



Children's Services, Partnerships & Communities Service Plan 2020-21

Our vision is to improve families' lives by giving them the support they need, when they need it.



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1. Introduction

The Children's Services Partnership & Communities Plan provides a picture of the Service's planned activities for the period 2020-21. It contains:

- how Children's Services, Communities and Lifelong Learning will deliver the strategic priorities set out in the Single Midlothian Plan for the period 2020/21;
- how Children's Services, Communities and Lifelong Learning is demonstrating Best Value and ensuring that it provides value for money through the use of benchmarking or other external service comparison exercises; and
- progress in implementing priorities identified through self-evaluation, external audit and inspection or equality impact assessments.

Our integrated approach to Children's Services means that Communities and Lifelong Learning as well as Education sit within one Council Directorate. This approach allows us to best respond to meeting the needs of children, young people and families and provides a sound basis for us to achieve our vision and aims.

The Single Midlothian Plan (Council Plan) is the overarching plan, which has three identified priorities:

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

The Getting it Right for Every Midlothian Child Board (GIRFEMC) and Integrated Children's Service Plan 2020-2023, identified the following outcomes below as priorities for the next three years:

- Increase the numbers of children and young people receiving timely and effective support
- Increase numbers of children who feel safe, healthy and resilient
- Increase numbers of care experienced children and young people receiving timely and effective support.
- Reduce inequalities in learning

During 2019 there was a Senior Management restructure. Children's Services are responsible for the delivery of social work services to children and families and community lifelong learning. The service is led by the Chief Officer, Joan Tranent, for Children's Services, Partnership and Communities. The People and Partnership Directorate is led by Executive Director, Fiona Robertson, who has lead responsibility for Education.

The services included within Children's Services Partnership and Communities are:

Early Intervention & Prevention
Statutory Social Work services
Fostering & Adoption Services
Kinship Care
2 x children's houses
Hawthorn Family Learning Centre
Community Learning & Development

2. Overview of the Service

Early Intervention and Prevention Teams:

There are three Early Intervention and Prevention Teams consisting of Social Workers and Children & Family Practitioners who report directly to a Team Leader. Early intervention is the first point of contact for new referrals into Children's Services. Early intervention workers provide advice to referrers including family members and other professionals to ensure children are safe and families are provided the right support at the right time. The teams work closely with the two Early Intervention and Prevention Development officers to ensure our partners are supported to understand the options for support across Midlothian.

The Early Intervention and Prevention Teams undertake work where it is identified that assessment and intervention is required. This includes voluntary support, assessments of need (including children with additional needs and/or disabilities), and child protection work. They carry a high level of child protection work and aim to provide intensive support to reduce the risks and support positive outcome. The teams are involved with cases for short to medium term support and work closely with the practice teams to ensure the right support is provided based on what best meets the needs of the child, young person and the family.

Early Engagement, underpinned by GIRFEC, should ensure that fewer children need to become looked after over the longer term. Supporting families to ensure that children have the best start in life and ensuring that families get the appropriate support at the right time can prevent difficulties arising or escalating. However, some families may still struggle and early engagement may mean earlier decisions are made to improve the situation for the child or young person sooner. The Early Intervention teams are an active part of the PACE and the introduction of a new structure and guidance for parenting assessments will support the early intervention and practice teams to work consistently.

We endeavour to shift the frontline workforce from a focus on procedures and process towards evidence based support and help. We shall continue to ensure that interventions with vulnerable and chaotic families are thoughtful, measured and outcome focused.

The yearly rise in referrals coming into the service is an area of concern with a 13% increase in 19/20 referrals from last year. Going forward we shall evaluate the impact of the 2017 service review towards the end of 2020 to ensure the teams are organised in a way that continues to meet the needs of a rapidly growing local authority. The evaluation shall also take cognisance of any area of development identified by the Care Inspectorate following our Partnership Joint Inspection of Children's Services which will conclude in May 2020.

2016/17 = 4155 referrals
2017/18 = 4319 referrals (4% increase)
2018/19 = 5028 referrals (16% increase)

Practice Teams

There are four Practice Teams consisting of social workers and children and family practitioners each reporting to a team leader. Two teams focus on working and supporting families with children under the age of 12 whilst the other two teams focus on supporting young people from 12 up to 26. Both teams work with children and young people who are on compulsory supervision orders at home, or are looked after away from home, in foster care, kinship care, prospective adopters or within our own or an external residential setting.

0-12 Team

The 0-12 teams work mainly with young children who are about to be removed from their family or who have been removed and permanence planning is underway. Below are the key areas of work over the past year:

Aim 1 – Children who are looked after at home for more than 2 years will have a looked after review looking at the whole period of time being looked after at home.

Aim 2 – Children who become looked after and accommodated will have a recommendation for Permanence (including a permanent return home) within 30 weeks of becoming looked after and accommodated.

Aim 3 – Children who have had recommendation for permanence away from home will have the decision ratified by the Agency Decision Maker within 14 weeks of the LAAC review recommended permanence.

Aim 4 – Court submissions will be lodged within 16 weeks of the Agency Decision Maker sign off.

12+ Team

The 12+ teams work with young people spanning from 12 to 26. As a result of legislation from the Children & Young People (Scotland) Act 2014 the duty upon local authorities in relation to continuing care means that we are working with more young people than ever before who, if eligible are entitled to support until the age of 26. The 12+ Team are working hard with partner agencies to manage a volatile and unpredictable client group. Young people aged 16-21 require a significant amount of support transitioning into adulthood particularly around issues to do with housing, employment and their own mental health. The Offender Management Group sits every 4 weeks and is a useful forum for discussing young people who are offending. The team works closely with the Midlothian Justice team and the court system in relation to youth justice statutory provisions.

Key areas of work over the past year are:

- The numbers of children placed in secure care over the past years has reduced
- The numbers of children placed in out-of-authority placements continues to decrease
- We are at the early stages of developing a new approach to addressing homelessness with care experienced young people
- We have developed a Continuing Care Policy.
- Working on establishing an Aftercare Procedure

Early Intervention and Prevention Development Officers

The Early Intervention and Prevention Development Officers roles form an important part of keeping lines of communication open between health visitors, nurseries, schools and children's services and have ensured a more consistent approach to wellbeing concerns and response to referrals, in turn helping to support better outcomes for children and their families by implementing timely and proportionate interventions.

