

Midlothian

A Great Place to Grow

Midlothian

Community Planning Partnership

Single Midlothian Plan 2020-21

COMMUNICATING CLEARLY

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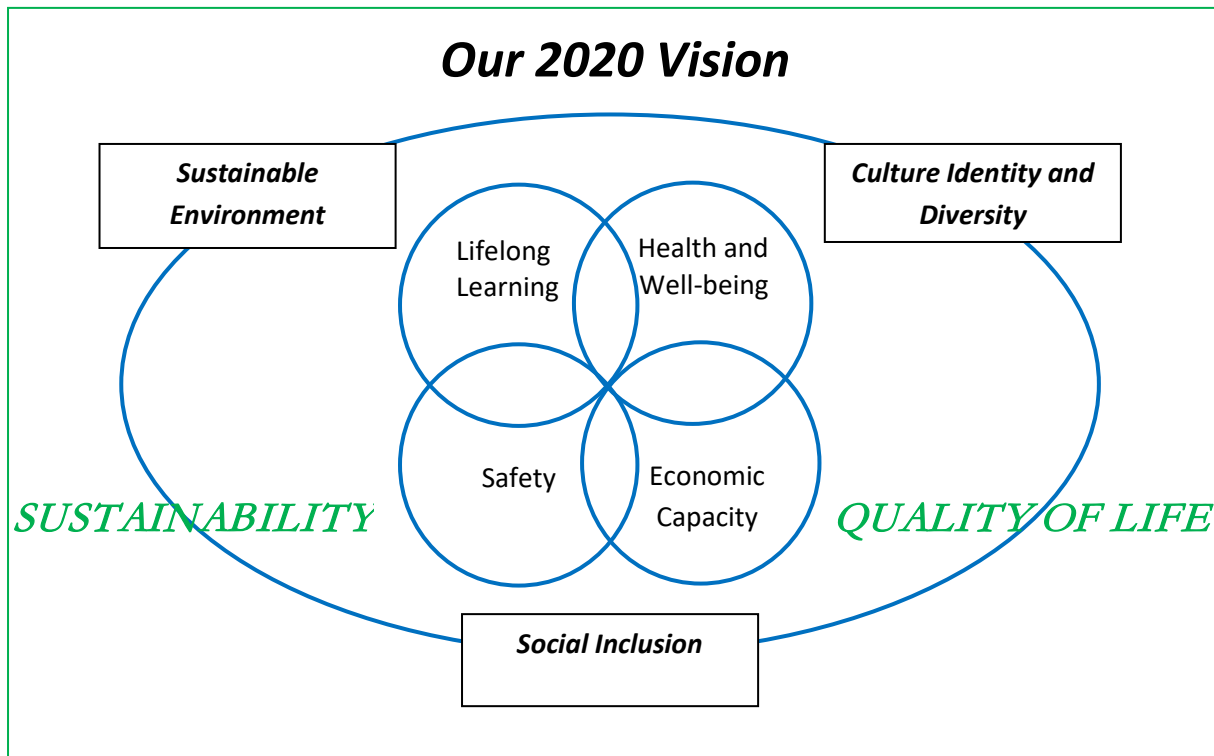
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SINGLE MIDLOTHIAN PLAN 2019-20

The local outcomes improvement plan for Midlothian

VISION

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



- Improve quality of life for everyone; and
- Safeguard the resources we have today for future generations

This is the final year of the 2003-2020 vision and a new vision statement “map” will be prepared by the CPP this year for the 2020-2040 period using the work done by the Community Planning Partnership (CPP) Board in 2015/16: which encapsulated these concepts in a revised vision statement:

“Midlothian – A Great Place to Grow”

PURPOSE

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

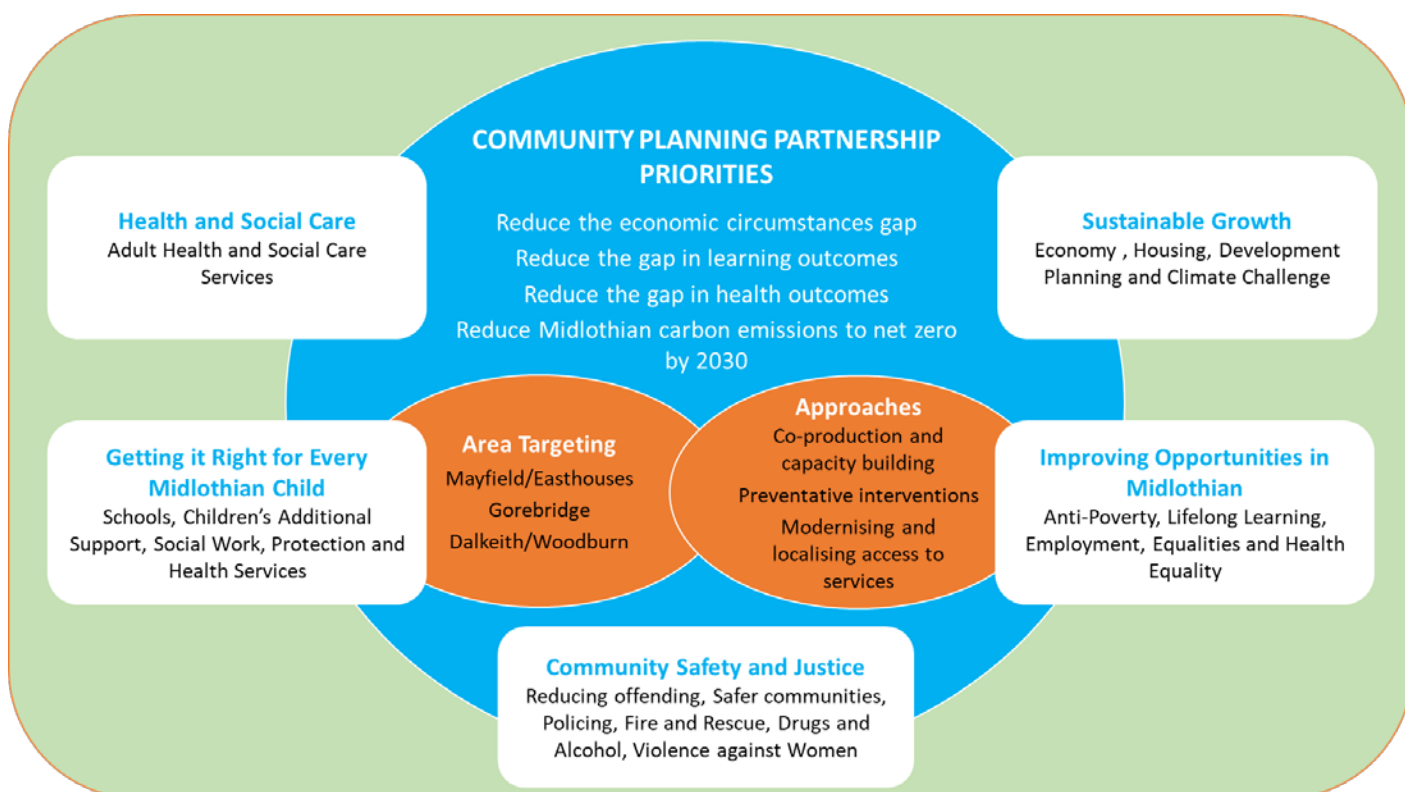
PROCESS

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

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

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

MAP OF THE CPP AND ITS MAIN PRIORITIES



STRUCTURE

- The full structure of the CPP are all available on the Midlothian Council website at: [Community Planning web pages](#). This includes the remit and membership of each thematic group, sub-groups and sub-group action plans and governance documents.

The website also holds the following information:

- Community Empowerment Act guidance;
- Community asset transfer and participation request guidance the council's asset register;
- A listing of contacts for and details of community accessible buildings by community council area and local community directories;
- Links to the 16 Community Councils;
- Neighbourhood plans and profiles (where these are in place and up to date);
- Masterplans for Newtongrange village centre and Stobhill;
- The 2019 Midlothian area data profile;
- The Midlothian Joint Strategic Assessment 2019;
- Child poverty action plan report 2019;
- Link to NHS Lothian strategic plan;
- CPP Board minutes;
- Citizens panel survey reports;
- Allotments, Food and Growing strategy 2020-2030;
- Link to the CPP Facebook page;
- Volunteering policy of Midlothian Council;
- The Corporate Parent strategy and a link to Midlothian Champions Group of care experienced young people;
- Community Action on Climate Change Federation of Community Council's report 2019 ,
- Midlothian Biodiversity action plan;
- Performance reports for the CPP and themes within this, including the statutory Community Justice annual report, Integration joint board annual report, Getting it Right for Every Midlothian Child annual report.

AREA TARGETING

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

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

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

Each of these areas must now by law (Community Empowerment (Scotland) Act 2015) also have a "Locality Outcome Improvement Plan" in which local residents have been actively engaged in creating the content with public bodies, responding to local needs and aspirations. The CPP's existing Neighbourhood planning arrangements fulfil this requirement with plans in place for Dalkeith/Woodburn and Gorebridge, and the Mayfield/Easthouses plan under revision with local residents but the existing plan still being delivered. The

2020 SIMD has also identified a datazone in Loanhead and one in Penicuik which also fall into the top 20%. In addition SIMD data indicates that there are individual features of other areas that fall into the top 20%, notably crime indicators and qualification level indicators.

LEGAL POSITION

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

The Community Empowerment (Scotland) Act (2015)

- CPPs have been made statutory (required by law) and new duties have been placed on public sector partners to play a full and active role in Community Planning. The Act makes clear that Community Planning is the process by which public bodies must work together and with community bodies to plan for, resource and provide services which improve local outcomes in the local authority area;
- The Act confirms that the role of a CPP is to prepare a plan for improving local outcomes, in consultation with community bodies and others. These outcomes are to be consistent with the national outcomes determined by the Scottish Ministers under Part 1 of the Act.
- The CPP must publish the plan, monitor progress being made and report annually on progress.
- The Act extends the list of key partners to include a wider range of public authorities, including Scottish Natural Heritage, Further Education Colleges, Skills Development Scotland, and the integrated health and care boards. Individual partners now have a legal duty to work collaboratively and to take into account the plan when setting their individual priorities, and to commit resources to delivery of the plan and report to the CPP on their contribution.
- The Scottish Government expects that all public sector organisations engage with communities and support their participation in setting priorities and in the design and delivery of services. Community bodies must in turn ensure that ensure they are open, inclusive and truly represent their communities.
- Where an appropriate community body, or a group of bodies, believes it could help to improve the outcome of a service, it is now entitled to make a request to a public body that delivers that service, asking to take part in a process to improve that outcome. The public body must agree to the request for dialogue unless there are reasonable grounds for refusal. If it refuses the request, it must explain the reasons.
- If a community body proposes to deliver a service itself, the public body will need to decide whether the community body has an appropriate corporate structure and the capacity to take on that role;
- The Act makes amendments to the community right to buy, making it easier for communities to define their community in a greater variety of ways. It gives the initiative to communities to identify unused public property they are interested in and place a duty on public authorities to agree to the request unless they can show reasonable grounds for refusal. Community bodies are able to approach public authorities for detailed information about a property they are interested in before making a formal request. There is more information on the [Community Asset Transfer](#) page on the Council's website.

EQUALITIES

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

THE PLAN

The CPP undertook an engagement process in 2018/19 reviewing the core priorities for the next 3 years. Taking into consideration evidence about the comparative quality of life of people living in Midlothian, where it is clear that less well-off residents experience poorer health, have fewer or no choices in how they use low incomes, and where there is a proven relationship between these factors and their learning; the top three priorities for 2019-22 are:

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

A fourth climate emergency top priority has now been added (see explanation below in the Climate Challenge section)

Reducing the partners carbon emissions to net zero by 2030

Safer Midlothian

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

This builds on the existing core of services such as the Mid and East Lothian Public Protection Unit, Children's Services, Schools' guidance, pupil support and behaviour management systems, youth work practice, adult health and social care work on addiction, youth justice service, the criminal justice social work team, police, fire and rescue, road safety staff, NHS staff in child health, the work of voluntary organisations such as women's aid, victim support and others who support young people affected by crime and violence.

The decision by Midlothian Council to cease the Council's community safety staff team as part of its budget cuts in 2018/19 but to continue to provide significant additional funding to the Police service (13 police officer posts are funded by the Council) has resulted in a review of the service level agreement with the Police regarding the duties of these posts. Some secondary schools now have a Police officer located on site.

