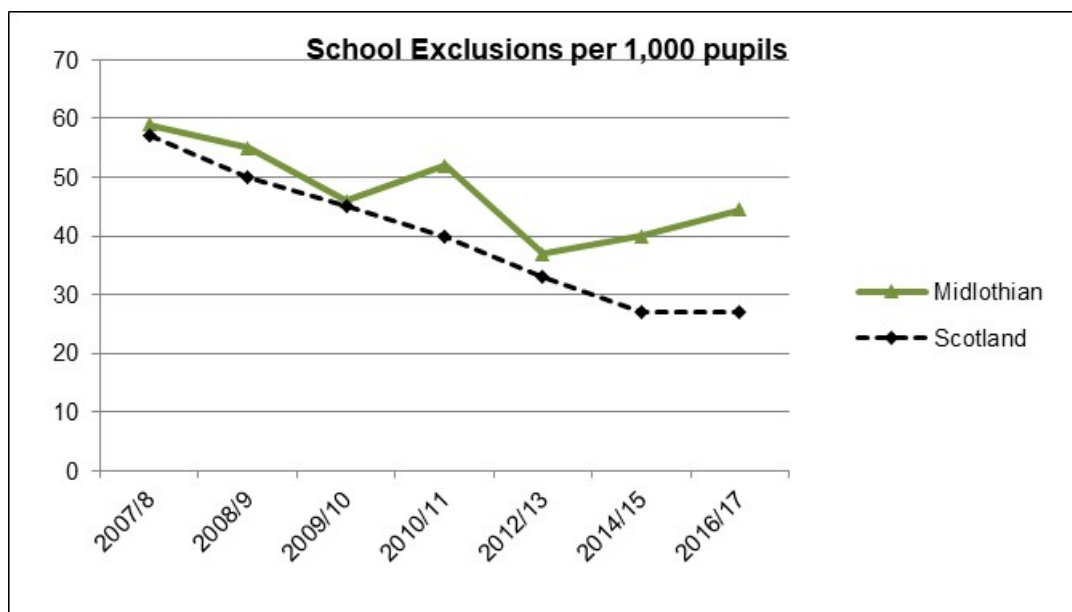
Social Inequality: The 'Growing Up in Scotland' report found that by age five the gap between most advantaged and most disadvantaged children is already 6-13 months in problem solving ability, and 11-18 months in expressive vocabulary. There are 32 primary schools in Midlothian, six secondary schools and one additional support school. Midlothian is also home to two further education providers: Edinburgh College, and Newbattle Abbey College, and 2 Universities – Edinburgh and SRUC have significant local assets. Exam success rates at Midlothian secondary schools vary with some schools achieving above the Virtual Comparator levels and others significantly below. Underachievement in attainment at particular schools generally reflects higher levels of deprivation and social exclusion in those areas. The positive engagement of school leavers aged between 16 and 19 is now consistently higher than national averages, with 92.9% of school leavers sustaining a positive destination, compared to 91.1% average across Scotland's school leavers.

Exclusions and school absences

Information on attendance, absence, and exclusions from school is now collected on a biennial basis and was not collected for the 2011/12, 2013/14 and 2015/16 academic years.

Figure 4.5a: Exclusions from Midlothian Schools

	2006/7	2007/8	2008/9	2009/10	2010/11	2012/13	2014/15	2016/17
Total exclusions	709	702	645	535	606	437	484	549
Exclusions per 1,000 pupils	59	59	55	46	52	37	40	44
Number of temporary exclusions	709	702	648	535	606	437	484	549
Removed from register (with a break in attendance)	-	-	-	-	-	-	-	-
Total exclusions	44,794	39,717	33,917	30,211	26,844	21,955	18,430	13,381
Exclusions per 1,000 pupils	64	57	50	45	40	33	27	27
Number of temporary exclusions	44,546	39,553	33,830	3,014	26,784	21,934	18,425	18,376
Removed from register (with a break in attendance)	248	164	87	67	60	21	5	5



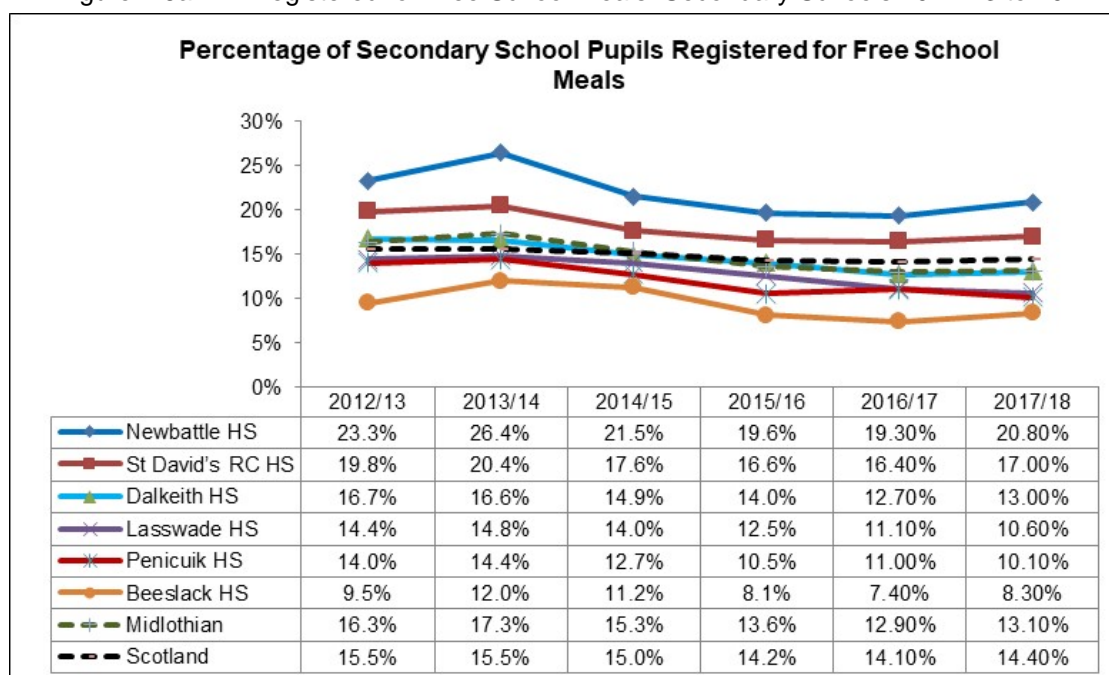
Data Source: Scottish Government– <http://www.gov.scot/Topics/Statistics/Browse/School-Education/exclusiondatasets>

Figures 4.5a and 4.5b show the number and/or rate of school exclusions in Midlothian and Scotland.

During 2016/17 there were 549 temporary exclusions in Midlothian schools. This is equivalent to 44 incidents per 1,000 pupils, higher than the Scottish average of 27 per 1,000 pupils.