Team around the Child (TATC) meetings are now embedded into practice and are regularly attended by a variety of multi-agency partners to consider all wellbeing concerns referred in relation to 0-12 years. The 12+ Development Officer attends all 6 high school wellbeing meetings on a 3 weekly basis. The impact of this work has included more consistent and streamlined processes across the local authority as well as continuity and consistency of service to the schools.

The service has responded to statutory changes in legislation including the implementation of the new Carers (Scotland) Act (2016). This places a duty on local authorities to formally recognise all Young Carers and offer them a Young Carer Statement, and supports where required. The eligibility criteria and assessment process (Young Carers Statement) is now in place and ongoing awareness raising has been undertaken via partner organisations and information posters and leaflets circulated Midlothian wide. In April 2019 a decision was made to decommission the existing Young Carers Service and planning is underway to develop an in-house service which will involve children, young people and colleagues from adult health and social care working together to ensure that our identified Young Carers are supported effectively.

As part of Faith Communities Partnership we have been active in further supports with household items, small items of furniture and linen and contributions towards children in need of warm clothing over winter. We have also held a Funeral Poverty Event which has addressed some of the issues facing families in their time of loss.

Midlothian Residential Services

Midlothian Residential has undergone a service re-design over the last year. Changes to our service delivery which were implemented from April 2019 have included increasing the number of senior posts to provide strong and clear leadership in both of our houses and changes to our rotas to be more child centred. It is early days to measure the impact of these changes but feedback from the staff and service users will be evaluated in April 2020.

We have relocated from Pentland Way in Penicuik to Ladybrae in Gorebridge. Our young people were very involved in the planning of the move, and have settled well into their newly refurbished house in Ladybrae. We now offer care and support to nine young people at Ladybrae and Woodburn Court between the ages of 10 and 21 years.

This year saw our full staff team take part in Motivational Interviewing and Safe and Together training. Through on-going training and development and close working with our colleagues in children and families, our focus is to enhance our relationship based practice, and the staffs' skills and knowledge in trauma informed practice. Over the coming year we will continue to build on our existing strengths, with the overall aim to improve outcomes for our care experienced young people.

As a result of the introduction of the Children & Young People (Scotland) Act 2014 legislation the Local Authority has a duty to provide care placements for eligible young people up to the age of 21 years. This is a challenge for us and we are currently looking at how best to support our young people who want to reside with us post 16 years of age. As a corporate parent the Local Authority and others have a duty to offer a service for all eligible young people. This has required a further commitment from our partner agencies such as Police Scotland, Health, Education and Children's Reporter in particular to devise a plan that advises Scottish Government how we are meeting this legal requirement. At the time of writing this report (Feb'20) we have three young people in continuing care within our residential service.

Family Placement Team

Fostering, Adoption and Kinship Care

The Family Placement Team have the responsibility for the recruitment and assessment of potential carers. Following successful screening, training and approval they offer ongoing support to all carers, ensuring that our carers are suitably skilled and supported to undertake this task. Foster carers and prospective adopters are a key part of children's services and allow children and young people to live within their local communities where appropriate and attend local schools or nurseries. We have robust monitoring of external placements to ensure that no child or young person is placed out-with the local authority until all other options have been exhausted. Given the duties upon Local Authorities to offer care placements to young people until the age of 21, we have developed a policy for Continuing Care

which was launched in October 2019. We are also looking at alternative options for after care which we hope to progress in 2020.

Alongside this we recognise that there is a need to try and attract more carers for the older age range of young people. As such we have run recruitment campaigns targeted at recruiting carers for young people in their teenage years. We are continually developing our recruitment campaigns in order to enable us to recruit foster carers, respite carers and prospective adopters.

Kinship Carers

Kinship carers like foster carers are an invaluable resource within our service. Since October 2017 to February 2020, we have accommodated 85 children under the age of 12, 65% of those have been placed in kinship care. Within Midlothian we strive to work alongside kinship carers ensuring that they are fully supported with the appropriate knowledge and skills to care for the child or young person placed in their care. An example of this was the plea from kinship carers to have early access to consultations with CAMHS (Child and adolescent mental health services) when a child was first placed with them. Whilst this service was available to foster carers it was not available to kinship carers, therefore we worked with CAMHS to undertake a pilot until December 2019. The findings from this shall influence how we take this forward into 2020.

Hawthorn Family Learning Centre

Hawthorn Family Learning Centre provides day care for children and family support. Staff work with parents to prepare and support them in parenthood, as well as with families who are affected with a disability. The centre currently provides day care for children 0-3 and is committed to supporting Early Years expansion in Midlothian.

We are in the process of setting up a project team to look at how Hawthorn Family Learning Centre can best serve the community. The project team will work closely with Education to increase placements and reintroduce universal 3-4 nursery placements. This expansion is part of the service's improvement plan to better meet the needs of the community. Consultation with staff, partners and service users has started to build a vision for the service and will continue in 2020.

Despite recent changes, staff continue to support families and our colleagues in children's services to support vulnerable families. The staff support parents pre-birth, to prepare and support them for the arrival of their babies and ensure that the home environment is also ready. Parents are encouraged to attend the centre and participate in all areas of their children's care. The Centre also supports Kinship and Foster Carers by offering them some respite while the child is at the Centre.

In addition Hawthorn provides groups for parent/carers including structured parenting groups, PEEPS, cooking classes, swimming, and baby massage as well as a range of formal and informal support in the form of outreach support within the family home. Families from all over Midlothian continue to use the service for support.

Hawthorn continues to work in partnership with Penicuik Family Learning Centre to provide local support to families in Penicuik. This project has been up and running since August 2017 and allows Hawthorn staff to support families from the Penicuik, Loanhead, Rosewell and Roslin areas within the Penicuik Family Learning Centre.

Independent Reviewing Officers

There are four Independent Reviewing Officers located at Eskdaill Court. The Independent Reviewing Officers review the plans of children and young people that are on the Child Protection Register and Care Experienced Children at home and away from home. These posts are pivotal in improving outcomes for children as the Reviewing Officer reviews care plans and highlights areas that are going well as well as raising issues where there are obvious gaps in the planning. Feedback from reviews

are given to both the Team Leader and social worker as a matter of course to ensure continuous improvement.

The Reviewing Team has developed a Quality Assurance Framework to make sure that everyone works to the same standards and aims to improve the quality of practice within Children's Services. As well as launching the Quality Assurance Framework, the team are also involved in the training and development of Children's Services staff, and partners from other agencies. Over the next year, the team is focusing on raising the profile and engaging more directly with children and young people, to listen to what they say about how their meetings can be better managed.