In response to the three priorities, the five themes of Community Planning aim to achieve the following medium term outcomes (an "outcome" is a statement of how conditions will be, at the end of a process, and is a way for describing the culmination of a number of actions that can be measured) over the 3 year period

Climate Challenge

The Climate Change (Scotland) Act 2009 provides the legislative framework for climate change action in Scotland. It sets out mandatory targets to reduce greenhouse gas emissions by 42% by 2020 and by 80% by 2050 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 2045.

The annual CPP planning day in November 2019 focused on climate and sustainability issues. The elected members of Scottish Parliament and of Midlothian Council (and all other Councils in Scotland) have declared that a "Climate Emergency" exists and that this must be addressed by collective action to reduce carbon and other greenhouse gas emissions as part of the international effort to reduce the level of global temperature rise that is affecting the world's climate and ecosystems.

The CPP board at its January 2020 meeting agreed to make meeting the Climate Challenge a priority in its shared partnership work. The Board has set up a Climate Challenge partnership, built on and replacing the existing sustainable environment partnership to focus collective effort on building from existing commitments.

Emissions data for Midlothian is similar 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.

Outcomes by the end of the 2021/22 budget year:

COMMUNITY JUSTICE 3 YEAR OUTCOMES

- Communities improve their understanding and participation in community justice
- Partners plan and deliver services in a more strategic and collaborative way
- People have better access to the services they require, including welfare, health and wellbeing, housing and employability
- Effective Interventions are delivered to prevent and reduce the risk of further offending
- Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed
- People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities
- Individual's resilience and capacity for change and self-management are enhanced

COMMUNITY SAFETY 3 YEAR OUTCOMES

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

SUSTAINABLE GROWTH 3 YEAR OUTCOMES

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

In light of the Climate emergency, the Board has adopted a new outcome:

- **To be an 'earth friendly' partnership, resource aware and committed to working to support Scotland's net zero carbon ambition by 2045 (2030 in Midlothian)**

IMPROVING OPPORTUNITIES 3 YEAR OUTCOMES

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

GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD 3 YEAR OUTCOMES

- All care experienced children and young people are being provided with quality services

- Children in their early years and their families are being supported to be healthy, to learn and to be resilient
- All Midlothian children and young people have access to timely and appropriate support
- Children and young people are supported to be healthy, happy and reach their potential
- Inequalities in learning outcomes have reduced

ADULT HEALTH AND CARE 3 YEAR OUTCOMES

People are able to look after and improve their own health and wellbeing and live in good health for longer
People, including those with disabilities/long term conditions or who are frail are able, wherever possible, to live independently and in their own home

Health and Social Care have contributed to reducing health inequalities

Unpaid carers are supported to look after their own health and wellbeing

ACTION PLANS FOR 2020/21

The priorities and actions for 2020/21 set out under the 5 themes of community planning are designed to improve life outcomes for the people of Midlothian. These one year priority actions are intended to take steps towards achieving the three year outcomes and long term vision of the partnership.

GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD PRIORITIES for 2020/21

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

COMMUNITY SAFETY PRIORITIES for 2020/21

- Reduce violent crime
- Reduce substance (alcohol and drug) misuse
- Reduce domestic abuse and protect women and girls

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

The Community Justice priorities for the year ahead mirror the three-year priorities mentioned in the chapter above.

SUSTAINABLE GROWTH PRIORITIES for 2020/21

- Support regeneration of Town Centres
- Deliver further affordable housing
- Grow Midlothian's key sectors and economic base
- Increase use of Renewable Energy, sustainable travel; and develop a Carbon Charter
- Develop and investment promotion website to harness opportunities and put Midlothian on the map
- Increase partnerships with the public, private and third sector

IMPROVING OPPORTUNITIES FOR PEOPLE IN MIDLOTHIAN PRIORITIES for 2020/21

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

2020/21 ACTION PLANS

The following sections set out the work of the five thematic partnerships, beginning with a summary of the strategic assessment and then the detailed action plan for 2020-21

Please note that after completion of this plan for 2020-21, the COVID19 Pandemic has resulted in severe disruption. All planned 2020-21 targets and actions will be reviewed by the 5 thematic partnerships and are therefore subject to change as COVID19 circumstances dictate.

Adult Health and Social Care

1. MIDLOTHIAN HEALTH AND SOCIAL CARE PARTNERSHIP OVERVIEW



Midlothian Health and Social Care Partnership serves a population of 91,340, and is responsible for services that help adults live well and get support when they need it. Many voluntary sector and independent providers work with us to deliver the objectives of the Partnership, and while the Partnership is governed by the Integration Joint Board (IJB) it is also a thematic group of the **Midlothian Community Planning Partnership**.

From the 1st April 2020, the service areas of Sport and Leisure and Welfare Rights will transfer to the Partnership as part of the wider Midlothian Council Management Review. Both areas are closely linked to improving health and wellbeing with a focus on early intervention.

2. OUR VISION

Our vision is that 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.



With the inclusion of Sport and Leisure and Welfare Rights in April 2020 work has begun to ensure these services are intrinsically linked to the Midlothian Health and Social Care Partnership Strategic Plan.

Sport and Leisure

Our vision is an active Midlothian where everyone benefits from sport. We will encourage and support individuals:

- To be physically active every day.
- Keep moving at home and at work.
- Take an active approach to getting around.
- Take part in sport because we see it being relevant to our lives.
- Be involved in ways that suit us.

By reducing barriers and encouraging inclusion we aim to increase the benefits of sport. For some of us, by taking part, for others, through our communities. An active Midlothian is one where people are encouraged to participate, progress and achieve in sport. At the same time people become more active and stay active.

Welfare Rights

Our vision is to support individuals in need of assistance by offering free, confidential, personalised and impartial advice on a wide range of financial matters, and take a preventative approach for identifying vulnerable individuals. We will work with and support individuals:

- To budget and maximise income.
- To check entitlements and get support making claims for benefits.
- To access advice about debts and help gain control of their finances.
- To assist with challenging and pursuing appeals.
- To address the financial consequences of adults with a diagnosis of cancer.

3. Our Values

We will achieve our ambitious vision by placing more importance and a greater proportion of our resources on our key values. This will not be achieved overnight; changes in the way in which health and care services are delivered take time.

- **Prevention:** You should be supported to take more responsibility for your health and wellbeing. We want to deal with the causes rather than the consequences of ill health wherever possible.
- **Independence, Choice & Control:** You should be able to manage your condition and control your support. We will support you to live independently at home and promote the principles of independent living and equality.
- **Support the person not just the condition:** Your support/treatment should consider key issues affecting your life as well as supporting you to manage your condition.
- **Recovery:** You should be supported to recover good health and independence as far as possible.
- **Coordinated Care:** Everyone who provides your care should be working together.
- **Local:** Your support should be provided as close to your home as possible and you should only go to hospital if you really have to. Much of this support is provided by families, neighbours and your local community. We will work in partnership with unpaid carers, volunteers and communities.
- **Public Protection:** You should feel safe at home and in your community.
- **Equality:** You should not be disadvantaged due to your ability, ethnicity or caring responsibilities. We will do everything we can to reduce health inequalities and respect your dignity and human rights in the planning of health and social care.
- **Evidence based decisions:** Services will be commissioned based on identified need. We will listen to people who use our services, and the people who care for them, working together to develop the services that are right for them.
- **Quality:** We will provide the highest quality health and care services, with a very strong emphasis upon improving the quality of services, responding to user feedback and internal and external audit.

4. Consultation and Engagement



Communication and engagement is fundamental in helping us to provide the right information, at the right time and in the right place, ensuring our services are led by listening to user feedback.

The Midlothian Health and Social Care Partnership's Communications Strategy for 2020-21 sets out:

- a) who we will communicate and engage with;
- b) our methods of communication and engagement;
- c) when we communicate and engage; and
- d) Guidelines for effective communication.

There is consultation activity led by our partners in Midlothian, for example a carer survey, and national consultation programmes such as the Scottish Governments Health and Care Experience Survey. This is carried out biannually to help understand more about the quality of health and social care services offered across Scotland and identify areas for improvement. The results on the 2019-20 Health and Care Experience Survey will be available later this year and will help us better understand people's experiences of their local health and social care services and caring responsibilities in Midlothian.

5. Our Key Successes in 2019-20



Our Midlothian Health and Social Care Partnership Annual Performance Report provides a sense of the depth and breadth of the work which contributes to our vision that the people in Midlothian should live well and get the care, advice and support they need at the right time. With the help of facts and figures, case studies and feedback from our communities the report highlights our key successes over the previous 12 months.

The 2019-20 Annual Report will be available in August 2020. The Report will be published online at <https://midlothian.gov.uk/mhscp>

6. Our Priority Areas

1. LONG TERM CONDITIONS

Cancer

- Explore ways to deliver treatments locally, in particular chemotherapy.
- Implement the new 'Improving Cancer Journey' to provide support to people after a diagnosis of cancer.

Respiratory Disease

- Reduce rates of smoking and support people to maintain a healthy weight.
- Strengthen partnership working with MERRIT, Marie Curie and Edinburgh Community Respiratory team.

Neurological Conditions

- Support people to live in their own homes by helping to explore housing options.
- Work with the Astley Ainslie hospital to explore ways to deliver in-patient and out-patient services locally.
- Review demand for services in light of introduction of free personal care for under 65s.

Stroke

- Reduce rates of smoking and support people to maintain a healthy weight.
- Look to develop ways of integrating rehabilitation into community services.
- Review our community based support by working with the Edinburgh Stroke Unit.

Diabetes & Obesity

- Support adults to maintain a healthy weight, especially those with pre-diabetes, e.g. through increased weight management services.
- Work collaboratively with other Partnerships in south east region of Scotland to increase services to tackle type 2 diabetes.

Sensory Impairment

- Improve awareness and understanding of sensory impairment among staff.
- Work with acute colleagues to detect vision and hearing loss early through clinics and checks.
- Work with acute colleagues to Provide services locally such as audiology maintenance clinics.

Palliative Care

- Strengthen choice and control through Anticipatory Care Plans, Power of Attorney arrangements and Adult Carer Support Plans.
- Improving services by training staff in care homes and consulting with families.

2. SERVICE USERS GROUPS

Older People (65+)

- Identify frail people and provide early intervention using GP, and health and social care data.
- Strengthen the Ageing Well project to help reduce isolation and promote activity.
- Strengthen systems to reduce numbers of people being delayed in hospital e.g. Flow hub.
- Through the development of Intermediate care services, improve the care planning system both to simplify and fully involve service users.

Mental Health

- Reshape the rehabilitation pathway.
- Enhance mental health services in Primary Care including the expansion of the Access Point.
- Review the use of mental health older people's beds in the Community Hospital and look to enhance community based supports.
- Refresh the local suicide prevention plan.

Physical Disability

- Plan for the implementation of changes to the Welfare Benefits system in Scotland.
- Plan for and deliver the provision of free personal care for under 65s.
- Contribute to the re-provision of Astley Ainslie Hospital including strengthening community based services.
- Continue to strengthen the provision and accessibility of information about services and supports.

Learning Disability

- Commission new build housing for people with learning disability using clustered models supported by technology enabled care.
- Implement a range of changes to the provision of day services including more local services and more age appropriate services.
- Develop community based services using Positive Behavioral Support for people with complex care needs.

Autism

- Introduce a local "Guide to Autism".
- Devise a mobile app to discover Midlothian through the eyes of people with complex needs.

Justice Service

- Providing people on Community Payback Orders with recognised qualifications through Unpaid Work staff becoming registered trainers.
- Supporting families through the Safe and Together service by working with perpetrators of domestic abuse.

Substance Misuse

- Improve services, especially for people with dual diagnosis of mental health and substance misuse, through the Recovery Hub.
- Increase the role in treatment and support services of people with lived experience.
- Increase employment opportunities for people in recovery by improving engagement in education, training and volunteering.

3. RESOURCES

Primary Care

- Increase capacity in GP practices.

Social Care Support

- Develop more joined up services e.g. the recovery hub; locality work and the learning disability team.
- Strengthen the approach to self-directed support.
- Fully implement new policies such as Fair Access to Care and new legislation including the Carers Act.

Hospitals

- Strengthen the pathway for people who present at acute hospital whose needs are more social in nature.
- Increase the role of Hospital at Home.
- Reduce the number of people whose discharge is delayed.
- Develop models of care that support reduces attendance at Accident/Emergency.