4 FREE SCHOOL MEALS

Figure 4.6a: Registered for Free School Meals: Secondary Schools 2012-13 to 2017-18



Data source: Scottish Government– <https://www2.gov.scot/Topics/Statistics/Browse/School-Education/SchoolMealsDatasets/schmeals2018>

Figures 4.6a show the percentage of school pupils registered for free school meals in Midlothian secondary schools, and Scotland. It shows that on average in 2017/18 a lower percentage of pupils registered for free school meals in Midlothian than in Scotland. At Newbattle High School and St David's RC High School however the percentage has been consistently higher than the Scottish average for at least seven years. There are several potential explanations for the greater uptake by eligible families, and the shift from below to above Scottish average:

- Increasing levels of deprivation arising from economic downturn;
- A simpler process and combined application form for Clothing Grants and Free School Meals making it easier to apply for free school meals;
- Changes to the cashless payment technology to make the process the same for all.

Youth Work support

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

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

Child Poverty: The impact of welfare reform and fuel poverty upon the wellbeing of children should not be underestimated. A joint reducing child poverty working group operates in the community planning partnership, reporting jointly to the GIRFEMC board and the Improving Opportunities in Midlothian Partnership. The national Child Poverty Delivery Plan 2018 – 2022 Every Child, Every Chance (ECEC) sets out priorities for action to meet targets grouped around 3 drivers designed to make a ‘step-change’ in ending child poverty by 2030.

- Reducing the cost of living
- Increasing income from employment
- Increasing income from social security and benefits in kind

In Midlothian 25% of our children are living in poverty (www.endchildpoverty.org.uk). Using the internationally accepted measure of less than 50% average national income after housing costs (AHC) is a good guide to the number of households who experience poverty. The cost of housing is unavoidable and essential. People’s standard of living is dependent on the disposable incomes they have after paying for their housing.

Table: Child Poverty in Midlothian by Electoral Ward 2013-2018 Ward	Oct – Dec 13	Oct – Dec 15	Jul – Sep 17	17/18
MIDLOTHIAN	21.25%	22.51%	22.04%	25%
Bonnyrigg	19.52%	22.03%	20.64%	20%
Dalkeith	26.63%	26.46%	24.50%	24%
Midlothian East	21.55%	22.51%	23.79%	30%
Midlothian South	23.82%	26.59%	25.58%	26%
Midlothian West	16.78%	15.8%	17.82%	19%
Penicuik	17.90%	21.14%	18.79%	19%

The Single Midlothian Plan (SMP) and Midlothian Children’s and Young Peoples Services Plan (MCYPSP) as well as NHS Lothian’s strategy, Improving the Health and Wellbeing of Lothian’s Children and Young people 2014-2020, embody this vision and over the next 3 years will focus the actions of our partnerships on these drivers.

TECHNOLOGICAL

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

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

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

ENVIRONMENTAL

To meet the rapid expansion of population in Midlothian, new schools have been built including Newbattle Community High School, Bilston Primary, Gore Glen Primary, Roslin Primary, and the multi-use Paradykes hub including Primary school, doctors surgery, sports centre and swimming pool. New schools are being

built in Bonnyrigg (Burnbrae and St Mary's) and will be required for Shawfair new town as it develops, and for Mayfield/ Easthouses. At high school level Lasswade is under pressure and the Council has achieved funding for a 'new build' school at Roslin in the A701 corridor to take account of the growth in Loanhead, where pupils' catchment school is Lasswade, along with current pupil growth in Bilston, Roslin and Penicuik. This will replace Beeslack High School in Penicuik which will then make use of a single High School when Penicuik High is upgraded. Replacements are also required for older buildings. A Learning Estate strategy has been developed to set out how these challenges will be addressed.

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

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

LEGISLATIVE

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

Education Act (Scotland) 2016

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

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

- Placing a duties on public bodies to report on how they are improving outcomes for children and young people and progress implementing the United Nations Convention on the Rights of the Child
- Extending the number of two year old children entitled to 1140 hours per year funded early learning and childcare
- Duties relating to Getting it Right for Every Child by way of assessing a child's wellbeing and strategic planning and reporting
- The single Child's Plan replacing a number of other plans
- Applying a Corporate Parenting responsibility to promote and support the needs of care experienced children and young people
- Extending the age that a looked after young person can remain in care and subsequently receive support

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

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

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

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

“The Act aims to:

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

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

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

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

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

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

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

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

Workforce Regional Group associated with the authority, and; Parent Councils and the wider parent forum within schools.

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

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

In the context of the “due regard” duty included at section 3B of the 2000 Act, education authorities are expected to focus predominantly on addressing the challenges experienced by learners from disadvantaged communities **and those who experience poverty**. This is an important distinction to make as **not all children and young people who experience poverty live in disadvantaged communities**”.

Education Governance review

The Scottish Government has introduced a set of Regional Improvement Collaboratives to develop curriculum in Scottish schools and early year’s centres. This represents the most significant change in governance of Scottish Education since the 1948 Education Act. Details are set out in the opening part of the strategic assessment, including a summary of the RIC plan for the South East Scotland area.

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

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

The Developing Midlothian’s Young Workforce Board oversees the strategic development of these Scottish Government recommendations locally operating within a Regional Board framework. This Board reports through the Improving Opportunities for the people of Midlothian partnership.

Other Government Guidance: Guidance from Scottish Government in the past year includes:

- The Early Years Framework which provides short, medium, and long term objectives. The emphasis is on a strengths-based approach, with a prevention and early intervention focus, delivered through the Early Years Collaborative.
- Equally Well -addresses health inequalities;
- Achieving Our Potential -addresses child poverty.
- Presumption to provide education in a mainstream settings , which aims to bridge the gap between legislation, policy and day-to-day experience
- Guidance outlining Child Protection Committee and Chief Officer responsibilities for protecting children and young people
- Funding follows the child and the national standard for early learning and childcare providers: principles and practice
- Improving educational outcomes for children and young people from travelling cultures

Prevent' Strategy

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

Equality and diversity

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

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

RECOMMENDED OUTCOMES AND PRIORITIES

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

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

The Board also links to the Critical Services Oversight Group (CSOG) for child protection which works at a Mid/East Lothian wide level, with the GIRFEMC Board Chair (Midlothian Council's Director of Education Communities and Economy) and NHS Lothian Child Health Commissioner both members of this, and to the joint Mid/East Lothian Public Protection Unit (PPU) which reports to the East Lothian and Midlothian Public Protection Committee (EMPPC) and is the key strategic group dealing with public protection matters across East Lothian and Midlothian , with representatives from key partners (Social Work, Police Scotland, NHS Lothian, Education, Housing, 3rd sector etc.). The committee reports to the CSOG.

In undertaking its annual self-evaluation the Board agreed that it would focus on 3 major topics in the next year within the overall 3 year outcomes (yet to be set in the Children and Young People's Service Plan for 2020-23 which is under development), with an expectation that the relevant sub groups will continue to

deliver on the actions they have the remit for and that they would report progress regularly. These top 3 topics on which the Board will hold themed Board meetings focussing on how they as partners can add value and improve outputs across the year are:

- Reducing the attainment gap for Care Experienced Young People
- Safety of children and young people,
- Mental health and wellbeing

2 other areas of significant importance were noted in the self-evaluation:

- Closing the poverty related educational attainment gap and
- Managing risk taking behaviours.