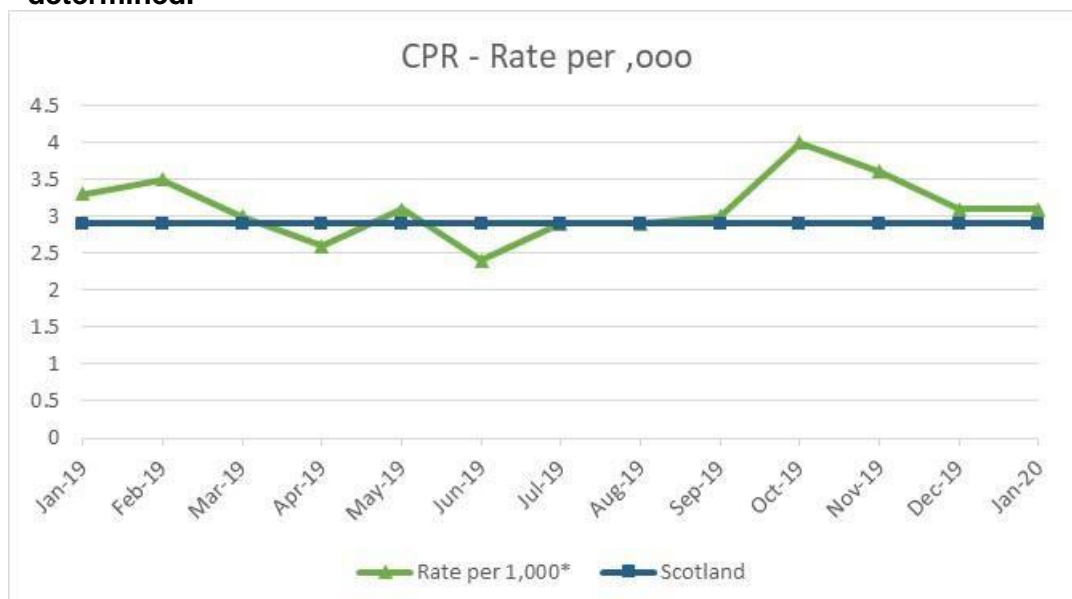
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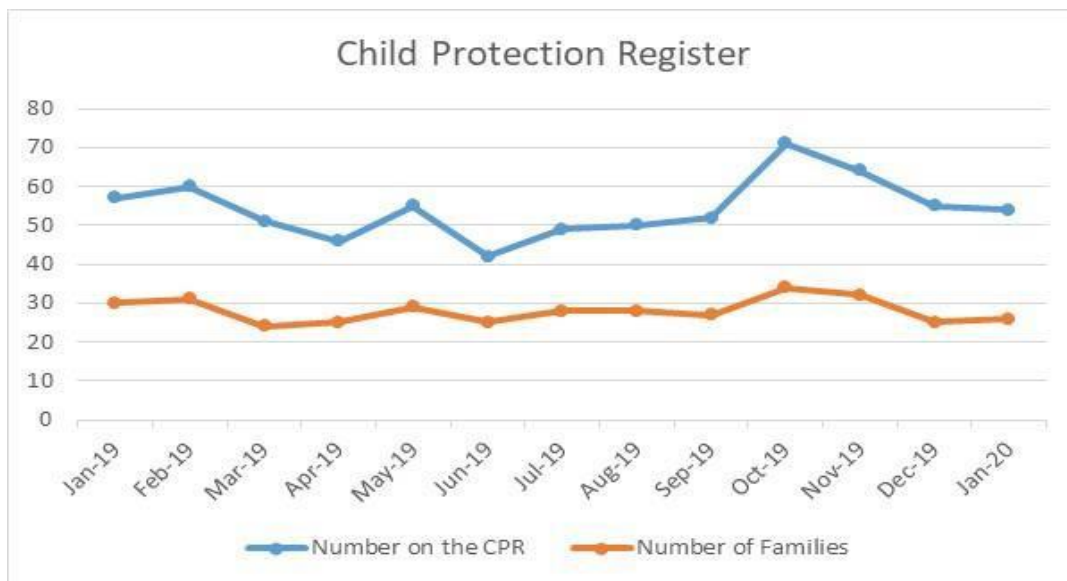
Part-year data 2019-2020

	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	July 19	Aug 19	Sept 19	Oct 19	Nov 19	Dec 19	Jan 20
Mid Residential	10	9	7	8	11	12	11	12	13	13	12	12	11
Non Mid Res School	7	7	6	5	4	4	4	3	3	3	3	3	3
Non Mid Res Unit	5	8	8	8	6	5	5	5	5	5	6	5	5
Secure	1	0	0	0	1	1	1	1	1	1	0	1	1
Supported	2	2	2	2	2	2	0	0	0	0	0	0	0
Mid Foster Care	46	45	43	43	46	46	49	53	55	58	58	57	55
Non Mid FC	16	16	16	16	15	15	15	15	13	13	13	13	13
Kinship	51	51	53	55	66	67	67	67	69	68	70	74	72
Total	138	138	135	137	151	152	152	156	159	161	162	165	160
Rate per 1,000*	7.2	7.2	7.0	7.0	7.7	7.7	7.7	8.0	8.2	8.3	8.4	8.5	8.2
Scotland	10.8	10.8	10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6	10.6

Child Protection

Throughout 2019 the number of children's names on the child protection register has remained relatively steady and generally sit around the national average. **Midlothian continues to be in line with the overall Scottish landscape where domestic abuse and emotional abuse continue to be the highest indicators of risk associated with child protection registration followed by parental drug misuse and neglect. There has also been a slight increase in mental health being determined.**





Community Planning, Improving Opportunities for the people of Midlothian

The wider field of community learning and development activity is co-ordinated for the Community Planning Partnership (CPP) by the Improving Opportunities for the people of Midlothian (IOM) thematic group.

Priorities and actions for the partners delivering “learning and development in our communities” are set out in a shared plan. This shared plan is a legal requirement placed on the Council by the Education (Scotland) Act 1980 as amended in 2013 (known as the CLD regulations).

The strategy and actions in this shared plan are linked both to current medium or long term goals identified by the IOM and to relevant priorities and actions for other Community Planning thematic groups. Priorities have been developed based on a regular annual data profiling and strategic assessment processes.