Carers

- Full implementation of provision of Adult Carer Support Plans.
- Provision of respite care and short breaks.
- Improve identification of 'hidden carers'.

Workforce

- Enable all staff to work in a more person-centered way with a stronger focus on prevention and recovery.
- Develop and implement forward looking action plans for each service area

Communities

- Develop a stronger locality based approach building on the work through the Penicuik Collaborative.
- Continue to have a focus upon the three areas of deprivation in Woodburn, Mayfield and Gorebridge.

Third Sector

- Explore the viability of establishing a Voluntary Sector Hub.
- Continue to develop stronger working relationships both operationally and in relation to service redesign.

Housing and Property

- Plan the development of a range of extra care housing schemes to support Midlothian residents to be cared for within Midlothian.

Technology Enabled Care (TEC)

- Improve our use of health and social care data to understand and respond to the needs of the population.
- Introduce TEC systems to lessen the need to travel into hospital for clinics and appointments.
- Use technology to help people remain at home for as long as possible.

7. Our Challenges

A growing and aging population

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.

Higher Rates of Long-Term Conditions

Managing long-term conditions is one of the biggest challenges facing health care services worldwide, with 60% of all deaths attributable to them. Midlothian has a higher incidence than the national prevalence of cancer, diabetes, depression, hypertension, chronic obstructive pulmonary disease and asthma. Older people are more susceptible to developing long-term conditions; most over 65s have two or more conditions and most over 75s have three or more conditions.

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

High rates of mental health needs

Many mental health problems are preventable, and almost all are treatable, so people can either fully recover or manage their conditions successfully and live fulfilling healthy lives as far as possible. The incidence of mental health issues in Midlothian, while similar to the rest of Scotland, is a major concern. 19.7% of the population is on medication for anxiety, depression or psychosis. Living in poverty increases the likelihood of mental health problems but also mental health problems can lead to greater social exclusion and higher levels of poverty. People who have life-long mental illness are likely to die 15-20 years prematurely because of physical ill-health. 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".

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.

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.

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.

Acute hospitals

Acute hospitals are under huge pressure due to unsustainable demand and financial restrictions. We need to invest in community based alternatives that will minimise avoidable and inappropriate admissions and facilitate earlier discharge. By treating people closer to home, or in their own home we can support admission avoidance and improve patient outcomes.

8. Health Inequality across Midlothian

Health inequalities are the unfair and avoidable differences in people's health across social groups and between different groups.

The Midlothian Health and Social Care Partnership is increasing the focus on prevention and early intervention, planning service delivery according to greatest need where appropriate, and working to ensure our workforce understands inequality, its impact on people's health and wellbeing and how services should respond to this.

We work with our Community Planning Partnerships to draw together our assets, activities and resources, to reduce health inequalities and improve the health of people in Midlothian.

We have strong local communities in Midlothian and we harness the strengths they can bring to improving health and wellbeing. Voluntary organisations, volunteers, neighbours and extended families are all vital to helping people who are vulnerable to stay safe and well. Active, supportive communities are fundamental to a good quality of life for people vulnerable through age, illness or disability. It is important in addressing the harmful effects of social isolation which can lead to poorer physical and mental ill health and an increased risk of hospital or care home admission.

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

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 experience emotional stress, anxiety, and fatigue. The impact of caring for others can significantly impact on their own physical health and wellbeing, finances and relationships.

9. Sustainability of Health and Social Care Services

The delivery of integrated care is fundamental in providing sustainable adult and social care services.

- We are working to develop efficient, effective and sustainable approaches to supporting our service users against the challenges we face.

- We are promoting healthy lifestyles and supporting people to manage their own health and live independently.

10. Climate Change Emergency

Midlothian Council passed a motion at its meeting of 17th December 2019 agreeing to declare a climate emergency that requires urgent action. The Health and Social Care Partnership is strongly committed to work in partnership and play its part in Midlothian Council's Climate Change Strategy and NHS Scotland's Climate Change Emergency Commitments.

The Board of NHS Lothian has identified the potential for a focus on environmental sustainability as a catalyst for innovation and redesigning clinical pathways and services, and there is active and ongoing engagement with general practices in Midlothian looking at the Royal College of General Practice's Green Impact tool and other actions. A comprehensive climate change action plan will be developed during 2020 by the Midlothian Health and Social Care Partnership.

11. Self-Assessment

Strategic Direction/Delivery

A range of activities were carried out 2018-19 in the preparation of our 2019-22 Strategic Plan. This included an updated Joint Needs Assessment and reflection on our performance and delivery of provision. This work provided the foundation for 18 discrete action plans for the period 2019-22.

Ministerial Strategic Group Improvement Plan

The Ministerial Steering Group (MSG) for Integrated Joint Boards reviewed progress on integration during 2018, and in March 2019 the Partnership completed an evidence based self-assessment matrix, based on the six key areas of improvement highlighted by Audit Scotland. Subsequent to this self-assessment we are in implementing an improvement Plan.

Scirocco Knowledge Exchange

We are participating in the Scirocco Exchange maturity assessment programme. This EU funded programme will assist us to self-assess the partnerships maturity around integration and participate in a knowledge exchange programme involving 8 European sites.

Staff Self-Evaluation

Health and social care staff participate in the annual iMatter programme. The annual survey covers how staff feel individually, as part of a team and as part of an organisation. 731 staff responded to the iMatter Survey, a response rate of 66%. The outcomes of this survey is considered by team managers in collaboration with team members identifying actions to be taken to address the key issues identified.

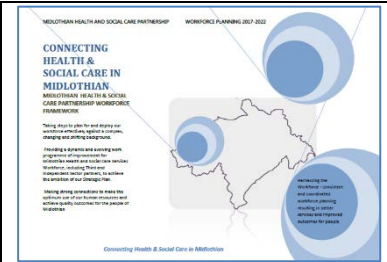
12. Financial Strategy



The Midlothian Health and Social Care Partnerships Financial Strategy articulates, in financial terms, how the strategic plan will be delivered whilst also outlining the measures that will be taken to reduce its costs and ensure that the IJB fulfills its responsibilities to the Midlothian population within the financial resources available. The [2019-22 Financial Strategy](#) was approved in September 2018, and a 5 year action plan in June 2019. The budget for Midlothian Council Adult Social Care services is managed directly by the Midlothian Health and Social Care Partnership, and details of the delegated funding to the Midlothian IJB will be available after February Council.

13. Workforce Plan

Consistent and coordinated workforce planning results in better services and improved outcomes for our service users. The Midlothian Health and Social Care Partnerships [Workforce Plan for 2017-22](#) brings together information about our workforce across all sectors of our partnership and recognises that workforce planning is a central corporate responsibility for NHS Lothian, Midlothian Council and the many voluntary and independent health and care providers which provide services in Midlothian. The Plan provides a strong foundation to build on, as integration progresses, and is currently being refreshed based on Scottish Government guidance.



14. Performance Reporting

Integrated Joint Board

Performance reports are presented to the Midlothian IJB and Midlothian Community Planning Partnership to monitor a core suite of national outcomes and data indicators monitoring change across the system of health and social care and to support the delivery of our strategic priorities. We have a legal requirement to publish an Annual Performance Report.

Discussions have begun on developing a tool that will help us effectively capture both quantitative and qualitative evidence, and support a consistent approach to data collection and reporting. The tool will enable us to better understand the multiple factors that influence change, and identify how all our services contribute to delivering our strategic outcomes and improving outcomes.

Reference Code	Adult Health and Care 2020-21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
AHC - Isolation – Develop approaches to prevent or address isolation and reduce the detrimental impact on physical and mental health							
	Strengthen both formal and informal approaches to addressing isolation. This will involve working with voluntary organisations; local communities; and improving information about community resources.	31/3/21	The number of older people using local services, facilities and activities through participation in 1:1 or group sessions.	830	825	2017-18 825 2018-19 861 2019-20 tbc	Planning Older People MHSCP
AHC - Physical Activity - Contribute to the implementation of a local strategy by working with older people, people with disabilities and those at greatest risk of inequalities							
	Deliver Weight Management Programmes to help address and prevent obesity and type 2 diabetes.	31/3/21	Number of people referred to Weight Management Triage.	200	109	2015-16 109 2016-17 172 2017-18 159 2018-19 215 2019-20 tbc	Public Health/ Dietetics
	Work with Ageing Well to support older people.	31/3/21	Total number of people attending activity groups hosted by Ageing Well each year.	20,000	22,000	2018-19 22,000 2019-20 tbc	Ageing-Well
	Work with Midlothian Council Active Choices to support people with longer term health needs including Mental Health.	31/3/21	Number of people attending activity groups hosted by Midlothian Active Choices (MAC).	10,000	10,280	2018-19 10,280 2019-20 tbc	MAC, Sport and Leisure
		31/3/21	Number of people attending one to one sessions with Midlothian Active Choices.	950	900	2017-18 1,556 2018-19 984 2019-20 tbc	MAC, Sport and Leisure

Reference Code	Adult Health and Care 2020-21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
AHC – Workforce – Support teams to work in an integrated way and address the workforce challenges including recruitment and retention of health and social care staff							
	Deliver bespoke training plan for the cross sector Scottish Government trauma training programme.	31/3/21	Number of people participated in level 1 awareness training.	400	0	new	L&D MHSCP
	Increase skills and knowledge of the CPP workforce in Midlothian in relation to suicide prevention.	31/03/21	Number of people attending suicide prevention training (Safe Talk or ASIST).	120	tbc	2019-20 tbc	Mental Health Lead MHSCP
			Number of organisations with representative(s) attending suicide prevention training.	10	tbc	2019-20 tbc	Mental Health Lead MHSCP
AHC - Financial Inclusion _ Work with MFIN to maximise income of people who are vulnerable or at particular risk of inequalities							
	Deliver Welfare Rights service to people with health care needs	31/03/21	Number of people supported with cancer.	250	250	2017-18 240 2018-19 316 2019-20 tbc	Welfare Rights Team
		31/03/21	Number of people supported with mental health needs.	250	140	2017-18 253 2018-19 360	

Reference Code	Adult Health and Care 2020-21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
		31/03/21	Amount generated by the Welfare Rights Team	£3m		2016-17 £2.8m 2017-18 £3.4m 2018-19 £4.4m 19/20 tbc	
	Work with Red Cross to support people who are frail to access financial support available to them.	31/03/21	Additional benefit income to Midlothian residents identified as frail.	£150,000	£150,000	2019-20 tbc	Strategic Planning MHSCP
AHC – Health Inequalities - Develop a programme of work across agencies to reduce health inequalities in Midlothian							
	Deliver a holistic health assessment to people undertaking Unpaid Work Programme.	31/03/21	Number of people on Unpaid Work Programme attending at least one appointment with a nurse from the Community Health Inequalities Team (CHIT).	10	4	2019-20 4	Community Health Inequalities Team
	Contribute to Housing First for people with multiple and complex needs. This includes people who have a range of experiences including childhood and early years trauma, mental ill health, addictions as well as time spent in local authority care or prison. Housing First recognises that a safe, secure	31/03/21	Number of people supported through Housing First, receiving a service from adult health and social care.	10	tbc	2019-20 tbc	Planning Officer MHSCP

Reference Code	Adult Health and Care 2020-21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
	home is the best base for recovery and for addressing any other life issues.						
	Deliver specialist employment project for people with mental health issues.	31/3/20	Number of people in employment following intensive intervention.	6	tbc	2019-20 tbc	Mental Health Lead MHSCP
	Work in partnership with Community Pharmacies to increase the 12 week quit rate through their services.	31/03/2021	Increase the 12 week quit rate in Midlothian Community Pharmacies	Increase to NHS Lothian average – 15% (estimate based on partial data).	13% (2019/20) (estimate based on partial data.)	13% (2018/19) 14% (2017/18) 16% (2016/17) 16% (2015/16)	
AHC – Engaging Communities							
	Work closely with local Libraries on the Midlothian Libraries Bibliotherapy Programme 'Braw Blether'.	31/3/20	Number of people who engage with the service.	100	tbc	2019-20 tbc	Mental Health Lead MHSCP

Reference Code	Adult Health and Care 2020-21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
	Effective and engaged dialogue with community members around local services and approaches that support health and wellbeing.	31/3/20	Number of consultation engagement events across the service areas e.g. older people, carers, learning disability etc.	5	5	NEW	MHSCP
	Effectively engage and attract community interest in health and social care by growing a social media platform.	31/3/21	Number of Facebook followers for MHSCP page.		0	NEW	MHSCP
	Work with Community Planning partners, in particular community & third sector partners to identify opportunities for integrated working that supports people to stay healthy and independent	31/03/21	Number of Voluntary Sector Forums.	3	3	3	L&D MHSCP
AHC – Support people to live at home							
	Train frontline staff on Housing Solutions to encourage earlier conversations about housing - focusing on staff who are often the first point of contact such as podiatrists practice nurses, and district nurses.	31/03/21	Number of staff trained.	80	50	2018-19 tbc	OT Team Leads, MHSCP

Reference Code	Adult Health and Care 2020-21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
	Voluntary sector work with Primary Care to support people identified with mild frailty in order that they are able to stay well at home for longer.	31/03/21	Number of assessments for home adaptations by Red Cross Link Workers, as part of mild frailty assessment.	40	tbc	2019-20 tbc	Strategic Planning MHSCP
	Deliver support for carers that is personalised and builds on people's strengths and what matters to them.	31/3/21	Number of Carers receiving 1:1 support by VOCAL.	tbc	tbc	2019-20 tbc	Planning Carers MHSCP

COMMUNITY SAFETY AND JUSTICE PARTNERSHIP

Community Justice is the prevention of offending and supporting people to stop re-offending. It is the collection of individuals, agencies and services that work together to support, manage and supervise people who have committed offences, from the point of arrest, through prosecution, community disposal or custody and alternatives to these, until they are fully reintegrated into the community. Local communities and the third sector are a vital part of this process which aims to prevent and reduce further offending and the harm that it causes, to promote desistance, social inclusion, and citizenship.