The three year outcomes that the partnership proposes for the Children and Young People's plan 2020 - 23 are:

- Increased number of children and families who are safe, healthy and resilient
- Increased numbers of children and young people receiving timely and effective support
- Reduced inequalities in learning
- Increased numbers of care experienced children and young people receiving timely and effective support

Within this the suggested priorities for action in 2020 /21 to choose from are (these are subject to Citizens panel and children and young people consultation , staff and stakeholder feedback and the annual development day processes) :

- Increase the influence of care experienced children and young people in planning services
- Increase the number of care experienced children and young people receiving support in a continuing care placement or within the aftercare service
- Increase the level of multi-agency support to the number of children and young people who are at risk of offending or have been charged with an offense
- Increase the range of alternative services on offer to children and young people requiring support for their mental health
- Improve the attendance of all corporate parents at quarterly strategic events
- Improve the educational attainment of care experienced children and young people
- Improve the health and wellbeing of care experienced children and young people
- Increase the involvement of children and young people in decision making in communities, schools, health and other services
- Reduce the educational attainment gap between children and young people affected by poverty and Midlothian's average educational attainment levels
- Reduce the time taken to find permanent placements for looked after children and young people
- Increase the proportion of children and young people who feel safe in their homes, communities, schools and on line
- Increase use of family learning services by parents and carers
- Reduce the proportion of children and young people living in households affected by poverty
- Increase support to children and young people affected by domestic violence, parental alcohol or drug misuse
- Reduce the proportion of children who are overweight
- Deliver 1140 hours of high quality early years childcare in partnership with providers
- Increase levels of breastfeeding
- Increase the numbers of children and young people who take up youth work opportunities

- Continue the involvement of kinship carers in decision making
- Reduce the educational attainment gap between children with additional support needs and Midlothian's average educational attainment levels

IMPROVING OPPORTUNITIES FOR THE PEOPLE OF MIDLOTHIAN

The Improving Opportunities for People (IOM) Midlothian strategic assessment has been prepared to inform the Community Planning Partnership (CPP) of emerging themes and to agree the 2020 priorities. The long term aim of the IOM is to build resilient communities and reduce inequalities. In 2017/18 the IOM agreed priority activities.

The 2019 Midlothian Profile shows that whilst there have been some improvements this does not include child poverty, post school sustained destinations, qualifications of working age adults. This may be linked to a reduction of 34% in the capacity of the Communities and lifelong learning service, reduced third sector capacity and reduced FE College funding. Continued work is needed in the following priority areas:

- Support people out of poverty and welfare dependency
- Reduce health inequalities
- Increase access to digital services
- Improve the destinations of young people
- Improve access to welfare advice through increased local and targeted provision
- Increase qualifications gained by adults of working age
- Reduce the number of children living in poverty.

This Strategic Assessment will be used to set the priorities for 2020 based on the medium term priorities for 2019-2022 in the Single Midlothian Plan. The assessment should be read in conjunction with Midlothian Profile 2019 that can be accessed through the following link <http://www.midlothian.gov.uk>

Final decisions on the actions for 2020-21 will be subject to Citizens panel and children and young people consultation, staff and stakeholder feedback and the annual development day processes:

POLITICAL & LEGISLATIVE

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

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

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

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

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

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

Other key legislation having an impact upon the work of the IOM include: the Welfare Reform Act (2012); Supported Employment Framework (2010); Developing Scotland's Young Workforce (2014); Child Poverty Act, The Children and Young Person's Act (2013); and the Commission on the Future Delivery of Public Services (2011) and the UK decision to leave the European Union.

ECONOMIC

The UK welfare reform programme has resulted in some of Midlothian's poorest residents having a reduction in their income. As more changes to the benefit system are rolled out, more people are likely to find themselves requiring crisis support to meet their essential daily living needs, such as food, warmth, and shelter.

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

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

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

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

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

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

There are 9,900 people in Midlothian who are economically inactive 18.1%, 4.3 % lower than the national average. 2,300 out of 9,900 local people indicate they wish a job. Male full time workers earn £22.50 less than the Scottish Average. By 2027 increased there are 2,400 new jobs forecast in key sectors such as construction and scientific research. It is likely that the steady increase in employment and earnings is a result of the rapid increase in population as the fastest growing local authority in Scotland. A concerted effort is needed to support people into well paid employment, the Employment, Learning Midlothian group will play a key role in driving forward this agenda.

The Third Sector makes a significant contribution to communities in Midlothian, for example supporting vulnerable people; providing services (both formal and informal); employing local people; purchasing local services and goods; and promoting social cohesion. In Midlothian there are over 700 constituted groups. In 2018 there are approximately 280 charities in Midlothian registered with the Office of the Scottish Charity Regulator, in 2016 their total income was £28,621,173.

SOCIAL

Young people's destinations

In Midlothian, the proportion of school leavers who left in 2017 and entered a positive destination was 94.4%. This is 1.5% higher than the national average. There is also a new measure for those aged 16 to 19 years old called the 'participation measure'. This measures the Scottish Government's commitment that offers a place in learning or training to every 16-19 year old that are not in employment, education or training. In 2018 Midlothian's participation measure is 94.3%, this is 2.5% higher than the national average. The positive destinations Midlothian's young people has improved significantly over recent years, sustaining this improvement remains the challenge moving forward.

The CPP continues to work on Developing Midlothian's Young Workforce priorities with our schools and partner agencies to ensure positive outcomes for young people. Planned interventions include:

- Increase the range of opportunities for young people with additional support needs
- Improved coordination and engagement between schools and employers
- Increase the range of opportunities for young people to access high quality volunteering placements leading to positive destinations
- Strengthen the partnerships between schools and colleges to provide coordinated vocational pathways
- Develop new curriculum models to support industry recognised vocational qualifications
- Increase the take up of high quality foundation and graduate apprenticeships

- Improve the work experience offer to meet work placement standards
- Improve pathways and range of opportunities in science, technology, engineering and maths
- Strengthening school-business partnerships

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

Lifelong Learning

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

Social Enterprise

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

Volunteering

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

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

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

Health Inequalities

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

affect our health and they are unequally distributed; some are health-creating and others health-harming and this leads to health inequalities.

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

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

Themes

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

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

ENVIRONMENTAL

In tackling inequality the IOM has focused on areas that experience the highest level of poverty, as defined by the Scottish Index of Multiple Deprivations. There are 11 datazones in Midlothian within the most deprived 20% in Scotland. A full breakdown of the poverty indicators is available in the Midlothian Profile 2018.

Midlothian is Scotland's fastest growing local authority area. This represents both opportunities to maximise the assets that this new investment brings and challenges to meet the increase in demand for public services.

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

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

TECHNOLOGICAL

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

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

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

IOM Recommended Priorities and Outcomes

Proposed medium Term IOM Outcomes for 2019/2022

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

Proposed IOM priorities for 2019 /2020

- Support people out of poverty and welfare dependency
- Reduce health inequalities
- Increase access to digital services
- Improve the destinations of young people
- Improve access to welfare advice through increased local and targeted provision
- Increase qualifications and employment levels for adults of working age
- Reduce the number of children living in poverty.

SUSTAINABLE GROWTH

Three areas of interrelated work have been brought together in this theme: economic development, housing, and environment. The Town & Country Planning system is a common thread that links these areas. The Sustainable Growth Midlothian group takes an overview of these strands.

POLITICAL

Housing and Welfare Reform

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

UC replaces a number of existing benefits including:

- Income Support;
- Income-based Job Seekers Allowance;
- Income-based Employment Support Allowance;
- Housing Benefit; and
- Child Tax Credit and Working Tax Credit.