The sections within the Council’s “Children, young people communities and partnerships service plan” represents the parts of the shared plan that are delivered by the Council’s Communities and Lifelong Learning service created in 2019 by the merger of the Communities and Welfare Rights teams and the Lifelong Learning and Employability Service

CLL engage with people through: children’s and youth work, one to one support for vulnerable young people , adult learning, family learning, community development, vocational training, employment support, grant aid, enabling community groups to use powers in the Community Empowerment Act including participation requests , developing asset transfer proposals, participatory budgeting , locality outcome improvement planning.

CLL has 49 FTEs who work across 4 geographical clusters in 2 functional teams; Adults, Families and Communities and Youth and Employability. In addition there is a Contracts and Commissioning Officer and Equalities Engagement Officer.

3 Activity Review in 2019-20

Children's Services have shown improvement throughout 2019-20 and it is our intention to improve on this further. Inspection Reports and performance data evidence improvement in some areas of work which in turn is improving outcomes for our most vulnerable children and young people within Midlothian.

The Permanence and Care Excellence Programme (PACE) continued throughout 2019/20. PACE highlighted a further 4 aims following the successful piece of work which began in November 2017 and completed in October 2018, with a further 4 aims identified as detailed earlier in the report. Phase 2 considered 4 points of a looked after child's journey through the looked after system.

The Permanence Overview Group (POG) meets on a 6 weekly basis. Whilst we have seen the number of children being referred to the Adoption and Permanence Panel significantly reduce, the POG provides a useful forum for Legal Services to provide updates on those cases that are in court.

Our local 'Framework for Permanence' has led to a reduction in waiting times experienced by children. Midlothian Council was selected to become a test site by Permanence and Care Excellence (PACE). Further to this we have updated our Learning and Development framework for Foster Carers.

The service has managed to refer 95% of accommodated children to a Permanence LAAC review. In our 2nd year this number dropped to 57%. The reasons for this were varied and in the vast amount of cases appropriate.

The Service successfully achieved Aims 1,3 and 4 as described in the early section of this report.

Promotion of our outcome focused assessment within permanence has been an achievement over the past year. Given the success of the two pilot cases work is now being rolled out across permanence work. This assessment incorporates the Form E, meaning less paper work and more time spend with children and their families to achieve the best results. The outcome of this piece of work is one assessment tool (outcome focused assessment, plan and core details) and approach is used from entry to exit to children's services.

It has been another successful year for Safer Families with an increase in the number of referrals and the support they offered to prevent children being accommodated.

Safe and Together Training has been introduced for staff.

The Service has maintained below Scottish average statistics for children Looked After away from home.

The Service has had relatively static numbers over the year of children on the Child Protection Register.

We are continuing to reduce the number of children and young people placed out-with Midlothian either in external foster or residential placements.

The adaptation of one of our residential houses in Penicuik to ensure three young people with severe and complex needs remain being educated and living within their local communities with family close by. This project is run by Barnados.

Ongoing work with Midlothian Early Action Plan (MEAP,) the successful recruitment of participation worker and additional pilots of change through the 100 day challenge.

Successful Prevent Peer Review which highlighted strong leadership from Midlothian Council

Receiving recognition of our work - Mind of My Own App Award

Embedding Safe Families for Children Service where more than **35** children and their families have been supported over the year to prevent family breakdown.

178 children have been discussed at Team around the Child meetings in the last year and partner agency supports have been put in place to support them and their families.

Arranging and supplying more than 578 weekly food parcels containing food for 5 days via our partners in local churches to families in need averaging more than 16 packs every week to a value of over £70 per pack, more that £40,000 in 2018.

More than 199 Easter holiday food packs were supplied and over the school summer holiday 973 food packs were supplied for children who would normally be in receipt of free school meals. Christmas food hampers were provided and/or gifts were supplied to 218 children. The indicative cost (in comparison to cost of school breakfast / school lunches over 2018 equated to a value of £127,708.40).

Introduced the Food Alliance network in Midlothian bringing together food providers and other support agencies to support the Child Poverty and 'Beyond Foodbank' agendas. This local alliance now meets and has regular newsletters helping to plan, develop and support volunteers in Midlothian.

Ongoing work this year with the 'Ask' project within Penicuik as a model of support for people with various issues including poverty/ tenancy issues etc. has addressed more than 40 enquiries mainly around poverty and housing issues in conjunction with Sweet Dignity project based in Penicuik and Mayfield.

Links between the local authority and Y2K are strong. Whole systems Approach funding supported the 180 Project for young people at risk of offending in the local community.

In conjunction with the school nursing service, successfully trained 9 Children's Services staff, alongside all of the Educational Psychology staff and 8 staff from Lasswade High in Headstrong, a mental health programme for P7 children. This was delivered multi agency to all P7 classes within Lasswade cluster in 2018/2019 with the overall aim of it being delivered to every P7 child in Midlothian.

Develop a Prevention of Eviction procedure to help support families in rent arrears and to prevent court action and possible eviction. Joint work with Housing, With You (Previously Places for People) CAB, CAP and our local churches have helped support families on the brink of eviction.

4. Challenges within 2019-20

The challenges over the past year have been:

- Midlothian is the fastest growing Local Authority in Scotland which equates to more families moving into the area and an increasing number of the 0-15 age group which will result in the need for more resources.
- Relentless pursuit in reducing the number of children cared for and educated out-with Midlothian
- The impact of welfare reform and poverty on the children and families we work with in terms of reduced income and/or increased outgoings..
- Implementing the legislative changes required through the Children & Young People (Scotland) Act 2014 in respect of the 16-21 year olds in particular.
- Budget constraints, with increasing demands upon the service.
- Increasing number of referrals into Children's Services.
- Transition planning for young people with severe and complex needs.

4 a) MIDLOTHIAN COUNCIL - Children's Services & CLL

SERVICE FUNCTION	Budget	
	2019-20 £	2020-21 £
Children's Services Management	395,528	495,868
Children's Resources	6,844,583	6,894,157
Practice Teams	3,175,829	3,337,431
Early Intervention and Prevention Teams	1,490,538	1,375,693
MARG	4,032,946	4,032,946
Community Lifelong Learning	3,057,113	2,849,060
NET EXPENDITURE	18,996,537	18,985,155
SUBJECTIVE ANALYSIS		
Employee Costs	7,680,063	7,994,660
Premises Costs	133,042	121,642
Transport Costs	342,611	263,858
Supplies and Services Costs	367,770	200,986
Third Party Payments	6,738,566	6,852,417
Transfer Payments	4,080,455	4,254,688
GROSS EXPENDITURE	19,342,506	19,688,251
INCOME	345,969	703,097
NET EXPENDITURE	18,996,537	18,985,155

a) Budget and resource pressures affecting the Service

Following the decisions taken in the Council budget setting for the 2019/20 budget year the CLL part of this service plan has been revised to take account of the following significant changes in resources available:

A budget reduction has resulted in a 34% reduction in the total combined CLL staff team, reducing the number of employees by 21.