Community Safety is essential to the quality of life of people in Midlothian. It is about ensuring everyone has the right to live in safe and secure communities, feeling safe and with reduced incidence of crime. The Partnership aims to support and manage offenders in the community in such a way as to reduce re-offending and arrange services so that offenders may access and use them. The Partnership's key aim is to ensure Midlothian is a safe place to live, grow up, work and visit. To achieve this aim the Partnership works towards the following outcomes:

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

The Community Safety Team was disbanded at the Council budget meeting on 12th February 2019. As such there was a review of all roles and responsibilities linked to the Community Safety Team. Co-ordination of the Community Safety and Justice Action Plan and Performance Indicators will continue. Community Safety partners will strive to ensure that Midlothian is a safe place to live, work, visit and grow by providing the local indicators to highlight improvements in safer communities.

Key Strategic documents

The Midlothian Community Safety & Justice Partnership produces a Strategic Assessment, which is a forward-looking and predictive document that provides an assessment of current local need. The assessment provides detailed analysis on the links between social and economic factors and reoffending, and presents an intelligence picture of community justice issues and challenges in the area. The assessment is produced primarily from analysis undertaken by the Midlothian Partnership Analyst with information gained from a wide variety of data sources, from both within and out with the CSJP including open source research in addition to internally recorded data. We will continue to make use of community justice analytical capacity in determining need and evaluation of current services, as well working with partners to deliver on and service the requirements of the national strategic outcomes improvement framework.

The Community Justice Outcomes Improvement Plan (CJOIP) has been developed in response to the Community Justice (Scotland) Act 2016 which came into effect on 1st April 2017. The Act brought planning for reducing offending and reoffending back to a local level where decisions can be made by people that know their area best. Using the detailed analysis and data capture contained in the strategic assessment, in addition to consultation and engagement with members of the public and community bodies, the second Midlothian Outcomes Improvement Plan is set to be published in April 2020. The plan sets out how the partnership will utilise systematic and collaborative approaches to deliver on the common structural and person-centred outcomes referred to as "nationally-determined outcomes" in the Community Justice (Scotland) Act 2016, which are common across Scotland and applicable at a local level.

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

Priorities

Community Justice

The National Strategy for Community Justice highlights a strong evidence base that identifies the underlying causes of offending behaviour and those factors that can be a positive effect on attitudes and prevalence of future offending known as criminogenic needs. The complex needs that services support have been identified as Health, Education and Training, Availability of Suitable Housing, Mental Health, Relationships with Friends and Family, Employment, Substance Misuse, Financial Difficulties, and Attitudes to Offending. Priorities for the Midlothian Community Justice Partnership take into account the supports stated above and align to nationally determined outcomes:

- Communities improve their understanding and participation in community justice
- Partners plan and deliver services in a more strategic and collaborative way
- People have better access to the services they require, including welfare, health and wellbeing, housing and employability
- Effective Interventions are delivered to prevent and reduce the risk of further offending
- Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed
- People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities
- Individual's resilience and capacity for change and self-management are enhanced

Community Safety

The following three areas have been highlighted as priorities for 2020-21 in the Single Midlothian Plan. As stated earlier, the Community Safety and Justice strategy will have to be reviewed as a result of the removal of the Community Safety team. To this end the Community Safety and Justice Board will need to provide oversight of the Community Safety and Justice Strategy.

- Reduce violent crime (84%)
- Reduce substance (alcohol and drug) misuse (77%)
- Reduce domestic abuse and protect women and girls (68%)

Local Policing Plan

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

Local Fire Service plan

The Scottish Fire and Rescue Service is a core partner in the delivery of Community Planning in Midlothian and under the terms of the Community Empowerment Act shares a new statutory duty to facilitate community planning with Scottish Enterprise, Police Scotland, NHS Lothian and Midlothian Council. The Local Fire and Rescue planning cycle was amended to match the 3 year cycle of the Single Midlothian plan, and the new Fire and Rescue plan will be developed alongside the next 3 year SMP cycle to allow for better connection and integration across the partnership. The current plan can be found here <https://www.firescotland.gov.uk/your-area/east/east-local-plans.aspx>

Ref Code	Community Safety and Justice 2020-21						Ownership
	Actions	Due Date	Performance Indicator	2020/21 Target	Baseline	Previous trend data	Lead Partner
Reduce Violent Crime							
	Work with partner agencies to prevent violent behaviour, manage violent offenders and develop a programme of interventions to reduce levels of violent crime	31/3/20	Number of violent crimes recorded by Police	Reduction in recorded violent crime	18/19 64 3yr avg 69	15/16: 56 16/17: 74 17/18:68 18/19:64	Police Scotland
Reduce Substance (Drug and Alcohol) Misuse							
	Undertake a range of communication and engagement activity regarding responsible alcohol consumption		Reduce the number of (all) alcohol related hospital stays (patients per 100,000 population)	Reduction in number of alcohol related hospital stays	18/19: 433.0 3-yr avg: 504.1	13/14: 545.2 14:15: 587.7 15/16: 563.0 16/17: 537.8 17/18: 541.6 18/19: 433.0	MELDAP (data source ISD)
	Develop substance misuse services to reduce immediate harm, future harm and promoting recovery	31/3/20	Increase the average weekly attendance at Horizons Cafe	75 per week	18/19:75 3yr avg: xx	15/16: 65 16/17:no data 17/18: 70 18/19: 75	MELDAP
Reduce Domestic Abuse and Protect Women and Girls							
	Raise awareness of Violence Against Women and Girls with services and communities	31/3/20	% of repeat referrals to MARAC within one year	Within expected level for population 28%-40% (Safe Lives)	2016/17 41% (46)	17/18 33% (25) 18/19 33% (35)	Violence Against Women Delivery Group (VAWDG)
			Number of domestic abuse incidents recorded by the police	Sustain 3 year average	18/19: 1160 3yr avg: 1039	16/17: 978 17/18: 979 18/19: 1160	Police Scotland
			Proportion of men who successfully complete the Caledonian programme who do not have any crime reports	100%	100%	18/19: 100%	Justice Social Work

Ref Code	Community Safety and Justice 2020-21						Ownership
	Actions	Due Date	Performance Indicator	2020/21 Target	Baseline	Previous trend data	Lead Partner
			completed for domestic abuse in the following 12 months				
Outcome 1: Communities improve their understanding and participation in community justice							
	Ongoing engagement with local communities and business through social media - good news stories regarding CPOs and unpaid work beneficiaries.	Mar 2021	Number of combined followers on CSJP social media platforms (Facebook and Twitter).	Increase by 5%: 841	801	18/19: 801 17/18: 541	Community Justice
	Plan and deliver a seven day period of community justice mass advertising campaign focusing on case studies. This will highlight the link between education/training /employment, health inequalities, substance misuse, housing, positive attitudes, relationships and involvement in offending.	Dec 2020	7 days of CJ campaign completed.	Campaign completed.	New measure	New measure	Community Justice
	Set up a standalone input on community justice in the quarterly Midlothian Health and Social Care Partnership Newsletter	Mar 2021	CJ input in every Midlothian Health and Social Care Partnership Newsletter	Inputs published	New measure	New measure	Community Justice
	Publish a Community Justice E-learning toolkit for all Council staff.	Mar 2021	Percentage of relevant partnership staff completing e-toolkit	20%	New measure	New measure	Community Justice
	Redesign and develop measurable outcomes for beneficiaries of Unpaid Work Projects, and market online application form for unpaid work.	Mar 2021	Analysis of evaluation forms from beneficiaries of unpaid work. Increase positive feedback from beneficiaries.	80% of feedback from beneficiaries is positive	New measure	New measure	Justice Social Work
	Review and renew the Communication Action Plan for 2020-2023	Dec 2020	Communications Plan 2023-23 produced and signed off by Community Justice Board	Plan published	New measure	New measure	Community Justice
	Commitment from the Partnership to co-produce where possible	Mar 2021	Level of involvement of partners and service users in planning and delivering services	A level of co-production in new working	New measure	New measure	Community Justice
Outcome 2: Partners plan and deliver services in a more strategic and collaborative way							

Ref Code	Community Safety and Justice 2020-21						Ownership
	Actions	Due Date	Performance Indicator	2020/21 Target	Baseline	Previous trend data	Lead Partner
	Commitment from CJ partners to participate in self-evaluation using the Care Inspectorate template	Dec 2020	All statutory partners engage in the self-evaluation process by attending a workshop or completing an evaluation form.	70% of partners engage.	2019 - Only 2 partners attended self-evaluation workshop.	n/a	All
	Develop a shared vision for all partners.	Jun-20	Vision developed and clearly communicated	Vision designed and signed off by the CJ board	New measure	New measure	Community Justice
	Review membership and operation of Community Justice Board and Working Group	Oct-20	Qualitative data from partners	Review completed	New measure	New measure	Community Justice
	Develop the Alcohol Problem Solving Court in Midlothian building on working relationship between health, Justice services and third sector agencies.	Sep 2020	Number of assessments requested by the court	New service , target to be established in H1	New measure ,	New measure	Community Justice
	Encourage Midlothian Community Justice partners to support the Y2K 180 Project by delivering relevant input.	Mar 2021	Level of CJ partnership involvement in Y2K 180 project. Positive feedback from service users of the 180 project.	4	New measure	New measure	Community Justice/Y2K
Outcome 3: People have better access to the services they require, including welfare, health and wellbeing, housing and employability							
	Launch ALISS database of services for Midlothian to raise awareness and understanding of the range of community-based services that are available	Jun 2020	Number of Midlothian searches carried out on ALISS.	New service , Tracking only in year 1	New measure	New measure	Community Justice
	Publish free booklet - Community Justice directory for Midlothian.	Aug 2020	Free booklet published, distributed and marketed online.	Free booklet published, distributed	New measure	New measure	Community Justice

Ref Code	Community Safety and Justice 2020-21						Ownership
	Actions	Due Date	Performance Indicator	2020/21 Target	Baseline	Previous trend data	Lead Partner
				and marketed online			
	Implement 'Housing First' in Midlothian.	Dec 2020	Number of individuals in tenancies receiving a package of support	New service , target to be established in H1	New measure	New measure	Housing
	Build stronger links with Department of Work and Pensions, Welfare Rights and Skills Development Scotland and ensure better access to their services by creating drop-in clinics at Number 11	Dec-20	Clinics set up at Number 11	3	New measure	New measure	Community Justice
	Continue the No 11 Practitioners Forum and develop a protocol	Sep-20	Protocol developed and implemented.	Protocol developed and implemented.	New measure	New measure	Community Justice
	Create / develop an automatic referral process to third sector support agencies with a focus on males aged 18-26 with mental health and substance misuse issues (who are on CPOs)	Oct 2020	Number of referrals to the No. 11 Practitioners Forum	80% of relevant individuals on CPOs referred to Number 11 Practitioners Forum	New measure	New measure	Justice Social Work/ Community Justice
	Develop the Fresh Start worker's role within the wider justice context.	Mar 2021	Fresh Start worker involved in increased partnership working – qualitative. Number of people taking up the Fresh Start service	Increase by 10%	5	2017/18: 5	Change, Grow, Live
Outcome 4: Effective Interventions are delivered to prevent and reduce the risk of further offending							
	Redesign exit questionnaires for all individuals on Community Payback Orders to gain feedback on the service delivery of the justice team	Dec 2020	Annual analysis of completed questionnaires with findings used to inform future service delivery	Questionnaire redesigned	New measure	New measure	Justice Social Work
Outcome 5: Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed							