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

Economic Development

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

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

The City Deal seeks to do this under five main themes:-

Innovation: increasing productivity with a consequent increase in jobs and income levels

Employability and Skills: to ensure that there is a suitably-trained workforce, mainly already resident in the region that can take up the increase in job opportunities provided by an expanding regional economy.

Connectivity: improved transport links to maximise accessibility across the region between residential and employment areas including training centres: and improved digital connectivity across the region.

Housing: tackling the significant barrier to economic growth of a housing market which has insufficient levels of affordable housing.

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

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

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

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

Midlothian City Deal context

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

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

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

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

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

Potential direct and indirect benefits for Midlothian

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

Under the terms of the Deal the Scottish Government is committing to fully funding the major improvement to the A720 Sheriffhall junction. Public consultations were undertaken by Transport Scotland in December 2016 and draft road orders are due for publication by Transport Scotland in summer 2019.

Midlothian can expect to benefit proportionately from the City Deal investment in the integrated regional skills programme; and potentially with the provision of new secondary school 'centres of excellence', similar to that of the digital centre of excellence recently provided at the new Newbattle High School, and which involves close collaboration with another City Deal regional partner, the University of Edinburgh.

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

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

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

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

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

"Mission 1- Business creation and growth

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

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

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

Mission 2 - business models and workplace innovation

Long-term economic growth within Scotland is strongly linked to the performance of its successful companies and the type of business models they deploy and their approaches to improving productivity. The ways that people work are shaped by specific workplace contexts that reflect business models and the quality of management and leadership and how businesses embed a wider culture of workplace innovation.

Innovation and continuous learning must be embedded into the culture of any business if sustainable long-term growth is to be achieved. The business models adopted must promote longer-term decision-making and drive innovation into areas as diverse as business structure; people and asset management; internal decision-making; and daily routines.

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

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

Mission 3 - Future skill needs

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

Demographic changes mean our workforce is getting older and is working for longer as the proportion of people of working age diminishes. Changes in technologies and the effects of Brexit on exports and the flow of migrant workers will affect the demand for and supply of labour. It is very difficult to quantify the effects of these changes, but it's important to consider how best to prepare for them.

- In common with other parts of the UK, as employment has risen, so too has the prevalence of skill shortages.
- Over 2.5 million adults of working age in Scotland today (nearly 80%) will still be of working age by 2030. Is our skills system sufficiently focused on those in work?
- Scotland has a highly qualified workforce compared to other nations – in 2015, Scotland had the highest percentage of the population with tertiary education attainment of all European countries - but this has not translated into the strongest economic performance.

Mission 4 – Exporting

Exporting raises the productivity of businesses and other organisations including universities. Scotland's international exports have increased in recent years, driven by growth to non-EU countries. Scotland's exports, including to the rest of the UK are equivalent to around 50% of its national income, placing it alongside other small European countries. But excluding the UK, international exports are around 20% of national income, less than comparator nations. In addition the majority of Scotland's international exports are generated by a small number of large companies.

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

ENVIRONMENT

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

PHYSICAL PLANNING

The first SESplan Strategic Development Plan (approved by Scottish Ministers in 2013 for South East Scotland expects Midlothian to deliver significant levels of housing and economic development. The Midlothian Local Development Plan (MLDP) which implements these strategic requirements is expected to be adopted by Midlothian Council in late 2017. The second Proposed Plan for Strategic Development Plan

no. 2 was submitted to the Scottish Ministers for examination in June 2017. Work on the production of a new Midlothian Local Development Plan to implement the requirements of the Strategic Development Plan has now been completed. The MLDP allocates a total land supply for 12,997 houses.

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

LOCAL HOUSING STRATEGY

Midlothian's Local Housing Strategy is submitted to the Scottish Government on a five year basis and sets out outcomes for the development, improvement and management of the housing stock over that period. This includes a housing needs and demand analysis to ensure appropriate provision of suitable housing is being delivered whilst also providing accommodation for particular needs groups such as those who are homeless or at risk of homelessness, young people leaving care, older people, people with disabilities and people affected by fuel poverty. A new Local Housing Strategy for 2018 – 2022 is currently under development. A Strategic Housing Investment Plan 2018/19 - 2022/23 has been published .

The key priorities for housing in Midlothian are increasing the supply of affordable housing and the prevention of homelessness. The Affordable Housing Policy in the Midlothian Local Development Plan (2017) sets out that within residential sites allocated by that plan, and on windfall sites, provision is required for affordable housing units equal to or exceeding 25% of the total site capacity

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

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

ECONOMIC

Economic Development:

The new 2020-25 Economic Development strategy sets out a series of strategic objectives for economic development and will contribute positively to the overall vision for our region. It links back to the themes, aspirations and delivery of Community Planning. It also sets a strategic context for other local plans such as the Midlothian Local Development Plan (MLDP) and the Midlothian Tourism Strategy. The strategy offers support to the employability and anti-poverty actions of the Improving Opportunities for the people of Midlothian Partnership by creating growth and quality employment opportunities.

In recognition of the challenging financial environment, the strategy seeks to deliver better outcomes for our economy in conjunction with our partnership and the future direction of Midlothian Council set out in the Medium Term Financial Strategy.

Economic development plays a strong role in our communities. The social elements of economic growth are also explored, particularly in relation to poverty and inequalities, and educational attainment. We recognise that good growth must be evident to all our people, and that economic development is a vital component in creating resilient and vibrant communities.

The new strategy supports the work of key partners: Council services including: Education, Communities and Lifelong Learning, ICT and Digital Services; Skills Development Scotland, Developing the Young Workforce, Business Gateway, private sector and landowners, the third sector, the Midlothian and East Lothian Chamber of Commerce, the Federation of Small Businesses, Scottish Enterprise, Scottish Development International and Higher and Further education providers. Actions reflect our strong partnership based approach to achieving objectives.

Midlothian has a number of sites which make up the current employment land supply for businesses and developers. The Midlothian Local Development Plan (MLDP) ensures a readily available supply for economic land, reflecting a range of sites and locations to help support local economic growth. Key employment sectors are recognised as: professional, scientific and technical services, construction, tourism, wholesale and retail, housing and construction and the public sector.

There is a need for more commercial property in many settlements – this is reinforced by increasing rental prices in the area over the course of the last five years. This strategy seeks to work with planning, developers and the local business base to address the scale of current and future economic growth and reverse the trend of over reliance on commuting out with Midlothian by creating and unlocking sites for local employment opportunities.

Over the period 2020 to 2025, the focus of work will be to raise Midlothian's profile and promote our diverse offer and to reap the benefits of increased visibility. Recent government policy has been focused on connection to create synergy and scale which is embedded in a sustainable economy and widened labour market.

The new strategy is underpinned by sustainability in achieving economic outcomes. It will accelerate the pace of this and ensure Midlothian is a green place, as well as a great place to grow. Through ambitious actions and setting the standard by pioneering a Carbon Charter, it will encourage our businesses to follow and embed sustainability in their actions. As an area with many former mining villages, it will innovate to investigate further alternative energy solutions such as geothermal energy drawn from mineshafts for community heat purposes, and work with our communities and developers to exploit sustainable energy solutions fit for our areas of the future.