Over 3 years 2018/19, 2019/20 and 2020/21 the budget for the combined CLL service has been reduced by 50%

The Welfare Rights team has been transferred away from CLL to relocate in the Adult Health and Social Care Directorate, with effect from 1 February 2020 and with the team the commissioning budget of £250,000 is also transferring. This budget, formerly part of the revenue grants budget, contracts the CAB service in Midlothian.

Charges for adult learning classes were increased by 5% in 2017/18

The impacts of the decision to remove 33% of the revenue grants budget, managed by CLL (on behalf of all Council services) for third sector organisation support over a 3 year period reduced this budget from £1.5 million to £1 million by 2018/19. The transfer of budget to commissioning CAB's the grants budget for CAB services reduces the grants budget to £750,000 going forward.

Budget decisions to increase charges for hire of rooms/ spaces owned by the Council each year has also impacted on community groups active in the delivery of learning and development in our community. There have been above inflation rises (by 10% in 2017/18, then 4.79 % in 2018/19) and reduction in concessions for after school clubs (from free use to 8% of the standard charge by 2019/20). Charges for community and other public events using fields (gala days, fun days) were increased by 167% per hour or 128% per day in 2017/18.

A significant proportion of the CLL budget relates to income. This comes from contracts with skills Development Scotland, East Lothian Council and the Department for Work and Pensions for employability work, and from NHS Lothian for sexual health advice services for young adults. Further external funding comes from Scottish Government specific grants for employability work. Other income derives from internal resource transfers to undertake work for Education, Children and Families and from charges for lets of CLL managed community use buildings and adult learning paid classes.

Partnership working with Edinburgh College, third sector agencies, NHS Public health and community groups has enabled joint bids to be made for other external funding adding value to services the partners are able to deliver. The most recent evidence indicates a return on Council grant aid investment in third sector partners of £7.80 per £1.00.

b) Legislation/National Policy changes:

Duties placed on the Local Authority in relation to the Children & Young People's (Scotland) Act 2014, Corporate Parenting Duties (April 2015) legislative single planning process (August 2016). Continuing Care and Aftercare duties.

The Education Act 1980, section 2 (amended in 2013) states that there is a statutory duty to "provide adequate and effective community learning and development". Learning and Development activity in the community, regardless of who provides it, supports primarily disadvantaged or vulnerable groups and individuals of all ages to engage in learning, personal development and active citizenship with a focus on bringing about change in their lives and communities. The term – community learning and development - refers to a distinctive process of engagement and support within a learning content that is negotiated with learners. In June 2012, the Scottish Government issued the "Strategic Guidance for Community Planning Partnerships: Community Learning and Development", which tasks each local authority to provide a plan outlining how community learning and development will be delivered in that area. For the "Learning and Development in our Community" plan 2018-21, partners undertook a review of national and local policies to provide a context which shows how the plan meets the requirements and

expectations set out by Scottish Government, Education Scotland, and Midlothian's community planning partnership.

c) Management challenges:

- Ensuring all staff are aware of the financial pressures and the need for creativity and change whilst also delivering a professional and efficient service and maintaining a high quality standard.
- Mental Health Service – ever increasing demand.
- To build a resilient and professional workforce.
- Lack of appropriate support and resources for children and young people affected by severe and complex needs
- Threat to non-statutory services – negative impact upon the service as a whole
- Recruitment of experienced social work staff
- Increase in Scottish Child Abuse Claims work
- CLL service staffing and structure changes were implemented between March 2019 and 1 August 2019. Financially the service has delivered the savings required for 2019/20, and has an agreed budget for 2020-21 completing the savings required for the forthcoming year. The CLL service has worked with partners to complete a review of the 3 year shared plan for its final year, adapting targets to reflect the changes in resources. The template below set out the CLL service contribution to the shared plan.

d) Changes in Service Delivery:

The focus for Children's Services, Partnership & Communities going forward is one of a commitment to change how we do our usual business ensuring that we offer a more efficient way of working by utilising the skills, experience and knowledge of our colleagues in Community Lifelong Learning to provide a much more holistic service. Both service areas over the course of the next year shall consider how we work more collaboratively complementing the good joined up working that already exists. This new opportunity to have a greater understanding of a family as a whole to address issues around poverty, unemployment and benefits will promote our focus of ensuring a more relational style of working.

The ongoing pressures around budgets continues to be an area that will require ongoing scrutiny and overview. The need to ensure we continue to provide and promote the early intervention and preventative work to help us maintain a reduction in the number of complex and challenging cases that require more intrusive and costly forms of intervention is key going forward. We are also ensuring that we are working more closely with our third sector partners to ensure there is no duplication of work and that we are clear about our roles and responsibilities. Research clearly tells us that intervening earlier with many families in order to prevent the problems they experience escalating reduces costs in the longer term. Intervening when there is a crisis incurs high costs not only in relation to budgets but also in relation to poorer outcomes for children and their families.

The Council's Communities team and LLE teams have been merged into a single Communities and Lifelong Learning service, hereafter referred to as CLL. The CLL service has assumed line management responsibility for the creative arts services of the Council, comprising of posts in the central team and instrumental music instructors. This service has a significant budget saving target of £200,000 to achieve by 2022/23. The management capacity for the CLL service and welfare rights team has also been reduced. All administrative support posts except one part time post have been removed with functions being taken on by CLL trainees undertaking apprenticeships.

5. Equalities

The service plan has been subject to an Equalities Impact Assessment (EQIA). See Appendix D.