Ref Code	Community Safety and Justice 2020-21						Ownership
	Actions	Due Date	Performance Indicator	2020/21 Target	Baseline	Previous trend data	Lead Partner
	Develop new ways to engage with and support younger people in substance misuse treatment services.	Mar 2021	Number of young people supported across Midlothian in substance misuse treatment services.	New approach , target to be established in H1	New measure	New measure	MELDAP
	Increase the range of substance misuse treatment and recovery interventions available for individuals and their families delivered through Number 11	Mar 2021	Number of new interventions being delivered at Number 11.	New service , target to be established in H1	New measure	New measure	MELDAP
	Develop the role of peer workers, volunteers and other MELDAP services within Number 11	Mar 2021	Number of peer workers and volunteers contributing to service delivery within Number 11.	New service , target to be established in H1	New measure	New measure	MELDAP
Outcome 6: People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities							
	Implement the programme designed by Recruit with Conviction	Sep 2020	Number of representatives from relevant businesses (including Midlothian Council HR, Business Gateway) who attend recruit with conviction training.	3	New measure	New measure	Community Justice
	Use Midsafe money to fund a youth project with specifics around educating parents and family relationships.	Jun 2020	Evaluation of project after one year	Positive evaluation of project	New measure	New measure	Community Justice
Outcome 7: Individual's resilience and capacity for change and self-management are enhanced							
	Continue to develop the SPRING service	Mar 2021	Increase the number of referrals to SPRING service for women The number and percentage of women who attend Spring Service initial appointment who go on to engage with the	Increase by 5% each year Increase by 5% each year	18/19: 26 18/19: 48	18/19: 24 18/19: 45	SPRING

Ref Code	Community Safety and Justice 2020-21						Ownership
	Actions	Due Date	Performance Indicator	2020/21 Target	Baseline	Previous trend data	Lead Partner
			service for at least three months.				

GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD (GIRFEMC)

NHS Lothian and Midlothian Council have a shared statutory responsibility for delivery of the GIRFEMC plan, which is the three year Integrated Children's Services Plan in Midlothian.

The Children and Young People's (Scotland) Act 2014 continues to provide the statutory framework for the delivery of children and young people's services. The GIRFEMC Board is fully committed to realising the children's rights approach to all of our work and making sure that we embed the principles of the United Nations Conventions on the Rights of the Child. A focus on reducing inequalities has been strengthened with the production of the Local Child Poverty Action Report as part of the Child Poverty (Scotland) Act 2017.

It is important to emphasise that, alongside the legal duty on these two public bodies, the voluntary sector and other community planning partners have a key role in the development of all aspects of the plan. It is also important to note that the three year outcomes for 2020-23 and priorities for action in 2020-21 have been directly informed by the views of over 500 children and young people, 1000 (citizens' panel) adults and over 200 staff.

The planning process is evidence based, using an annually updated data profile of Midlothian, performance information and a strategic assessment process led by the GIRFEMC Board .

Our three year ambition for the children and young people of Midlothian is that by the end of 2023 the following outcomes will be evident:

- 1. Increased numbers of children will be safe, healthy and resilient**
- 2. Increased numbers of children and young people will receive timely and effective support when they need it**
- 3. There will be reduced inequalities in learning**
- 4. Increased numbers of care experienced children and young people will receive timely and effective support when they need it**

The GIRFEMC plan identifies six one-year priorities for action in 2020-21:

- Increase support to children and young people affected by domestic abuse, parental alcohol or drug misuse**
- Increase the range of alternative services on offer to children and young people requiring support for their mental health**
- Reduce the proportion of children and young people living in households affected by poverty**
- Reduce the time taken to find permanent placements for children and young people looked after away from home**
- Increase the proportion of children and young people who feel safe in their homes, communities, schools and online**
- Reduce the educational attainment gap**

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

1. Children and Young People's Mental Health(Including the Midlothian Early Action Plan(MEAP) lottery funded systems change project)
2. Vulnerable Children and Young People (including the Champions Board (care experienced young people , elected members and staff))
3. Strategic Oversight Attendance and Exclusions Group
4. Early Years.(Including the Early years expansion group and the Play strategy group)

The Voluntary Sector Forum's Children and Young People's Group supports all of the sub-groups to ensure that the services and priorities of the third sector inform the work of GIRFEMC.

Related plans

Elements of the work of other arms of the Community Planning Partnership, such as the work of the Child Poverty Working Group, and the 'Learning and Development in our Communities' plan feed into the work of GIRFEMC. Child Poverty reduction targets and actions, and the learning and development actions are led through the Improving Opportunities Midlothian (IOM) Community Planning Partnership Group.

A sub group of IOM on delivery of the Child Poverty Act requirements is well established. Annual reporting is in place. Poverty proofing the school day was successfully piloted with the support of the Communities and Lifelong Learning service by 11 schools in the priority areas 2018/19. Work continues to develop poverty proofing by all Midlothian schools. The Child poverty action plan focuses on 3 key drivers:

- **Increasing family income from employment**
- **Reducing costs of living**
- **Ensuring correct income from social security and benefits in kind**

The 'Learning and Development in Our Communities' plan has 5 outcomes; namely that by the end of plan period there will be evidence of:

- **Increased voice of learners and citizens influencing improvements in learning and development in our community**
- **Young people, adults and families being supported to improve their life chances through the development of skills for learning, life and work**
- **Partnership working having increased the number of young people securing and sustaining positive destinations and developing their careers**
- **Services being more responsive to the needs of equalities groups**
- **Sustained resources for community learning and development activity in the current difficult funding climate**

The GIRFEMC plan is also complimented by a separately published *Midlothian corporate parenting strategy and plan 2020 -2023*, which sets out the following priorities:

1. **Improve the health and wellbeing of our looked after children and young people**
2. **Improve access to alternative, permanent family where possible**
3. **Establish local housing and accommodation options for care leavers**
4. **Increase opportunities for looked after children young people and care leavers to access quality education, training and employment**
5. **Increase opportunities for looked after young people and care leavers to know their rights and develop confidence, using fun and innovate method**
6. **Improve the types of supports offered to looked after young people and care leavers who are involved with the criminal justice system**

Midlothian's GIRFEMC plan is further complimented by the *Violence against Women and Girls Improvement plan*, which is set against the National Equally Safe strategy and identifies the following priorities for children and their families affected by domestic abuse;

- 1. Our society embraces equality and mutual respect and rejects all forms of Violence against Women and Girls**
- 2. Women and girls thrive as equal citizens: socially, culturally, economically and politically**
- 3. Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people**
- 4. Men desist from all forms of Violence against Women and Girls and perpetrators of such violence receive a robust and effective response.**

Strategic Assessment 2019 summary

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

The Education (Scotland) Act 2016 is a driver for reducing inequalities in our children's learning. The National Improvement Framework published in 2016, sets out the vision and priorities for improving education in with a clear focus on raising standards and closing the poverty-related attainment gap, reducing exclusions and increasing attendance. 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."*

A new governance structure for Scottish Education has been introduced by Scottish Government. Local Authorities are required to work collaboratively in "Regional Improvement Collaboratives" with functions agreed by the Joint Steering Group on Regional Improvement Collaboratives for Education in September 2017. The South East Scotland region body has now been established and staff recruited.

The South East Improvement Collaborative (SEIC) 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/Revised-SEIC-Plan-September-2019.pdf>

In Midlothian 25% of our children are living in poverty www.endchildpoverty.org.uk. Using the internationally accepted measure of families earning less than 50% average national income after housing costs (AHC). This is a good guide to the number of households who experience poverty. The cost of housing is unavoidable and essential and people's standard of living is dependent on the disposable incomes they have after paying for their housing. The £2.2 million Pupil Equity Fund, which provides direct funding to school heads based on the numbers of pupils entitled to free school meals in their school is a resource intended to help close the attainment gap between the most and least economically disadvantaged children and young people.

Commitments to reducing the educational attainment gap affecting these children and young people 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. In July 2018 Scottish Government announced funding through the Scottish Attainment Challenge to provide additional support for care experienced children and young people, to help improve their educational outcomes. A range of ideas have already been implemented such as having a Virtual Head Teacher for all looked after children, additional training for staff and bespoke packages of support for individuals.

Additional investment in early years through the legislative change to provide 1140 hours of funded early learning and childcare in 2020 for all 3 and 4 year olds and some 2 year olds, has been a significant challenge, requiring recruitment and training of over 200 additional staff, multi-agency delivery, quality assurance systems and an extensive capital building programme. The take up of early learning and childcare by children whose families meet the 2 year old funding eligibility criteria has increased. As of January 2020, all 2 years olds eligible for funded ELC have been offered the increased 1140 hours, ahead of the August roll out. Although there has been a wide range of parenting programmes delivered in Midlothian, increasing the number of parents accessing these programmes from most deprived SIMD areas has been challenging in the first half of 2019 /20. 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 are working in partnership to deliver Parents Involved in their Children's Learning (PICL) training under license from Pen Green Family Centre in Corby. This training has further developed the 'Family Learning' approach to Midlothian early years services in the private, public and third sectors.

In 2017, a group of people from the Midlothian Youth Platform carried out research on young people's views of mental health. The young person-led research inspired the GIRFMEC Board to change how we do things. In 2018, community partners worked together to secure £836,000 in funding from the Big Lottery Early Action fund, over five years. The project is about changing our system so that children, young people and young adults get the best possible mental health support and have the resilience to deal with life's challenges.

In January 2019, the Midlothian Early Action Project undertook three '100 Day Challenge' projects, in collaboration with Healthcare Improvement Scotland's Improvement Hub and Nesta (Innovation

Foundation). These projects involved trying out new ideas on effective, early action, aiming to change systems and approaches so that children, young people and young adults get the best possible mental health support and have the resilience to deal with life's challenges.

Care experienced children and young people, young carers, homeless young people, travellers, young offenders, and those living in our more deprived communities 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, reducing to 2.6 in 2018, which is below the national average of 2.9. 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 a significant increase to 47.83% from 15.79% in 2018.

There were (2018/19) 1570 children between age 3 and 18 attending Midlothian schools who have been assessed as being affected by a disability. Of these, 706 had a learning disability, 154 were on the autism spectrum, 151 had a language or speech difficulty, 81 had both a learning and physical disability, 75 had a physical or motor impairment, 64 had both a learning disability and were on the Autism spectrum, 29 a visual impairment, 24 a hearing impairment, 15 other communication support needs and 271 Dyslexia.

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. 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 on 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 the Play Strategy. Midlothian's first outdoor nursery also opened in Vogrie Country Park providing early learning and childcare places to 3 and 4 year olds.

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.