The strategy seeks to build on our strengths and harness investments available through the Edinburgh and South East Scotland City Region Deal (ESESCR Deal) to deliver an enhanced infrastructure and pan city region to drive change. All of which will support our businesses to flourish, result in increased start-up activity and increased capacity for growth and which will continue to invite and capitalise on vital investment in our business community.

Putting Midlothian on the map is a key priority of this strategy. The area is home to world-leading centres of excellence offering significant further opportunities for internationalisation and foreign direct investment – uplifting the local economy and creating new jobs. With the support of Scottish Development

International, we seek to diversify our business base to thrive, grow and internationalise with the objective of increasing the number of Midlothian foreign direct investment (FDI) projects

We will create new markets by developing a bespoke website for locating in Midlothian, to highlight its unique proposition. The interactive platform will send out a clear message that economic development is here to support investors and their business. This site will host information on:

- Locating in Midlothian
- Competitive advantage of the area
- Research excellence / Data Driven Innovation capabilities
- Diverse business base

Council Employment Analysis

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

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

Council Procurement Analysis

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

Partners' procurement spend:

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

Council Assets Analysis

- Midlothian Council Property and Facilities Management Service Plan 2017-18 set out key asset management activities aligned with the Single Midlothian Plan, indicators and targets;
- Key challenges are identified within the plan period and these include the development of a new property investment strategy, establishing a framework for investment in the non-operational portfolio, and enhancing the provision of economic development space;
- A number of activities enhance the economic footprint of the council through support of relevant Council services for workforce training, and ensuring procurement includes local business, as well developing and implementing a community asset transfer programme;
- The Council has a detailed asset inventory and around 646 hectares of leased or owned land;
- The asset register provides an accessible and comprehensive resource and the presentation as an online map demonstrates the scope for more detailed geographic profiling of assets against needs and opportunities. Community asset transfer legislation (Community Empowerment Act 2015) means that all assets belonging to the Council can be requested by community organisations that meet the test of being a “community transfer body” if the organisation can demonstrate that its proposed use will deliver benefits to the community sufficient to justify transfer. Such a transfer does not have to be at full commercial value if a suitable business case can be made.

Economic impact of housing growth

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

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

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

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

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

EY construction said the problems faced by the top 10 contractors go back to the start of the decade. "Around 2011/12, many firms needed to protect revenue and the size of their business; they took on work at lower margins in the expectation that the downturn would be a short one. What happened in the past is that downturns have been short (2/3 years), this time it's been much longer (6/7 years)". As a result contractors have used up their reserves, and now, in the event of a big project "going bad/making a loss", its sometimes not survivable.

In effect, this trend has also been reflected in smaller, local contracting businesses, and contractor's supply chains, which if anything are less resilient, and we have seen local businesses succumbing in poor cashflow, very narrow profit margin, and constrained lending situations.

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

CHALLENGES

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

Gross Value Added – 2016: The Gross Value Added (GVA) figure is available from the Office of National Statistics (ONS) for Midlothian by a number of employment sections. Manufacturing GVA in Midlothian in 2016 was under £60,000 per head, with Midlothian businesses representing less than 1% of Scotland total manufacturing sector. Midlothian represents less than 1% of total Scottish GVA from Tourism, and @3% of Scottish GVA from retail businesses.

Total GVA per head was £16,790.00 (2016), representing GVA growth of 32.3% over the past 10 years, the 10th highest % increase of the 32 CPP areas but still the 6th lowest GVA of the 32 CPP's. Aberdeen City has the highest GVA per head at £46,151 and East Renfrewshire the lowest at £13,877. GVA figures for small CPP areas such as Midlothian, East Dunbartonshire, North Ayrshire, and East Renfrewshire are affected by being adjacent to major cities and experiencing significant outward commuting.

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

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

The Nature Conservation (Scotland) Act 2004 requires public bodies to further the conservation of biodiversity in delivering services, having regard to the Scottish Biodiversity Strategy. The Wildlife and Natural Environment (Scotland) Act 2011 requires public bodies to publish a 'biodiversity report' every three years that sets out the actions taken by the public body in carrying out its biodiversity duty. In accordance with these pieces with these pieces of legislation, Midlothian Council has now published a new Local Biodiversity Action Plan, which can be found here:

<https://www.midlothian.gov.uk/info/1231/environment/290/biodiversity>

In the transition to a net zero carbon economy the Scottish Government propose to establish the Scottish National Investment Bank and extend the Growth Accelerator to become "Green City Deals". Working across public and private sectors the initiatives will enable the necessary investment in emissions reducing infrastructure to secure Scotland's net zero commitment

SOCIAL

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

Social Housing/ Homelessness

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

In Midlothian, the majority of homeless presentations are from people aged 16-25, many of whose parents are no longer willing or able to accommodate them. To address this issue Midlothian Council developed a mediation service targeted at this group. The prevention activity with young people includes visiting the

young person's parents to talk to them about their homelessness application, and helping them to investigate potential housing solutions, including remaining in the home. This mediation activity is helping reduce the total number of homeless presentations in Midlothian. There is also high demand for temporary accommodation. There are proposals for an additional HMO by reusing Pentland House, and Midfield House. This will demonstrate that Midlothian Council is committed to making sure temporary accommodation in Midlothian is of a good quality, and that people get the help and support they need during this time, with accommodation supplied in an area of demand.

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

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

TECHNOLOGICAL

Economic Development:

The Council's participation in the Scottish Government's Step Change project will see 98.3% of premises in Midlothian with access to super-fast broadband by the end of 2018. The remaining communities will be addressed through Community Broadband Scotland as far as possible. The level of broadband service in an area is very often a factor in whether prospective house buyers will buy a house. The take up of super fast broadband has been very high in comparison to other parts of Scotland.

In tandem with this, there needs to be further work done to encourage greater digital inclusion, and access to online learning and opportunities. The technology, and science based sectors in Midlothian require a continuous and growing stream of suitable qualified and experienced staff at all levels of their organisations. To achieve this will generally involve attracting staff from beyond Midlothian. Therefore one of the challenges is to ensure the local labour force, and in particular young people, are willing and able to compete for employment in the science and technology sectors.

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

Midlothian Council is very active in encouraging schools and the local communities to engage with the sectors through initiatives such as the 'Midlothian Science Festival', and work experience schemes inviting representatives of the sector to speak to students and local communities. The Midlothian Science Zone project, promoting the science and technology of the sector and science parks, of which Midlothian has a significant number, also assists in helping the Universities and research institutes to engage in Midlothian. In particular, the role of the University of Edinburgh is important in regards to the development of Easter Bush site, which is critical to the success of the life / animal biosciences in Midlothian.

Recent research by Technology Advisory Group, supported by Scottish Enterprise, indicates that a career in technology and engineering is seen as an attractive and rewarding career, but that more interaction and learners at all stages is necessary for greater take up of these opportunities to occur. The Citizens' Panel reported that 12% of respondents would like to be employed in the science sector, which was the third top answer, after health and social care (20%), and teaching and education (18%), but above business (11%), and engineering (11%).