APPENDIX A: Single Midlothian Plan 3 year priorities 2020-21	
Midlothian Community Planning Partnership Board agreed that all partners will focus for the 3 years on how they can contribute to:-	
1	Reducing the gap in health outcomes
2	Reducing the gap in learning outcomes
3	Reducing the gap in economic circumstances
GETTING IT RIGHT FOR EVERY MIDLOTHIAN CHILD (GIRFEMC)/ INTEGRATED CHILDREN'S SERVICES PLAN 2020-2021 OUTCOMES	
1	Increase the numbers of children and young people receiving timely and effective support
2	Increase numbers of children who feel safe, healthy and resilient
3	Reduce inequalities in learning
4	Increase numbers of care experienced children and young people receiving timely and effective support
Children's Services Plan 2020-2021	
a.	Reduce the number of CEYP going into homeless accommodation
b.	Increase the number of children who remain at home or in kinship care
c.	Evidence further implementation of S&T model across the CS practice
d.	Offer income assessment and support to families impacted by poverty

APPENDIX B: Children's Services Service Plan 2020-21

Actions	Due Date	Performance Indicator	Target	Baseline	Previous trend data	Managed by
GIRFEMC – Increase the proportion of C & YP who feel safe in their homes, communities, school and online						
Reduce the number of Care Experienced Young People going into homeless	31/03/20	How Many CEYP under the age of 21 go into homeless How many CEYP under the age of 26 go into homeless	TBC			S McCallum
	31/03/20	Measure how many young people go into the Housing First Project through Midlothian Council Housing Scheme	TBC		New measure	S McCallum
Development a pathway with alternative models of care for those CEYP who are entitled to aftercare	31/03/20	Implementation of National House Project and identify 8 young people who are working towards independent living via this resource	8		New measure	S McCallum
	31/03/20	Increase the number of CEYP who report they feel safe once they leave care	8		New measure	S McCallum
GIRFEMC – Increase support for children and young people affected by domestic abuse, parental alcohol or drug misuse						
Evidence further implementation of the Safe & Together model across children's services	31/03/20	Increase the number of staff who have undertaken safe & together training	65	49	New Measure	Perf. Team
	31/03/20	Measure number of staff attending S&T consultation sessions	12 pa		New measure	L Watson
	31/03/20	No of referrals to Family First	5	3	New measure	L Watson
	31/03/20	Increase number of referral to Developing Dads Group	8 pa		New measure	L Watson
Draft Key principles for child protection case conferences using the Safe & Together Approach	31/03/20	Measure the percentage of families who report they feel safer utilising the safe & together approach	70%		New measure	J Foley/L Watson

Actions	Due	Performance Indicator	Target	Baseline	Previous	Managed by
GIRFEMC – Reduce the number of children and young people living in households affected by Poverty						
Offer income assessment and support to families impacted by Poverty.	31/03/20	Offer an income assessment too all parents/carers at LAAC/LAC/CP conference/reviews	10 families	New measure		L Watson
	31/03/20	Offer income assessments to families at HFLC	10	New measure		R Hooton
Introduce supper club at HFLC with a focus on budget meals and linking families with budgeting support.	31/03/20	The number of families who attend From evaluation the number of families who have benefited from the support	30	New measure		R Hooton
GIRFEMC – Increase the numbers of children and young people receiving timely and effective support						
All children (under the age of 5) to be considered for a FGDM when placed on a CSO or CP Register	31/03/21	What percentage of FGDM conferences were offered	100%	New measure		J Foley
	31/03/21	What percentage of children de-registered had a FGDM	30%	New measure		J Foley
	31/03/21	What percentage of children placed on a CSO at home had FGDM	50%	New measure		J Foley

APPENDIX C

Communities and Lifelong Learning (CLL) work with young people, adults, families and community organisations to improve skills for learning, life and work.

OUTCOME 1 INCREASED VOICE OF LEARNERS AND CITIZENS TO INFLUENCE IMPROVEMENTS WITHIN LEARNING AND DEVELOPMENT IN OUR COMMUNITY.					
Actions	Due Date	Performance Indicator	Target	Baseline	Trend data
Review Neighbourhood Planning	September 2020	1 Local place plan revised System approved by CPP Board , Midlothian Council as planning authority and by Federation of community councils	1 Revised single system agreed with partners / communities that takes account of the locality outcome improvement plan requirements of the Community Empowerment Act 2015, the Planning Act 2019 rights for communities to have 'place plans', community led master planning and place standard method.	1 neighbourhood planning system	15 neighbourhood plans completed, place standard based updates completed in 3 target areas. Community led and co-commissioned masterplan underway in Mayfield
Support the development of the Local Outcome Improvement Plans in our priority areas	March 2021	Deliver a Local Outcome Improvement Plan in each of the three priority areas in partnership with the community planning partners.	3	3	3 LOIPS in place 2019
Participation request process is clear and processes in place for early community engagement.	March 2021	Participation requests will not exceed 1 per quarter.	4	2	2 submitted 2019/20
Increase the voice of local people in resource decisions including grants and procurement and influencing mainstream budgets	March 2021	Evidence of participatory budgeting (PB) model being used in Council	CLL Contribute to Council target of 1% of all budgets	£80,000 PB environmental budget pilot in Dalkeith/Danderhall ward 2019/20	£200,738 has been spent using PB since 2015

Increase the voice of local people in determining provision of adult learning options	June 2021	Evidence of learner forum feedback being used to shape programmes	4 learner forum consultation results a year	New target baseline to be set this year	Adult Learner forums in place
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Recognise and celebrate achievements of participants from our communities	March 2021	Annual youth awards event held and publicised	1 per year	1 in 2019-20	0 held in 2018
		Annual Volunteer award sponsorship	1 per year	2 in 2019	2 in 2018
		Annual Adult learner awards	1 per year	1 in 2019/20	1 in 2018
Midlothian Youth Platform continue to increase membership to represent Midlothian young people	March 2021	MYP membership increases and	20 active members	Current membership16	12 members in 2018
		increased awareness of MYP's role	IOM partnership to develop engagement with MYP – 1 example of co-production to be in place	MYP participation in mental health 100 day challenge in 1 out of 3 tests of change	GIRFEMC Board aware and collaborating on mental health improvement process and drafting GIRFEMC plan with MYP
Develop Penicuik's Cowan Institute (Town Hall) as a community learning base and community operated centre.	March 2021	Completion of transfer to CLL , user group established , capital works completed	1 Centre transferred	New measure	No baseline – new measure

OUTCOME 2
YOUNG PEOPLE, ADULTS AND FAMILIES ARE SUPPORTED TO IMPROVE THEIR LIFE CHANCES THROUGH THE DEVELOPMENT OF SKILLS FOR LEARNING, LIFE AND WORK