Public Protection

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



Reference Code	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
GIRFEMC – Increased numbers of children will be safe, healthy and resilient (3 year outcome)							
Increase support to children and young people affected by domestic abuse, parental alcohol or drug misuse (1 year priority)							
.Increase the proportion of children and young people who feel safe in their homes, communities, schools and online(1 year priority)							
	Undertake a mapping of social and public mental health support for children, young people and young adults in Midlothian	31 December 2020	Strong evidence base for change	1 mapping exercise completed	0	0	Midlothian Early Action Partnership (MEAP)
	Engage children, young people, parents/carers and families in genuine participation, together co-designing a better mental health support system	31 March 2021	Increased participation of children, young people, parents/carers and families	200 or more children, young people, young adults, family members and carers participating in MEAP project activities	New measure	New measure	Midlothian Early Action Partnership (MEAP)
	Undertake Tests of Change that strengthen community-based support	31 March 2021	Children, young people and young adults get more timely and appropriate mental health support	Each Test of Change will have a comprehensive evaluation framework in place, with robust contribution and impact measures; these will vary depend on the size	New measure	New measure	Midlothian Early Action Partnership (MEAP)

				and nature of each Tests of Change			
	Continue to build confidence and knowledge in trusted adults through delivering training in Mental Health First Aid and raising awareness of tools that support good mental health	31 March 2021	Number of trusted adults who support children and young people trained	170 additional people trained	168	168 people trained during 2019, all of whom reported an increase in knowledge and confidence, to better support young people experiencing poor mental health and wellbeing	Midlothian Early Action Partnership (MEAP)
	Support parents/carers understanding of the benefits and risks associated with using technology with under 5s		Number of parents/carers that attend family learning opportunities related to digital technology	50 families	New Measure	New Measure	Early Years Subgroup
	Ensure children have a healthy start to life through adopting a holistic, early intervention and prevention approach. This includes supporting breastfeeding, improving nutrition, emotional wellbeing, parenting skills, healthy nutrition, oral health	31 March 2021	Percentages in the combined overweight and obese clinical thresholds at P1 below Clinical Lothian average	14.2% (Lothian average)	14.3%	16.3%	Early Years Subgroup
			Number of families with children in the early years engaged in healthy lifestyle family learning activities	100	New Measure	New Measure	Early Years Subgroup

	and a more active lifestyle.						
	Contribute to working with young people affected by domestic abuse, parental alcohol or drug misuse	31 March 2021	4 X P. Risk-Taking awareness raising events and	4	0	New measure	Vulnerable children and young people's group
			1 X evaluation	1	0	New measure	Vulnerable children and young people's group
	Develop and embed best practice to support pregnant women who smoke to quit.	31/03/2021 <i>(official figures published in Nov 2021)</i>	Increase the percentage of women identified as smoking at maternity booking who subsequently set a quit date with Midlothian's Quit your Way Service	Once service is established work towards a monthly engagement (quit date set) rate of 30%	11% (2019/20) <i>(estimate baseline based on partial data.)</i>	16.6% (2018/19)	Early Years Subgroup

Reference Code	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
GIRFEMC – Increased numbers of children and young people will receive timely and effective support when they need it (3 year priority)							
	Contribute to the proportion of children and young people who feel safe in their homes, communities, schools and online	31March 2021	SCRA offence ground referrals SCRA repeat referrals Disposal options	90% of actions on target	0	New measure	Vulnerable children and young people's group
			Feedback from children and young people, Midlothian youth platform , Pupil Councils and CEYP	80 % CYP report satisfaction with services	0	New measure / survey / focus group Mind of my Own responses	
	Work with partners to ensure that children in their early years receive appropriate services/timely interventions	31March 2021	Increased number of referrals to early years services that support children and their families	650	Baseline to be established	New measure	Early Years Subgroup
			Increased number of early years practitioners have attended GIRFEMC training	60	New Measure	New Measure	Early Years Subgroup
			Early Years practitioners have completed the level 1 trauma awareness training	100	New Measure	New Measure	Early Years Subgroup

Reference Code	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
GIRFEMC - There will be reduced inequalities in learning (3 year priority)							
Reduce the proportion of children and young people living in households affected by poverty (1 year priority)							
Reduce the educational attainment gap (1 year priority)							
	Ensure that all children and young people who live in households where they are undertaking a caring role are supported to get the right support.		Number of young carers who have a young carers statement	50	35	2019 data 136 young carers 35 YC Statement in 2019	Vulnerable children and young people's group
	Provide comprehensive support to families to maximise their income, increase their skills and access sustainable employment * shared target with IOM	31 March 2021	Number of instances of front line advice given	4500	4410	2019-20 4410	Citizens advice bureaux (CAB)
			Number of instances of specialist tribunal / appeal/ support given	700	750	2019-20 750	Council Welfare rights team (WRT) (reduced capacity by 1.2 FTE in 2019-20)
			Amount of household income gained	£3 million	£4.4 million	£4.4million 2018-19	WRT (reduced capacity by 1.2 FTE in 2019-20)
				£2.5million	£2.5 million	£2.5million 2019/20	CAB

		31 March 2021	Number of Intensive family support (IFS) families entering into an action agreement	10	0	New target	Intensive Family Support (IFS) programme – CLL and third sector partners
			IFS Participants no longer affected by debt as a barrier to social inclusion	10	0	New target	
			IFS Participants achieving positive outcomes (Employment and Education)	6	0	New target	
Ensure all eligible children are able to take up a high quality early learning and childcare funded place	31 March 2021	Increase the percentage of children attending funded providers that are evaluated as good or better across all 4 care inspectorate evaluation themes	90%	83%	January 2020 – 83%	Early Years Subgroup	
		Increase the number of eligible two year olds that are taking up their early learning and childcare entitlement	190	180 (2019/20 target)	2018/19 – 160 2019/20 – 180 (target)	Early Years Subgroup	
		Ensure that all eligible children are able to access an 1140 hour funded ELC place	At least one 1140 hour place available in each of the 4 learning communities	New measure	New measure	Early Years Subgroup	

			within their learning community				
	Create a Midlothian family learning strategy that encourages family members to learn together, with a focus on intergenerational learning, and enables parents to learn how to support their children's learning/development.	31 March 2021	Increase the number of practitioners trained in Parents Involved in their Children's Learning (PICL) approach	130	70	2019/20 – 70	Early Years Subgroup
			Increase number of families engaged in family learning activities	1000	TBC (2019/20 data)	2018/19 – 794	Early Years Subgroup
	Monitor and review the Corporate Parenting action plan	31 March 2021	% of CP actions are on target	95%	2019 data	2019/20 Corporate parenting Plan	Vulnerable children and young people's group
	Reduce or maintain the length of time it takes to find permanent placements for children and young people looked after away from home	31 March 2021	Length of time to permanence decision	95% have a permanence decision in 33 weeks	73% of these decisions was taken within 33 weeks	New measure	Vulnerable children and young people's group

Reference Code	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
GIRFEMC – Increased number of care experienced children and young people will receive timely and effective support when they need it (3 year priority)							
Reduce the time taken to find permanent placements for children and young people looked after away from home (1 year priority)							
	Monitor and evaluate the Permanence and Care Excellence (PACE) programme	31March 2021	Annual evaluation undertaken	1 annual evaluation report	New measure	New measure	Vulnerable children and young people's group
	Review the number of teenage pregnancies in CEYP population	31March 2021	Review of data completed	1 review completed	0	New measure	Vulnerable children and young people's group

IMPROVING OPPORTUNITIES FOR THE PEOPLE OF MIDLOTHIAN PARTNERSHIP (IOM PARTNERSHIP)

Improving Opportunities for People Midlothian Plan 2020/21

The long term aim of the IOM Partnership is to build resilient and empowered communities, and reduce poverty and inequalities.

IOM Partnership Strategic Needs Assessment 2019

The full 2019 strategic assessment can be found at:

https://www.midlothian.gov.uk/downloads/download/381/community_planning_-_strategic_assessment

There are 3200 workless households in Midlothian (11.6%) exactly the same as the Scottish average. Data for how many children live in such households is not available as the Office for Nation Statistics considers this data too small to be reliable

Gross weekly pay for full time workers, (based on residence rather than workplace) shows Midlothian residents earn on average £552.50 a week, Scottish average earnings for full time workers per week is £577.70, with a UK average of £587.00.

Midlothian residents earned on average £25.20 less than the Scottish average in 2019. In 2018 this gap was £28.00 less, in 2017 only £5.00 less, but in 2016 £29.00 less, and in 2015 £30 less. Lower wages have been a consistent feature for Midlothian residents since 2002 when the gap was £49.00, the peak gap was in 2008, the year of the global economic crisis when the wage gap rose to £61.90 lower than the Scottish average.

Unemployment in Midlothian has decreased overall between 2008 and 2019, from 2,200 to 1,500(3.2%), which is lower than the Scottish average figure of 3.9%. The unemployment rate for 18-24 year olds has fallen from 2015-16 (14%) to 4.4 % , just above the Scottish average of 4.3%. 93.9% of all 16-19 year olds are actively engaged, with 64 % participating in education, 27% in employment and 2.9% other training and development.

The proportion of school pupils entitled to free school meals is 37%, just below the Scottish average (38%). Around 11,600(21%).of people in Midlothian have work-limiting disabilities, which is in line with the Scottish average proportion.

There are 9,900 people in Midlothian who are economically inactive (18.1%) which is 4.3 % lower than the Scottish average. 2,300 out of these 9,900 local people indicate they wish a job.

The jobs density figure, which represents the ratio of total jobs to population aged 16-64 is 0.63 in Midlothian lower than the Scottish average figure of 0.82 ,. If the density figure was 1 then that would mean that there was one job for every working age person in Midlothian, so a density figure of 0.63 being lower than the Scottish figure means that there are fewer jobs available in Midlothian for residents than the Scottish average.

5200 (9.4%) people of working age in 2019 were claiming an 'out of work benefit', of whom 4010 were claiming a disability/ long term illness related benefit,490 job seekers allowance (a legacy benefit being replaced by Universal Credit) , 630 lone parent benefit and 940 carers allowance

IOM Priorities 2020/21

In light of the above strategic needs assessment, and as a result of the IOM Partnership undertaking a significant review of its strategic priorities, actions and associated performance measures during 2019/20, the following seven strategic priorities were agreed for 2020/21 and beyond:

- The number of households in poverty across Midlothian is reduced**
- The number of children living in households in poverty is a reduced**
- Employers in Midlothian deliver fair work practices and offer the living wage**
- Participation measures for young people over 16 increase**
- The qualification levels of people in Midlothian increases**
- The annual turnover of third sector organisations and volunteering rates increases**
- Health inequalities for people in Midlothian are reduced**

IOM Planning Framework 2020/21

The IOM Partnership Strategic Action Plan (see below) describes a range of strategic actions, which will help deliver these strategic priorities, and a range of measures against which progress can be judged. In addition to the Strategic Action Plan, the IOM Partnership also has responsibility for developing, implementing and evaluating a number of other plans, many of which are statutory in nature. These include:

The Learning and Development in our Communities Plan 2018-21 (a statutory plan under the Education Act) the full plan can be found here:
https://www.midlothian.gov.uk/downloads/file/3084/learning_and_development_in_midlothian_communities_-_3_year_plan_2018-21

The action plan of Midlothian Financial Inclusion Network (MFIN)

The Child Poverty Plan, required as a result of the new Child Poverty Act

The Third Sector Strategy, including the action plan of Social Enterprise Action Midlothian (SEAM)

The Midlothian Food Growing and Allotment Strategy

The IOM Strategic Action Plan is also based on the medium term priorities for 2019-22 in the Single Midlothian Plan, and the priorities identified by the residents of Midlothian in the 2019 Citizens Panel Survey.

Community and Third Sector

Key to the delivery of IOM Partnership priorities within Midlothian is the community and voluntary sector. This diverse and creative range of groups and organisations is coordinated by Third Sector Interface Partnership. The Interface is made up of three organisations: Midlothian Voluntary Action (MVA), the Social Enterprise Alliance Midlothian (SEAM), and Volunteer Midlothian. The Interface is represented at the IOM Partnership. Individual community and third sector organisations are also represented at all levels of the community planning partnership in Midlothian. The Midlothian Third Sector Interface Partnership works across the strategic areas of:

- Volunteering
- Social Enterprise
- Third and community Sector support
- Empowering and engaging local voluntary action

Reference Code	IMPROVING OPPORTUNITIES PARTNERSHIP – STRATEGIC ACTIONS PLAN 2020/21						Ownership Team
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	
IOM – The number of households in poverty across Midlothian is reduced							
IOM – The number of children living in poverty is reduced							
	Conduct a review of accessibility to Credit Unions for local people and feasibility of setting one up	31 March 2021	Pilot sessions run by Capital Credit Union to assess viability	3	New measure	New measure	IOM/Child poverty working group
	Provide comprehensive support to families to maximise their income, increase their skills and access sustainable employment	31 March 2021	Number of instances of front line advice given	4500	4410	2019-20 4410	Citizens advice bureaux (CAB)
			Number of instances of specialist tribunal / appeal/ support given	700	750	2019-20 750	Council Welfare rights team (WRT)
			Amount of household income gained	£3million	£4.4 million	£4.4million 2018-19	WRT (reduced capacity by 1.2 FTE)
				£2.5million	£2.5 million	£2.5million 2019/20	CAB
			Number of Intensive family support (IFS) families entering into an action agreement	10	0	New target	Intensive Family Support (IFS) programme – CLL and third
IFS Participants no longer affected by debt as a barrier to social inclusion	10	0	New target				