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

ENVIRONMENTAL

The Climate Change (Scotland) Act 2009 provides the legislative framework for climate change action in Scotland. It sets out mandatory targets to reduce greenhouse gas⁶ emissions by 42% by 2020 and by 80% by 2050⁷ to support the transition to a sustainable low carbon economy, and defines annual emissions targets from 2010 to 2050. In 2018, the Climate Change (Scotland) Bill introduced proposed changes to the Act. It raised the Government's ambitions in respect of future emissions targets to 70% by 2030 and 90% by 2040 and introduced a new target for Scotland to reach net-zero emissions by 2045⁸. The Bill is currently at stage two of Parliamentary consideration and if agreed, Scotland will have the most stringent statutory targets in the world and its contribution to climate change will end within a generation.

The 2009 Act also places an obligation on public bodies to exercise their functions "in a way that it considers is most sustainable", and in a way best calculated to contribute to delivering the Act's emissions reduction targets and any statutory programme for adapting to a changing climate. Secondary legislation requires local authorities and other major public bodies to report to Scottish Ministers each year (in November) on their estate and operational activities demonstrating compliance with their climate change duties.

Climate change is the outcome of greenhouse gases being released into the atmosphere, most notably from the burning of fossil fuels (such as coal, oil and gas) for energy generation, industry, transport and agriculture. The build-up of greenhouse gases in the atmosphere causes the Earth's temperature to rise, leading to climatic changes including less predictable weather patterns.

In Scotland climate change is likely to mean higher temperatures throughout the year, reduced rainfall in summer and increased winter rainfall, less snow and more unpredictable and extreme weather conditions, resulting in increased flooding, drought, wind damage and heatwaves. These effects are already becoming apparent, for example through increased incidence of flash flooding and changes in species distribution. As climate change impacts accelerate, risk of disruption to transport, energy and telecommunications services, as well as damage to buildings and other infrastructure, will also increase.

This general trend is currently effecting and will continue to impact on Midlothian residents. The latest Met Office climate projection data for Midlothian¹⁰ (2018) estimates that under a mid-range carbon emissions scenario (2°C temperature rise), summers will be 5% drier and winters 10% wetter compared to those in 1990. Both summer and winter days will, on average be 1°C hotter. Under a high carbon emissions scenario (4°C temperature rise), summers will be 5% drier and winters 10% wetter compared to those in 1990. Both winter and summer days will on average be 1.5°C hotter.

Government data on greenhouse gas emissions by sector indicates that in 2017, Transport (including international aviation and shipping) was the largest source of emissions followed by agriculture and related land use and business and industrial processes. Forestry was the only sector in which emissions reduced. Emissions from public buildings represents a small fraction of overall emissions. Carbon Dioxide was the main greenhouse gas emitted or removed in most sectors with the exception of the Agriculture and Related Land Use sector and the Waste Management sector where methane was the main gas emitted. It is Scotland's target to reduce all sector emissions to net zero by 2045. Emissions data for Midlothian

indicates a similar trend to the national picture with transport being the largest source of CO2 emissions followed by Industry and Commercial and domestic sectors.

Between 2005 and 2011 there has been a degree of fluctuation in total emissions but between 2012 and 2016 there has been a year on year reduction. However, Midlothian is the fastest growing local authority area in Scotland and much of that growth has come about in the last few years and principally as a result of major planned house building (Midlothian Local Development Plan 2017 (MLDP)) and inward migration. Emissions data for 2017 and 2018 is yet to be published. Over this period house completions have continued to rise and therefore, there is a chance that sectoral and/or total emissions may increase in either of each of these years. The scale of housing and economic development identified in the MLDP up to 2027 will present a significant challenge in terms of reducing emissions given the consequential increase in population and associated energy, travel and consumption demands arising from this growth.

Active Travel

Reducing the carbon emissions of transport is a key challenge in addressing Midlothian's contribution to, greenhouse gas emissions.

The Midlothian Active travel strategy can be found here:

https://www.midlothian.gov.uk/downloads/file/3485/midlothian_active_travel_strategy

Economic Development:

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

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

'Low Carbon' industry initiatives, i.e. methods and controls designed to reduce the industry environmental impact and 'carbon footprint' is widespread. Business can be certified for their environmental management credentials through the International Organization for Standardization (ISO) scheme 14000. There is some evidence that this has beneficial marketing implications for businesses as well.

Low Carbon Construction is one example of where industry has made positive interventions to build sustainably, and also for the ongoing environmental impact from living and working in low carbon buildings to have reduced environmental impact. The widespread adoption of these methods of construction will have implications for the construction sector in Midlothian where it is particularly strong (almost 11.4% of the workforce), as compared to 5.4% on a Scottish level.

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

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

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

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

Sustainable Housing:

In 2018, the Government launched Scotland's Energy Efficiency Programme (SEEP), a 20-year programme to co-ordinate improvements to the energy efficiency of homes and buildings in the commercial, public and industrial sectors and to decarbonise their heat supply. To support the programme the Government has put in place a range of measures including a Low Carbon Infrastructure Transition Programme (LCITP) which offers, amongst other things, financial support for low carbon projects covering a wide range of technologies, including of low carbon and renewable heat.

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

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

LEGISLATIVE

Non Domestic Rates Bill 2018. The Scottish Government currently charge 90% of the rates due, after 3 months at 100% discount, on empty business properties. A national review of business rates will lead to new Scottish legislation in 2018/19 as set out in the most recent "programme for government" "The Bill will deliver the intentions set out in the Barclay Review to enhance and reform the business rates system in Scotland to better support business growth and long-term investment and reflect changing marketplaces. Having already introduced the Business Growth Accelerator and Day Nurseries relief recommended by the Review, the Bill will include other measures to support growth including the move to a three year valuation cycle. The Bill will introduce measures aimed at improving the administration of the system including to

reduce the number of appeals and improve the quality of information available to stakeholders. It will also deliver measures to increase fairness and ensure a level playing field by reforming a number of reliefs and tackling known avoidance measures.

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

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

Scottish National Investment Bank Bill 2018

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

South of Scotland Enterprise Agency Bill 2018

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

Housing: The Housing (Scotland) Act 2014

ended the 'Right to Buy' for tenants of social rented housing in 2016. This will secure the stock of existing affordable housing in Midlothian. With the growing integration of health, housing, and social care, budgetary pressures within the NHS will have an even greater impact.

New homes and buildings are already built with high standards of energy efficiency but more action will be required if the target of all new buildings being zero carbon by 2045 is to be achieved. To this end, the Government will be consulting on new building Standards (to be introduced in 2021) to reduce energy demand and associated carbon emissions in all new buildings and to require that from 2024 all new homes use renewable or low carbon heat. Since 2008 the Council has included a requirement in its development plan that new buildings and building conversions minimise carbon emissions as much as possible. The current Midlothian Local Development Plan continues this support for greater building energy efficiency and extends this requirement to meet the minimum carbon dioxide emissions reduction target of the then 2015 building Regulations, and any subsequent revisions to these Regulations.

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

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

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

The Planning (Scotland) Act 2019

The Planning (Scotland) Act 2019 became law in July 2019. It introduces a number of changes to the planning system in Scotland, principally in respect of the development plan process and makes the National Planning Framework (NPF) (prepared by Government), part of the statutory development plan. In addition to setting land use targets (housing land) the NPF will also include measures that will help to accelerate a reduction in emissions. Government anticipates that proposed regional spatial partnerships and regional land use frameworks will be in place by 2023 and will effectively replace the previous Strategic Development Planning Authorities and Strategic Development Plans.