Actions	Due Date	Performance Indicator	Target	Baseline	Previous Trend
Rationalise the number of opportunities offered , and sustain attendance at learning activities for adults, families and young people based on 34% reduction in CLL capacity	March 2021	The number of a courses offered by CLL	10 ESOL opportunities available 10 Adult literacy and Numeracy (ALN) opportunities available 12 accredited course opportunities available	ESOL- 16 opportunities 10 opportunities for ALN 18 accredited courses	ESOL- 16 opportunities 10 opportunities for ALN 18 accredited courses

		The number of qualifications secured	1200 qualifications		1810 qualifications achieved 2018/19
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		Number of participants	800 Community based adult learning(CBAL) participants 230 Family Learning participants 1000 paid adult learning class participants 210 English for speakers of other languages(ESOL) /Adult Literacy and Numeracy (ALN) participants	2019/20 Annual figures not available until April 2020	2018/19 1246 adults and families attended our free CBAL programme 370 adults and children attended Family Learning 1513 adults attended our paid Adult Learning courses 330 ESOL/ ALN participants
	June 2021	School Work experience – numbers depend on annual school cohort	900	2019/20 Annual figures not available until April 2020	2018/19 949 young people took part in School Work Experience placements
	June 2021	Sustain a low or no cost youth work offer in every cluster for all young people aged 8-18.	1 in each cluster	1 youth work offer is available in each cluster	1 youth work offer is available in each cluster
	June 2021	Sustain current level of award work in each cluster including D of E Numbers	Increase D of E and progression and 5 % increase in award work per cluster	2019/20 Annual figures not available until April 2020	D of E high performance (312 started D of E)in 2018/19
	June 2021	Develop learning opportunities for the community at the Newbattle Digital Centre of Excellence	9 courses over 3 years (3 annually)	3 courses in year	3 courses offered in year
	June 2021	Increase access to online and support with smart devices and digital presence	7 CLL opportunities including a new young person opportunity	CLL currently offer 5 digital skills drop-ins throughout year	5 digital skills drop in
Continue to increase number of Modern Apprentices supported by CLL	March 2021	Numbers of MA' positive completions delivered by	25 positive completers during 2020-21	2019/20 Annual figures not available until April 2020	127 on contract during 2018/19 (this includes 1

		CLL			year of additional Childcare MA's) 22 positive completers
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Continue to increase number of Foundation Apprenticeships supported by CLL	June 2021	Numbers of FA' positive completions delivered by CLL	80 new FA starts in 2020-21 35 FA completers	44 FA starts in 2019-20 0 completers (2 year programme)	6 FA starts in 2018/19
Level of Community benefit arising from Council spend	March 2021	Influence the outcomes from City Deal and Midlothian Council Community Benefits to help address inequalities.	Value of community benefits from Midlothian /City Deal Projects Tracking only – no target	Baseline to be established in year 1	New measure
OUTCOME 3 PARTNERSHIP WORKING INCREASES THE NUMBER OF YOUNG PEOPLE SECURING AND SUSTAINING POSITIVE DESTINATIONS AND DEVELOPING THEIR CAREERS.					
Implement 8 priority areas from DYW recommendations: including digital, stem, disability, work experience, learning opportunities and careers.	June 2021	Number of people supported by CLL delivery of 'No One Left Behind' (NOLB) programme (all age replacement for Activity agreements / focus teams)	60 NOLB clients supported	2019/20 total annual figures not available until April 2020, No One Left Behind - , the new programme placing Activity agreements started in July 2019 - 30 completed a qualification. 127 adults supported by focus team (had a 50% staff reduction in 2019)	2018/19 114 Youth Activity Agreement referrals led to 41 offers, of which 33 new agreements were taken up. 62 young people with AA' moved on to positive destinations: 26 in employment,17 in employability training,15 in further education, 2 in modern apprenticeships and 2 other.

		Number of STEM (Science technology engineering and maths) learning activities delivered by CLL	6 learning activities delivered in year	2019/20 total annual figures not available until April 2020, Graduate apprenticeship at Midlothian science zone	5 STEM teacher work experience placements STEM ambassadors P7 inspiration programme STEM working group in place meeting 4 X per year CLL practitioner staff development STEM training 17 took part. 4 additional STEM projects delivered from this.
	June 2021	School Work experience placements	770	770	940 2018/19
Develop a flexible response for positive destination door knocking, ensuring a targeted learning offer is developed and sustained.	June -2021	Number of 16- 19 year olds who’s participation status in the labour market/ learning activity is unknown	Reduce to under 100 ‘unknowns’ in participation rate for 16-19 year olds measured by SDS	110 average unknowns	108 average unknowns 2018/19
Deliver the programme for alternative vocational education (PAVE)	June 2021	The number of young people participating in merged PAVE/PAVE 2 programme	40 young people participating in new merged programme over the academic year	49 young people	36 2018/19
		The % of PAVE/PAVE2 participants who gain 5 awards at Nat 3 level	91% PAVE participants gain 5 awards at Nat 3 level 20% participants achieve 2 awards at Nat 4 2% at Nat 5	2019/20 annual figures not available until September 2020,	91% PAVE participants gained 5 awards at Nat 3 level in 2018/19 academic year 20% participants achieving 2 awards at Nat 4 2%
OUTCOME 4 SERVICES ARE MORE RESPONSIVE TO THE NEEDS OF EQUALITIES GROUPS					

Support learning and development opportunities in the community for people from underrepresented groups	2021	The number of participants from ethnic minorities participating in CLL Programmes	300 (annual)	2019/20 annual figures not available until April 2020,	477 (annual) 2018/19
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	March 2021	The number of participants from areas of deprivation taking part in CLL programmes	480 (annual)	2019/20 annual figures not available until April 2020,	717(annual) 2018/19
	March 2021	Increase capacity of Midlothian People's Equality Group	Increase membership by 5 and introduce Equalities in a Box	10 board members in MPEG	10 board members in MPEG
	March 2021	Dedicated equalities week in universal and targeted youth work services	15 Activities and evidence of awareness having been raised in post input evaluation	Baseline to be established in 2020 21	New measure
	June 2021	Provide youth work support to all Champions group, Kids in Charge group and Care experienced annual event	1 annual event , 15 young people in Kids in Charge weekly, 15 young people in Champions group weekly	baseline to be set in 2020-21	New measure
OUTCOME 5 SUSTAIN RESOURCES FOR ACTIVITY IN THE CURRENT FUNDING CLIMATE					
Support the Third Sector and communities to access funding	March -2021	The number of external (non-council) grants/funding applied for supported by CLL	10	2019/20 annual figures not available until April 2020,	17 in 2018 /19
Develop new learning activities to respond to the challenges of community empowerment , community cohesion, peer support and new planning legislation	March 2021	Instances of bespoke 1-1 support to community and voluntary groups on funding, capital projects, governance, income generation, and organisational development.	30	2019/20 annual figures not available until April 2020,	80 in 2018/19
Provide flexible training opportunities to respond to the reduction in staff capacity and availability for training	2018-2021	CLL youth work staff development pathway including PDA and HNC	2 annually	2 annually	2 annually
OUTCOME 6 THERE IS A REDUCTION IN THE NUMBER OF PEOPLE LIVING IN POVERTY IN MIDLOTHIAN					