			IFS Participants achieving positive outcomes (Employment and Education)	6	0	New target	sector partners
IMPROVING OPPORTUNITIES PARTNERSHIP – STRATEGIC ACTIONS PLAN 2020/21							
Reference Code	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Ownership Team
IOM - Employers in Midlothian deliver fair work practices and offer the living wage							
	Provide comprehensive support to families to maximise their income, increase their skills and access sustainable employment	31 March 2021	Mapping exercise to identify number of living wage employers, action plan developed	1	0	New measure	Child poverty working group
		31 March 2021	Work with procurement to include living wage requirements in community benefit clauses	1	0	New measure	Child poverty working group
IOM - Participation measures for young people over 16 increase							
	Support senior “Champions Board” to increase participation for young people on continuing or through care/aftercare	31 March 2021	Number of young people on MIS system	15	New measure	New measure	CLL/ Who cares Scotland
	Work with DMYW board to ensure 5 new priorities are delivered in Developing Midlothian’s Young Workforce (DMYW) Plan	31 March 2021	Number of priorities delivered	5	0	New measure	DMYW board
	Ensure that transitional support is offered to young people from p7 to S1 and then for S4, 5, 6 who are at risk of leaving school without a destination	31 March 2021	Youth work offer in each cluster at no cost to participants for p6-s1	4 youth clubs ,	4	4	CLL/Third sector/ schools
			NOLB offers made	40	new measure	New measure	CLL/ schools

			Unknown's list average below 100	Under 100 average	108 average	New measure	CLL/ Skills Development Scotland
			PAVE programme numbers	56	50	50	CLL/schools
IOM - The qualification levels of people in Midlothian increases							
	Improve qualification levels for adults at levels SVQ1 and 4 and sustain qualifications levels at SVQ2 and 3	31/3/21	Increase qualification levels at SVQ 1 by 1%	84.2%	SVQ 1 – 83.2%	88.2% 2016 87.7% 2017 83.2% 2018	CLL/FE
		31/3/21	Increase qualifications at SVQ level 4 by 1%	40.6%	SVQ 4 – 39.6%	38.6%2016 42.0% 2017 39.6% 2018	CLL/FE/PTLM
		31/3/21	Decrease number of people with no qualifications by 0.5%	8.6%	No qualif. – 9.6%	6.4% 2016 7.2%2017 9.6% 2018	CLL/FE/
IOM - Third Sector organisations and volunteers have improved skills, resources, and knowledge to achieve positive change							
	Deliver one to one business support, information and training to around 300 third sector organisations and individuals per year.	31/3/21	Number of instances of assistance	300	300	New measure	TSI/CLL
	Deliver an annual TSI training programme, of 10 training events		Number of training events delivered	10	9	11 18/19 9 19/20	TSI/CLL
	Collaborate with Midlothian Council to deliver the 1 year actions in the revised Midlothian Third Sector Compact		Number of action in Compact implemented	8	New measure	New measure	TSI / Council

IOM - Health inequalities for people in Midlothian are reduced							
	Deliver actions to contribute to the whole system approach to type 2 diabetes prevention in Midlothian		Participate in workshop to prioritise and agree actions for change	1 workshop	0	New measure	IOM
			Provide quarterly update on progress in relation to action plan	4 updates	0	New measure	IOM
			Review and adapt plan once actions are completed (whole system working is an interactive process)	1 adapted plan in place embedding diabetes type 2 prevention	0	New measure	IOM
	Provide capacity building support to the Midlothian workforce to develop a prevention confident staff		Provide learning sessions to statutory and third sector partners increasing their knowledge and understanding of health inequalities	10	0	New measure	IOM

SUSTAINABLE GROWTH

The CPP merged into one theme three complementary dimensions of ‘promoting economic growth’; ‘ensuring a sustainable environment’; and ‘developing housing to meet communities’ needs’. It has been challenging bringing all three components together. These three components are the underpinning principles of planning legislation in Scotland. It was the view of the CPP that by aligning the structure of the CPP in this way there would be opportunities for improved links between the Community Planning and local development planning processes. Progress has been made in linking the outputs of neighbourhood planning to the development planning process. Early work has started on replacing of the Midlothian Local Development Plan (adopted 2017). However, the decision by Scottish Government in 2019 that SESplan 2 not be approved has left uncertainty over the future level of strategic housing and growth requirements in Midlothian.

New national Planning guidance and regulations are being prepared to help implement the new Planning (Scotland) Act 2019. Draft guidance is expected during 2020. A draft National Planning Framework no. 4 is expected to be published by Scottish Government in summer 2020. The new National Planning Framework, when finalised, will set out the development requirements for an area. The new Planning (Scotland) Act 2019 introduces the opportunity for Local Place Plans to be prepared by local communities for their area. They can set out a vision for an area, uses of land and aspirations for development. These plans need to conform the Local Development Plan but will not be part of the Local Development Plan. The Local Development Plan needs to take account of local place plans. The expectation and aspiration is that this further bring together community planning and development planning strengthening public engagement in the latter, and building on Community Empowerment Act principles.

Strategic development requirements in SESplan 1, and previous Structure Plans, have created significant development allocations, notably for new housing, in Midlothian. This has created rapid expansion in Midlothian across two development corridors (A701 and A7/A68) and the Shawfair area. The 2008/2009 financial crisis and previous infrastructure issues (particularly water and drainage) reduced the speed of new homes coming forward previous development allocations coming forward. In recent years the speed of delivery from these development sites has quickened. Therefore this, combined with delivery of housing sites from the more recent allocations in the Midlothian Local Development Plan (2017) has created very significant new housing development across Midlothian. It has meant Midlothian is and has been for a while the fastest growing Council area in Scotland.

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

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

Developing the Midlothian Economy

As Scotland's fastest growing local authority, Midlothian has both challenges and opportunities to meet to ensure the agenda for sustainable and inclusive growth. Over the course of the last year, the Council and its partners consulted with the public, private and third sectors widely through development of its Strategy for Growth 2020-25. The strategy seeks to grow and harness opportunities in partnership with the CPP and local business base, and to ensure inclusivity and sustainability is at the heart of its ambition.

Through ambitious actions and setting the standard by pioneering a Carbon Charter, it will encourage businesses to follow and embed sustainability in their actions and work with communities and developers to exploit sustainable energy solutions fit for our areas of the future. The Council and its partners seek to build on 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 developing the local economy. Midlothian 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 locating in Midlothian.

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 still possible '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.

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

Unemployment in Midlothian has decreased overall between 2008 and 2019, from 2,200 to 1,500(3.2%), which is lower than the Scottish average figure of 3.9%. Full time workers earn £22.50 less than the Scottish average.

There were 2110 enterprises employing less than 10 people in Midlothian, in 2019, representing 87% of the total number of Midlothian enterprises. 275 Midlothian enterprises employed between 10 and 49 staff, 35 between 50 and 249 staff and 5 over 250 staff. An enterprise can be thought of as the overall business, made up of all the individual sites or workplaces. It is defined as the smallest combination of legal units (generally based on VAT and/or PAYE records) that has a certain degree of autonomy within an enterprise group.

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 largest employment sectors in Midlothian in 2019 were wholesale/ retail- 19.4% (6000 employees), Education- 11.3% (3,500 employees), Health/ social work 11.3% (3,500 employees) , manufacturing 9.7% (3,000 employees) , Construction 8.1% (2500 employees) , public administration including defence 8.1% (2500 employees) and Professional/ scientific /technical 8.1% (2500 employees). By contrast Midlothian contains only 0.8 % financial and insurance sector (250 employees), 0.1% mining / quarrying (40)

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

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

Priorities for 2020/21 are:

- Support for business; maximising the socio-economic benefits associated with growth, including development of our jet sectors and spin offs from the City Region Deal.
- Driving forward inclusive economic growth by working in partnership with stakeholders, and ensuring business community benefits in the supply chain to maximise opportunities for local people.
- Maximise opportunities for business development in Midlothian; looking to reduce the current trend of our migration for the jobs market and to promote the area's offer and harness inward investment potential.

City Region Deal

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

NATURAL ENVIRONMENT

Production of a new Midlothian Local Biodiversity Action Plan (LBAP) was a delivered action for 2018/19. Delivery of LBAP actions continued in 2019/2020 and are programmed for this Single Midlothian Plan in 2020/21. It is very important that LBAP actions continue to be delivered by partners. One of the objectives of the Midlothian Local Biodiversity Action Plan is to engage the public in more biodiversity events to increase engagement with and understanding of biodiversity matters. This has been done in 2019/2020 and continues into 2020/2021. The Council's planning department has worked with partners on preparing Nature Conservation planning guidance. This document is expected to be adopted by the Council in 2020. It will be a material consideration in the assessment of planning applications.

The Midlothian Green Network Supplementary Guidance, prepared with partners and adopted by Midlothian Council in 2018, continues to support green and blue infrastructure and facilitate active travel in Midlothian. It was prepare as a requirement of the Midlothian Local Development Plan (2017).

ACTIVE TRAVEL

Active Travel, viewed as walking, cycling and now bus travel, is important for a range of environmental, health and recreational reasons. Its importance is increasing and is therefore a priority for a range of partners. This plan captures a very small amount of work occurring in this area and identifies were partners are working together in partnership. Active travel is increasingly important for the layout, location and connectivity of new development.

HOUSING IN MIDLOTHIAN

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

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

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

Rapid rehousing is about taking a housing-led approach for rehousing people that have experienced homelessness, making sure they reach a settled housing option as quickly as possible rather than staying in temporary accommodation for too long. Transition to a rapid rehousing approach means that some local authorities and partners will have to redress the balance of housing and support options that are available, and how quickly they are accessed. Each local authority has been asked by the Scottish Government to prepare a Rapid Rehousing Transition Plan demonstrating how they will move to a rapid rehousing model over a term not longer than five years. This will need to demonstrate not only how homelessness demand will be addressed, but also how any backlog of demand from homeless households currently in temporary accommodation will be addressed.

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

Reference Code	SUSTAINABLE GROWTH 2020/21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Team
Support for business; maximising the socio-economic benefits of projects including the Borders Railway and infrastructure developments and spin offs from the City Region Deal.							
Driving forward inclusive economic growth by working in partnership with stakeholders, and ensuring business community benefits in the supply chain to maximise opportunities for local people.							
	Encourage innovation and continue to work with Business Gateway, Scottish Enterprise, and Scottish Development International endeavouring to maximise growth client potential for the region.	31/3/21	List of growth potential business created, up to date and in use	1 list created in use and up to date	0	0	Scottish Enterprise/ Midlothian Council
	Work with key groups of business start-ups to increase economic activity	31/3/21	Increase the number of business start-ups assisted	200	155	155	Business Gateway
	Review public services procurement arrangements to identify a baseline of local procurement from Midlothian businesses	01/12/20	Ensure alignment with Procurement strategy and promote Supplier Development Programme through bi-annual events	1 Baseline established First Biannual event held	To be established by November annually	0	Sustainable growth partners
	Deliver on the strategic objectives as set out in the Council's Strategy for Growth 2020-25 Report annually through the CPP's Sustainable Growth theme	31/3/21	80% of actions on target by end of 2021	80%	New Measure	0	Midlothian Council (lead) and Sustainable growth partners

	Increase take up of economic land supply along the Borders Rail corridor which comprises Shawfair, Dalkeith, Bonnyrigg, Rosewell, Newtongrange and Mayfield/Easthouses, Gorebridge, Pathhead)	31/3/21	% of hectares of available land in the corridor taken up. Reviewed through the LDP process and annual land audit. Annual Report on promotion of economic land as part of Borders Rail blueprint programme	Data Only	1.4%	1.4%	Midlothian Council and Landowners
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Maximise opportunities for digital connectivity to exploit Midlothian’s sustainable tourist offer and harness inward investment potential.