Prior to the 2019 Act coming into force, Midlothian was a partner in SESplan the strategic planning authority for South East Scotland. A City Region Deal Partnership for Edinburgh and South East Scotland is already established and is delivering its inclusive growth agenda. There would be obvious synergies in the partners involved in each process coming together to form such a regional spatial partnership and prepare a land use framework which could, amongst other things, identify where resource can have the biggest climate impact

Planning (Listed Buildings and Conservation Areas) (Scotland) Act 1997: This Act is mainly concerned with the designation, and protection of listed buildings and conservation areas. This Act was amended by the Historic Environment (Amendment) Scotland Act 2011.

Nature Conservation (Scotland) Act 2004: The Act gives all public bodies a duty to further the conservation of biodiversity.

Recommended Priorities

Medium Term Outcomes for 2019-22 are:

- The Midlothian economy is integrated with the regional economy and promotes the region internationally
- The skills landscape is improved
- Growth is accelerated through infrastructure upgrades
- Economic participation is increased
- The success of key economic sectors is built on
- The vibrancy of our town centres is improved and town centres are more environmentally friendly
- More social housing has been provided taking account of local demand
- Homelessness has reduced, and people threatened with homelessness can access advice and support services

In December 2019 Midlothian Council agreed to declare a ‘Climate Emergency’ requiring urgent action to achieve the following:

- Make the Council’s activities net-zero carbon by 2030

- Achieve 100% clean energy across the Council's full range of functions by 2030
- Ensure that all strategic decisions, budgets and approaches to planning decisions are in line with a shift to zero carbon by 2030.
- Support and work with all other relevant agencies towards making the entire area zero carbon within the same timescale

The Midlothian Community Planning Partnership Board in January 2020 agreed to adopt these targets across the work of all partners, and to work collaboratively with the Council.

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

Priorities for action within 2020-21

- Work with Digital Services and Communications to develop a new website platform for locating in Midlothian and complement this with marketing and content to enhance visibility for investment
- Package together the offer for investors and businesses through an up-to-date investment prospectus
- Communicate our successes to generate new interest and stimulate wider investment
- Streamline the employment/education offer and work with education providers to bring skills demand and supply closer together
- Work closely with Skills Development Scotland and Midlothian Council Communities and Lifelong Learning to engage Business Gateway Midlothian clients to identify their employment needs
- Utilise insights available to us through Sectoral Skills Investment Plans
- Participate in the ESESCR Deal Skills and Employability partnership and programmes
- Engage with Midlothian Third Sector Interface to develop and promote volunteering as a route for skills development and into employment.
- Work closely with Business Gateway Midlothian, Lifelong Learning, Skills Development Scotland, Scottish Enterprise and Developing the Young Workforce to engage employers
- Utilise insights available to us through the Scottish Government, Skills Development Scotland, Office of National Statistics
- Align closely to Midlothian Lifelong Learning and our educational centres of excellence and high schools to promote local opportunities in conjunction with our business community, social enterprises and the Third Sector
- Work with key sectors to promote and enhance our assets, including: Midlothian Science Zone, Easter Bush Development Board, Visit Scotland, Midlothian Tourism Forum
- Work closely with the University of Edinburgh and Data Driven Innovation to use data intelligence to increase our area's productivity, aligning opportunity with key sector strengths
- Work to maximise community wealth building and, with our colleagues in Procurement, : grow the local economy; create employment and training opportunities; and increase the local supply chain participation when procuring goods or services
- Use our new online platform to target advertising and promotion, increase tourism numbers and investment potential and create opportunities to advertise associated jobs
- Work with our communities and developers to facilitate conversations based on need and demand and embed sustainability in future town planning
- Work with planning and communities and lifelong learning partners to undertake 'Place Standard' frameworks for our town centres for the Local Development Plan
- Embed the principles of sustainable planning in our future proposals and develop low carbon commercial and light industrial units to utilise the latest carbon reduction technologies
- Work with public transport providers to join up our population hubs to an integrated transport network
- Collaborate with Third Sector partners such as Development Trusts and other local anchor organisations to enable community-led social enterprise solutions to town-centre regeneration
- Facilitate business growth and expansion by taking a joined up approach to development; work closely with developers and investors, identify alignment to key priorities and support a Simplified Planning Zone
- Lobby for and promote access to funding to promote local economic activity and promote better understanding of this between local stakeholders to maximise uptake

- Work with Scottish Enterprise and Scottish Development International to create a platform for growth investment by promoting our offer online through a newly formed website
- Work with Midlothian Council Property and Estates to create an online search facility on our website to promote property/ employment land portfolio
- Ensure our businesses have sufficient digital connections to drive their growth ambitions
- Deliver ESESCR Deal infrastructure enhancements
- Deliver further affordable housing
- Develop the Midlothian Green Network
- Implement the Midlothian Biodiversity Action Plan
- Increase sustainable travel (includes Borders Railway and Active Travel – walking, cycling and green networks)
- Increase use of Renewable Energy

EQUALITIES

Nationally the Scottish Government is committed to improving the quality and accessibility of information to support effective planning with and for people in protected characteristics population groups. This set of evidence can be found at: <https://www.gov.scot/Topics/People/Equality/Equalities>

Legislative Background

In October 2010 the Equality Act 2010 (the Act) came into force. This was a consolidating piece of legislation gathering together 40 years of previous discrimination legislation.

On 05 April 2011 the Public Sector Equality Duty (PSED) came into force. The PSED replaced the separate duties on public bodies relating to race, disability and gender equality.

The new PSED extended the scope of equality legislation to include not only race, disability and gender but also age, gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion or belief, and sexual orientation. These nine categories are now known as the protected characteristics.

In April 2018 the Scottish Government enacted the socio economic duty. The Equality Act requires public bodies to actively consider how we can reduce the inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. This is known as the Fairer Scotland Duty. The PSED as set out in the Act is known as the 'general equality duty' (GED). The GED requires public listed authorities in the planning and exercising of their public duties and functions to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a relevant protected characteristic and those who do not

These three areas are sometimes known as the 'three needs'. Having 'due regard' in relation to advancing equality of opportunity includes:

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

Having 'due regard' in relation to the need to foster good relations includes:

- Tackling prejudice; and
- Promoting understanding

There are nine protected characteristics and there is no hierarchy to those nine. In alphabetical order they are:

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

On 27 May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force. These Regulations imposed duties on listed public bodies for the purpose of enabling the better performance by the listed authority of the duty imposed by section 149 (1) of the Equality Act 2010, (the PSED).

EQUALITIES

These duties for listed public bodies are to:

- Report progress on mainstreaming the equality duty
- Publish equality outcomes and report progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay, etc.
- Consider award criteria and conditions in relation to public procurement
- Publish in a manner that is accessible, etc.
- Consider other matters
- Scottish Ministers to publish proposals to enable better performance

On 11 June 2015 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 came into force. This set of Regulations increased the number of listed bodies who are required to adhere to the Act and includes Integration Joint Boards established by order under section 9(2) of the Public Bodies (Joint Working) (Scotland) Act 2014 (3). This means that the Midlothian Integration Joint Board (MLIJB) is now subject to the duties and responsibilities of the Equality Act 2010 and its subsequent Regulations. On 18 March 2016 the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 came into force. This new set of Regulations:

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

Local authorities, licencing boards, and education authorities are not considered 'relevant listed authorities' in respect of the first bullet point.