Deliver the actions in the child poverty plan to meet the requirements of the Child Poverty Act	2018-2021	% of children living in households in receipt of less than 50% average income after discounting housing costs	24% (Current Scottish Average)	25% in Midlothian in 2019	22% in 2015/16
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APPENDIX D: Equality Impact Assessment

Information published by Midlothian Council can be provided on request in many of the community languages e.g. Cantonese, Punjabi, Urdu and also in large print, Braille, or audio tape. For more information please contact Midlothian Council on 0131 270 7500.

Lead contact:

Joan Tranent

Section A: Introduction

a) Title of policy, procedure or function being assessed

Children's Services, Partnerships & Communities
Service Plan 2020-21

b) Divisions/organisations/groups involved in doing this Equality Impact Assessment

Children, Young People and Partnerships

c) Date started:

01/02/20

Date completed:

20/02/20

Section B: Information

d) Please describe the Policy, Procedure or Function you are impact assessing

The purpose of the Service Plan is to show the tasks and challenges for the service. This will provide direction to employees and an overview of the service's work plan to those within and out with the service.

The plan will also show the link between individual staff performance and the Single Midlothian Plan, and team plans.

e) What information and consultation data do you have to inform your assessment? What does it tell you?

The plan was developed following consultation with service users and strategic partner agencies. The plan links to the Single Midlothian Plan whose priorities were reviewed following a major public consultation exercise.

f) Do you need more information or more consultation/engagement data?

- Do you need anything more:
 - i. to do this Equality Impact Assessment (EQIA)
 - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

No further consultation is required to develop the plan. However, as part of the monitoring process to evaluate the effectiveness of the plan there will be a programme of continual engagement and consultation with stakeholders.

Section C: Assessment

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

Race (this includes ethnic or national origins, colour and nationality)

Disability (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

Sex(male/female)

Age (all ages)

Sexual Orientation (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

Religion or belief (including having no religion or belief)

Pregnancy and maternity (having just had a baby or being pregnant)

Gender reassignment or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

Marriage and Civil Partnership

People experiencing poverty or at risk of poverty: (poverty may be simply defined as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

As you answer questions 7i. to 7iv. over the page:

a) Think about the policy, practice or function you are assessing and

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics Remember to consider impacts on staff as well as communities and customers.

(a) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.

- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

b) Consider the General Equality Duty requirements to pay due regard to the need to:

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

7i. Note any positive impacts on the above equalities groups

Children's Services deliver a range of services to all groups and make no differentiation. The Service often works with the most disadvantaged members of the public and through early intervention and prevention endeavours to provide positive impacts at all stages.

7ii. Note any negative impacts on equalities groups

None

7iii. How significant would this negative impact be, and what kind of numbers would be affected?

Not applicable.

7iv. Note any opportunities for making a positive impact on equalities groups.

The work of Children's Services and Communities and Lifelong Learning will make a positive impact on all groups with particular emphasis on those with a disability, those who are deemed to be at risk of abuse from either their parent or partner, those in poverty or at risk of poverty, looked after and looked after and accommodated children and young people and care experienced care leavers. Children, young people and their families on the Child Protection Register, children and young people at risk of exclusion, and those involved in Youth Justice etc.

Section D: Actions and Outcomes

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

8. Note any actions you will be taking as a result of this EQIA:

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

Through the work of the service there is a great emphasis on early intervention and prevention for equality protected characteristic groupings.

9. Please note any actions you have already taken as a result of this EQIA here.

A strategic assessment of deprivation across Midlothian was undertaken and identified the areas of most need. Work is ongoing to ensure that appropriate services are put in place for families to try and mitigate the risk of health and education inequalities and to ensure that children get the best start in life and eventually move into positive destinations once they leave education.

How will you track/monitor that the actions you mentioned in 8. have been achieved?

e.g. by adding them to a work plan, service plan etc.

The plan is monitored through quarterly scrutiny by the Director, Corporate Management Team and Elected Members. An annual report on progress is published on the Midlothian Council website.

10. If you have decided not to take any action please note why this is, and any justification, here.

A significant negative impact, even if it affects only a small number of people, should be addressed.

Not applicable

11. Is a more detailed assessment recommended?

No

APPENDIX E

Customer Service Excellence Standard Children, Young People and Partnerships

CHIEF OFFICER	FUNCTION/SERVICE	YEAR 1	YEAR 2	YEAR 3
CHILDREN'S SERVICES, PARTNERSHIPS AND COMMUNITIES	EARLY INTERVENTION AND PREVENTION TEAM	Criterion 3 Information and Access Criterion 4 Delivery	Criterion 2 The Culture of the Organisation	Criterion 1 Customer Insight
CHILDREN'S SERVICES, PARTNERSHIPS AND COMMUNITIES	COMMUNITIES AND LIFELONG LEARNING	Criterion 3 Information and Access Criterion 4 Delivery	Criterion 2 The Culture of the Organisation	Criterion 1 Customer Insight
CHILDREN'S SERVICES, PARTNERSHIPS AND COMMUNITIES	RESIDENTIAL	Criterion 3 Information and Access Criterion 4 Delivery	Criterion 2 The Culture of the Organisation	Criterion 1 Customer Insight
CHILDREN'S SERVICES, PARTNERSHIPS AND COMMUNITIES	FAMILY PLACEMENT TEAM	Criterion 3 Information and Access Criterion 4 Delivery	Criterion 2 The Culture of the Organisation	Criterion 1 Customer Insight
CHILDREN'S SERVICES, PARTNERSHIPS AND COMMUNITIES	EDUCATION	Criterion 1 Customer Insight Criterion 3 Information and Access	Criterion 2 The Culture of the Organisation	Criterion 4 Delivery