	Work with Midlothian businesses and MBTAG to exploit local tourist offer and increase inter-regional connectivity.	31/3/21	Development and launch of ‘Scotland Starts Here’ phone app and digital campaign. Ongoing support provided to Midlothian Tourism Forum via Econ Dev	Increase update of listings on the SSH app/website by 25 Midlothian businesses Increase membership to MTF by 20 Midlothian businesses	New measure	New measure	Midlothian Council/MBTAG/ Business Community
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	Create and develop a platform to showcase Midlothian’s prospectus of employment land, opportunity, quality of life, and potential for sustainable growth and expansion.	31/3/21	Locate in Midlothian website commissioned and recruitment underway for a Digital Officer to support this		New measure	New measure	Midlothian Council/Business Community
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SG Sustainable town centre regeneration(3 year outcome)

Support regeneration of Town Centres (1year action)

	Improve the viability, vitality and environmental quality of Penicuik Town Centre by; <ul style="list-style-type: none"> Continued implementation of the Penicuik Heritage 	31/3/21	Take up of grants by building owners for the repair and restoration of their buildings, including Scottish Government Town Centre Capital Fund	4 Annual Measure	2	2	Penicuik Heritage Regeneration Project Team/Midlothian Council
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	Regeneration project (TH and CARS project) – need to secure funding from The Heritage Lottery Fund and Historic Environment Scotland Investing in the long term future of the Town Hall building						
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SG Deliver LEADER projects (EU funding programme) (1 year action)

	Encourage Tyne Esk LEADER Programme applications from Midlothian eligible areas	31/3/20	Percentage of LEADER funds allocated	80%	34%	17/18 34% 18/19 15.85%	Leader Action Group (LAG)
		31/3/20	Number of community facilities created	5	0	17/18 4 18/19 1	LAG
		31/3/20	Number of community facilities improved	5	0	17/18 0 18/19 0	LAG

SG - More social housing has been provided taking account of local demand(3 year outcome)

SG - Homelessness has reduced, and people threatened with homelessness can access advice and support services(3 year outcome)

SG - Deliver further affordable housing (1year action)

	In partnership between the Council, Registered Social Landlords and private developers, deliver 339 new affordable homes	31/3/21	Number of new homes completed	339	New combined measure	New combined measure	MC Housing/ RSL's/ Developers
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	Investigate accelerated development of affordable housing via use of innovative approaches and consequent economic benefit	31/3/20	Number of units currently under construction -	17	0	16/17: 80 17/18: 114 18/19: 0	Housing/ RSL's/ Developers
		31/3/20	Number of Units complete	1 - Annual Measure	20	16/17: 0 17/18: 114 18/19: 20	MC Housing/ RSL's/ Developers
	Develop 21 affordable housing properties to meet specialist needs	31/3/20	Number of other specialist provision housing units complete	1 Annual Measure	3	17/18 : 2 18/19: 3	MC Housing/ RSL's

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

SG Increase walking and cycling (1 year action)

	Undertake active travel promotional work - these will help address and prevent obesity and type 2 diabetes	31/3/21	Number of schools engaged in Smarter Choices programme	6	New measure	0	Midlothian Council/Midlothian Schools/ Living Streets/ Cycling Scotland
		31/3/21	Roll out electric bike sharing scheme at Eskbank train station and Dalkeith town centre	2 locations established	0	0	Midlothian Council/ Sestran
		31/3/21	Undertaking of nine day Outdoor Midlothian Festival in August 2020 – including walking and cycling	1 outdoor Midlothian festival takes place	New measure	0	Midlothian Council/ Community Groups and

							Individuals/Business
		31/3/21	Promotion of Dalkeith/Penicuik walking/cycle route for green flag status and environmental improvement	1 Green flag achieved for Dalkeith- Penicuik route	New measure	0	Midlothian Council/Community Groups and Individuals/Business
	Raise awareness of energy saving or fuel poverty advice and assistance schemes.	31/3/21	Increase the number of households accessing energy saving or fuel poverty advice and assistance schemes.	2,500	1,800 2013/14	16/17: 2449 17/18: 2583 18/19: 2131	MC Housing/ Third sector partners

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

SG Promote Biodiversity (1 year action)

	Promote the restoration and creation of pesticide free, flower rich habitats in the countryside and urban areas	31/3/21	Create at least 2000m ² per year of pollinator habitat	2000m ² per year of pollinator habitat	New measure	0	Midlothian Council/ Local Community
	Produce management plans for three Local Biodiversity Sites	31/3/21	Produce three site management plans	3	3	3	Midlothian Local Biodiversity Plan Partners

	Run workshops on promotion of biodiversity knowledge and enhancement, including workshops on the construction, installation, maintenance and monitoring of homes for wildlife in gardens and greenspaces	31/3/21	1 workshop per delivery partner (4 in total)	4	New measure	0	Midlothian Local Biodiversity Plan Partners
	Promote removal/ modification of fish barriers on the River North Esk	31/3/21	Remove or modify 1 barrier	1	New measure	0	SEPA, owners, communities and businesses supported by the Midlothian Biodiversity Partnership

SG - Environmental limits are better respected, especially in relation to waste, transport, climate change and biodiversity

SG – Climate Change (1 year actions)

	Establish a Climate Emergency group in the Midlothian Community Planning Partnership	31/3/21	Replace the current Sustainable Development theme “Environment” group	1 new group established	New measure	0	Midlothian Community Planning Partnership and associated members
	Investigate a Sustainable Growth Agreement (SGA) between Midlothian Council and SEPA	31/3/21	Investigation has occurred Midlothian Council and SEPA. Note: an SGA was produced in 2019 between the Council and SEPA for the Shawfair development area	1 SGA agreed	New measure	0	Midlothian Council and SEPA
	Investigate identifying tree coverage on community planning partners landholdings using appropriate software	31/3/21	Begin to identify tree coverage on land holdings of partners	Tree coverage record established	New measure	0	Midlothian Community Planning Partnership

EQUALITIES

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

Success/failure to meet this overarching outcome will be reported on to the Community Planning Working Group and Board throughout 2020/21 and to the Equality & Human Rights Commission by 30 April 2021.

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

Getting it Right for Every Midlothian Child

- Undertake a mapping of social and public mental health support for children, young people and young adults in Midlothian
- Engage children, young people, parents/carers and families in genuine participation, together co-designing a better mental health support system
- Undertake Tests of Change that strengthen community-based mental health support
- Continue to build confidence and knowledge in trusted adults through delivering training in Mental Health First Aid and raising awareness of tools that support good mental health
- Support parents/carers understanding of the benefits and risks associated with using technology with under 5s
- Ensure children have a healthy start to life through adopting a holistic, early intervention and prevention approach. This includes supporting breastfeeding, improving nutrition, emotional wellbeing, parenting skills, healthy nutrition, oral health and a more active lifestyle.
- Contribute to working with young people affected by domestic abuse, parental alcohol or drug misuse
- Develop and embed best practice to support pregnant women who smoke to quit.
- Contribute to the proportion of children and young people who feel safe in their homes, communities, schools and online
- Work with partners to ensure that children in their early years receive appropriate services/timely interventions
- Ensure that all children and young people who live in households where they are undertaking a caring role are supported to get the right support. Provide comprehensive support to families to maximise their income, increase their skills and access sustainable employment * (shared target with IOM)
- Ensure all eligible children are able to take up a high quality early learning and childcare funded place
- Create a Midlothian family learning strategy that encourages family members to learn together, with a focus on intergenerational learning, and enables parents to learn how to support their children's learning/development
- Monitor and review the Corporate Parenting action plan
- Reduce or maintain the length of time it takes to find permanent placements for children and young people looked after away from home
- Monitor and evaluate the Permanence and Care Excellence (PACE) programme
- Review the number of teenage pregnancies in CEYP population

Improving Opportunities for People of Midlothian

- Provide comprehensive support to families to maximise their income, increase their skills and access sustainable employment * (led by IOM -shared target with GIRFEMC)
- Conduct a review of accessibility to Credit Unions for local people and feasibility of setting one up
- Provide comprehensive support to families to maximise their income, increase their skills and access sustainable employment
- Support senior “Champions Board” to increase participation for young people on continuing or through care/aftercare
- Work with DMYW board to ensure 5 new priorities are delivered in Developing Midlothian’s Young Workforce (DMYW) Plan
- Ensure that transitional support is offered to young people from p7 to S1 and then for S4, 5, 6 who are at risk of leaving school without a destination

Adult Health & Care

Older People

- Identify frail people and provide early intervention using GP, and health and social care data.
- Strengthen the Ageing Well project to help reduce isolation and promote activity.
- Strengthen systems to reduce numbers of people being delayed in hospital e.g. Flow hub.
- Through the development of Intermediate care services, improve the care planning system both to simplify and fully involve service users.

Mental Health

- Reshape the rehabilitation pathway.
- Enhance mental health services in Primary Care including the expansion of the Access Point.
- Review the use of mental health older people’s beds in the Community Hospital and look to enhance community based supports.
- Refresh the local suicide prevention plan.

Physical Disability

- Plan for the implementation of changes to the Welfare Benefits system in Scotland.
- Plan for and deliver the provision of free personal care for under 65s.
- Contribute to the re-provision of Astley Ainslie Hospital including strengthening community based services.
- Continue to strengthen the provision and accessibility of information about services and supports.

Learning Disability

- Commission new build housing for people with learning disability using clustered models supported by technology enabled care.
- Implement a range of changes to the provision of day services including more local services and more age appropriate services.
- Develop community based services using Positive Behavioral Support for people with complex care needs

Autism

- Introduce a local “Guide to Autism”.
- Devise a mobile app to discover Midlothian through the eyes of people with complex needs.

Justice Service

- Supporting families through the Safe and Together service by working with perpetrators of domestic abuse.

Substance Misuse

- Improve services, especially for people with dual diagnosis of mental health and substance misuse, through the Recovery Hub.
- Increase the role in treatment and support services of people with lived experience.

- Increase employment opportunities for people in recovery by improving engagement in education, training and volunteering.

Sustainable Growth Action Plan

- Deliver on maximising projects through the Integrated Regional Employability Strategy(IRES) offer, to deliver jobs and training relevant to the skills base and needs of local employers.
- In partnership between the Council, Registered Social Landlords and private developers, deliver 339 new affordable homes
- Investigate accelerated development of affordable housing via use of innovative approaches and consequent economic benefit
- Develop 21 affordable housing properties to meet specialist needs
- Raise awareness of energy saving or fuel poverty advice and assistance schemes.

Safer Communities (Community Safety and Justice Partnership)

- Raise awareness of Violence against Women and Girls with services and communities
- Develop substance misuse services to reduce immediate harm, future harm and promoting recovery
- Launch ALISS database of services for Midlothian to raise awareness and understanding of the range of community-based services that are available
- Create / develop an automatic referral process to third sector support agencies with a focus on males aged 18-26 with mental health and substance misuse issues (who are on Community Payback Orders)
- Use Midsafe money to fund a youth project with specifics around educating parents and family relationships.
- Encourage Midlothian Community Justice partners to support the Y2K (youth work) 180 Project by delivering relevant input.
- Build stronger links with Department of Work and Pensions, Welfare Rights and Skills Development Scotland and ensure better access to their services by creating drop-in clinics at Number 11
- Implement 'Housing First' in Midlothian.
- Develop new ways to engage with and support younger people in substance misuse treatment services.
- Continue to develop the SPRING service (for women)

Reference Code	EQUALITIES 2020/21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
	Contribute in terms of equality issues & initiatives to the Midlothian Equality Plan 2017-21	31/3/21	Evidence of equalities work/issues from 5 thematic partnership groups and sub groups is reflected in the minutes of these groups	5	5	None	Community Planning Working Group
	Address significant health inequalities relating to increased risk of type 2 diabetes in South Asian population	31/03/21	Number of health groups operating	1 men's group established to add to women's group	1 South Asian women's group established	0	CLL Equalities Engagement Officer/ MMCC/ Community Planning Partners
	Establish a pilot project which raises awareness of the environmental impact of period products and promotes "plastic-free periods" whilst recognising socio-economic barriers and addressing period poverty.	31/03/21	Increase the number of people accessing a more environmentally-friendly/ sustainable choice of period product.	20 people	New – Baseline to be set this year	New measure	Council Equalities Engagement Officer, Community Planning Partnership

Reference Code	EQUALITIES 2020/21						Ownership
	Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
	Find opportunities for equalities characteristics groups to maximise influence by working together	31/03/20	Number of joint working actions undertaken (projects)	3 actions	3	3	CLL Equalities Engagement Officer/ Midlothian Peoples Equalities Group/
	Work in partnership to plan and prepare Midlothian LGBT+ PRIDE parade 2021	31/3/21	Funding secured, working group established and planning of event underway.	1 event planned	0	New measure	CLL Equalities Engagement Officer; CAB; MYPAS; Health in Mind; Community Planning Partners
	Increase community awareness of funeral planning and prevention of funeral poverty.	31/03/21	Awareness raising event , “ Good life , Good death , Good grief”	1 event held in year	2 events held in 2019/20	1 event in 2018/19	Faith Communities Partnership, CLL Equalities Engagement Officer, Community Planning Partners