Joint Community Planning Equality Forum (CPEF)

Work on the remit and membership of the Joint East Lothian and Midlothian Community Planning Equality Forum (JE&MCPEF) has not progressed as planned. This work needs to be carried out during the period 2020– 2021. This Forum, which is jointly run by East Lothian Council, is in need of refreshment, and work is about to begin with Community Partners to see who is best placed and qualified to take part in this important group. Initial work for the Forum will involve:

- Developing a strategic plan and way of working that will ensure that all service planning and delivery of the Community Planning Partners is underpinned by the principles of equality and diversity
- Working further with the Community Planning Equality Engagement Officer in activities undertaken by the, Midlothian People's Equalities Group (MPEG), Neighbourhood Planning exercises, and other Community Planning activities;
- Ensuring that whilst the Community Planning Partnership has agreed to target actions aimed at closing the outcome gap for residents in the parts of the county identified in the top 20% of SIMD, that this does not adversely affect members with protected characteristics in other Midlothian areas.

Ethnicity

The total population of Midlothian in the 2011 Census was 83,187. It is now 90,090 (2018). Of the 2011 figure which 3,517 (4.22%) people described themselves in categories other than 'White Scottish' or 'White British' This ethnic minorities' population includes 72 people who identified themselves as 'Gypsy /traveller', 474 as 'White Irish', 455 as 'White Polish', 1,044 as 'White – other white', 210 as 'mixed ethnic group', 371 as part of the British or Scottish Pakistani community, 180 as part of the British or Scottish Indian community, 41 as British/Scottish Bangladeshi, 130 as British/Scottish Chinese, and 188 as other Asian British/Scottish. Further, 159 identified as British/Scottish African, 99 as British/Scottish Black/ Caribbean, and 94 as other ethnic group (Arab and Other Ethnic Group). There are no current accurate population figures by ethnicity for the Midlothian area.

EQUALITIES

Gender inequality economic issues

Males currently earn more than females in Midlothian, with a Median Gross Weekly Earning for full time workers of £595.00 compared to females at £521.00, the Scottish gross median wage for all workers is £ £623.00, and the UK £632.00. Occupations are still segregated by gender - only 2.4% of modern engineering apprenticeships are female and only 1.5% of modern childcare apprenticeships are male. The Equality and Human Rights Commission point out however that girls' attainment is higher than boys' at S5 and S6 levels and that 57% of all university students are women. 83.4% of working age men are economically active in Midlothian compared to 80.4% of working age women .In Scotland, women are slightly more likely to live in relative low-income households than men (both before and after housing costs). Further, 31 per cent of women workers are low-paid. Given that 90 per cent of lone parents are female; this has clear and direct connections to child poverty. It also means that in retirement, women's income is 40 per cent less than men's.

Sexual orientation or transgender status

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

Marriage / Civil partnerships

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

Disability

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

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

<http://www.forwardmid.org.uk/pdf/2019DirectoryMobile.pdf>

EQUALITIES

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

https://www.midlothian.gov.uk/downloads/file/2193/two_trumpets_-_autism_strategy

Religion

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

Midlothian Peoples Equalities Group

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

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

The Council’s Communities and Lifelong learning service employs a part time Equalities Engagement officer.

Equalities Engagement planned work for 2020 – 2021

- Support to Midlothian People’s Equality Group to increase membership, representation across the protected characteristics, and increase funding for project based work.
- Support to Midlothian Muslim Community Centre to implement Weight Management and Diabetes Prevention Project.
- Continue to network with minority groups in Midlothian and support community equalities groups where there is evidence of need.
- Continued support to schools to address equalities issues including supporting pupil LGBT/ Equalities groups and coordinating the Talking Books programme.

EQUALITIES

- Continued support towards the establishment of LGBT representative groups within Midlothian, LGBT events and encourage commitment to the LGBT Youth Charter Mark.
- Training for staff and partners to enable them to have better understanding of the barriers to accessing services and better engagement with equalities group.
- Deliver Equalities actions as allocated on the Single Midlothian Plan.

In addition to ongoing projects/work noted above, the following areas of work will be further developed in the period 2020 – 2021:

- A priority for 2020- 2021 is to consider the implications of the Fairer Scotland Duty and how the Council, Education Authority and Licensing Board and other CPP partner public bodies can ensure that all meet the requirements of this aspect of the Equality Act.
- Review partners actions to ensure that staff training offered reflects the socio economic duty. The Council will also work to ensure we focus on key policy areas and new legal requirements including the BSL Plan, and the Gaelic Language Plan;
- Work with public body partners to implement the revised Integrated Impact Assessment Toolkit and Guidance to ensure that the CPP can take forward a strong focus on human rights and improve policy making through the use of the tool;
- Continue to develop our approach to equality monitoring and data collection to ensure the CPP meets the requirements of GDPR and also ensure that any information collected reflects the most up to date approach to monitoring and gives us the information we need to develop responsive services;
- Build relationships with individuals and organisations who can assist us by getting involved in progressing equality outcomes;
- Evaluate and improve further a shared approach to the public bodies duties on Procurement;
- Further develop the process to be followed in the gathering of shared data and information for the next Equality Plan
- Make sure that the people the partnership involve in equality outcome setting are empowered and have the capacity to be involved

COMMUNICATING CLEARLY

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

如有需要我們樂意提供翻譯本，和其他版本的資訊與刊物，包括盲人點字、錄音帶或大字體。

Zapewnimy tłumaczenie na żądanie oraz dostarczymy informacje i publikacje w innych formatach, w tym Braillem, na kasecie magnetofonowej lub dużym drukiem.

ਅਸੀਂ ਮੰਗ ਕਰਨ ਤੇ ਖੁਸ਼ੀ ਨਾਲ ਅਨੁਵਾਦ ਅਤੇ ਜਾਣਕਾਰੀ ਤੇ ਹੋਰ ਰੂਪ ਵਿੱਚ ਪ੍ਰਕਾਸ਼ਨ ਪ੍ਰਦਾਨ ਕਰਾਂਗੇ, ਜਿਨ੍ਹਾਂ ਵਿੱਚ ਬਰੇਲ, ਟੇਪ ਜਾਂ ਵੱਡੀ ਛਪਾਈ ਸ਼ਾਮਲ ਹਨ।

Körler için kabartma yazılar, kaset ve büyük nüshalar da dahil olmak üzere, istenilen bilgileri sağlamak ve tercüme etmekten memnuniyet duyuyoruz.

اگر آپ چاہیں تو ہم خوشی سے آپ کو ترجمہ فراہم کر سکتے ہیں اور معلومات اور دستاویزات دیگر شکلوں میں مثلاً بریل (تایپا افراد کے لیے) یا مجھے بڑے حروف کی کھائی (میں) ٹیپ پر یا بڑے حروف کی کھائی میں فراہم کر سکتے ہیں۔

Contact 0131 270 7500 or email: enquiries@midlothian.gov.uk