

UK Shared Prosperity Fund

Investment Plan Drafting Template

Version 2
May 2022

Your location

To be eligible for funding, you will need to be applying on behalf of a lead authority in one of the delivery geographies.

Select the lead authority

For Scotland and Wales only: Who else is this investment plan being submitted on behalf of? Select all that apply

Your details

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Organisation name Midlothian Council

Local challenges and opportunities

In this section, we will ask you:

- If you've identified any challenges or opportunities, you intend to support
- Which of the UKSPF investment priorities these fall under

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

yes

The key relevant challenges we have identified for Midlothian are:

- **THE COST-OF-LIVING CRISIS** has been recognised as an emergency by Midlothian Community Planning Partnership (CPP) due to the rising costs of utilities and food. Consumer prices, as measured by the Consumer Prices Index (CPI), were 9.0% higher in April 2022 than a year before. From April 2021 to April 2022, domestic gas prices increased by 95% and domestic electricity prices by 54%. These rises are particularly difficult for people on fixed incomes (e.g. benefits, pensions), households with a disabled adult or child, larger families, and people who struggle to access support (e.g. due to language difficulties). [HOUSE OF COMMONS RESEARCH BRIEF](#)
- **CHILD POVERTY RATES IN MIDLOTHIAN** from 2015-2020 child poverty rates in Midlothian are rising, increasing by 2.1%, from 21.8% (2014-15) to 23.9% (2019-20). (Child Poverty Action Plan Year 3 Report). [STATS](#) We anticipate that people living in areas of highest deprivation will be most affected by cost-of-living issues. The most recent SIMD data, published in 2020, shows that Midlothian has three data zones in the most deprived 10% nationally, all of which are located in the Dalkeith Ward. Ten data zones fall within the most deprived 20% nationally, a reduction from eleven in 2016. In addition to Dalkeith, these are found in the wards of Midlothian East, Midlothian West and Midlothian South. [SIMD](#)
- **CLIMATE CHANGE** has been recognised as an emergency by Midlothian CPP. The environmental and financial impact of climate change and is expected to have a disproportionately larger impact on poorer members of society, those that are proportionally least contributing to climate change. A National Energy Action/ Energy Action Scotland (EAS) report found there were barriers across 4 key areas of decarbonisation that are currently stopping fuel poor households receiving an average benefit of £223 per year and costing the NHS more than £1bn/year due to bad health because of cold homes. The four

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areas that represent significant barriers to fuel poor households decarbonising are: Financial barriers (the unaffordability of up front and ongoing costs); Physical barriers, including poor housing and the need for better connections to the electricity grid; The lack of advice to help households decarbonise their homes effectively; Policy and regulatory barriers. [NET ZERO REPORT](#)

- **RESILIENCE** is a key issue, particularly in the recovery from Covid. Communities are struggling financially with the impact of furlough and redundancies, and community resilience was badly affected by the increase in Covid-related isolation, and the resultant spike in reported mental health issues, with a world-wide increase of 25% in the prevalence of anxiety and depression. [WHO STATS](#)
- **COVID** had a complex impact on volunteering. While a huge number of people stepped up to volunteer in their local communities, a raft of other volunteering opportunities disappeared as organisations reduced their services and worked from home. This particularly affected young volunteers and people who need support to volunteer. Volunteer opportunities are increasing again but have not returned to pre-Covid levels. [SCOTTISH GOVT COVID VOLUNTEERING SURVEY](#)
- Our communities will soon be expanded with a large number of guests from Ukraine, and there will be challenges in supporting them and helping them to integrate into the local community. This is evidenced by the challenges reported by the small number of Ukrainian guests already here, and their hosts.
- We have an active third sector, with a wide range of community groups, charities and social enterprises. However, many of them are in buildings that are not fit for purpose, for example, because they are not fully accessible, or because they are energy inefficient. Key issues that have been raised by community groups with the Council is that they are in buildings with poor fabric such as no double glazing, old/inefficient boilers, and no accessible toilet facilities. Local grant programmes have also received bids from organisations keen to reduce their carbon emission with more energy efficient lighting.
- Tyne Esk Local Action Group commissioned research with harder to reach and under-represented individuals and communities to identify particular issues in the rural areas of Midlothian, which highlighted challenges around Increasing number of isolated older people; Net zero challenge; Connectivity is an issue; Local living is a challenge and an opportunity; Skills development identified is a priority. [LEADER RESEARCH](#)
- For HLE the HSCP joint strategic needs assessment found that “Locally the gap between life expectancy and healthy life expectancy has increased by 1.5 years for men and 2.5 for women since the last Joint Needs Assessment data was collated in 2018.” [Birth Rate & Life Expectancy - Midlothian Health and Social Care Partnership](#) Life expectancy improvements have stalled in recent years for both males and females across the UK and Midlothian is no different. It is the same for almost all causes of death. In the most deprived areas mortality rates have increased, and so inequalities have widened. This stalling began before the pandemic and has been amplified by it. [Resetting the course for population health: evidence and recommendations to address stalled mortality improvements in Scotland and the rest of the UK \(gcph.co.uk\)](#)

Links to additional information can be found in the word version of the Investment Plan, which we have submitted as additional information.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?

(If yes) Describe these opportunities, give evidence where possible

Yes

Key opportunities are:

COST OF LIVING (INTERVENTIONS S2, S8, S9, S10, S11)

- There is strong strategic leadership around cost-of-living issues, with a multi-agency Child Poverty Group and a Cost of Living Task Force which was approved and established at June Council 20222. At an operational level, we have a very active Financial Inclusion Network which brings together all the statutory and third sector agencies who are tackling

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

poverty in Midlothian. They are well placed to coordinate and work together on projects to tackle the cost-of-living crisis. There is also interest in establishing local support hubs for example community laundrettes and places of warmth.

- There is community interest in developing an affordable food network, and we are already working with key community activists who are developing projects such as food pantries. This builds on work undertaken to promote dignity in the delivery of food support DIGNITY REPORT. Work has already been undertaken to map relevant community food and growing projects. AFFORDABLE FOOD REPORT Stage Two of the research is underway to establish the best way to promote sustainability in food and growing projects, which will inform the development of projects in this area. This will include highlighting relevant good practise examples.
- There is a lot of work already underway, albeit with short term funding, to address fuel poverty and energy efficiency, for example by Changeworks and the CABx, which impacts both on the cost-of-living emergency, and the climate emergency.

LOCAL AREA (INTERVENTION S7)

- Midlothian has a both beautiful countryside, and a number of visitor attractions including Roslin Chapel and the National Mining Museum. It has an active Tourism Forum.

COMMUNITY ASSETS AND INFRASTRUCTURE PROJECTS & FEASIBILITY STUDIES. (INTERVENTIONS S2, S8, S9, S11,S13)

- There are nine Community Development Trusts in Midlothian, covering nearly every settlement. The Trusts are all either managing assets or looking at how they could develop them.
- Midlothian Council has a Community Asset Transfer policy, which has seen a number of transfers and expressions of interests.
- There is an active Climate Challenge group of Midlothian Community Planning partnership, with an interest in de-carbonisation.

VOLUNTEERING AND SOCIAL ACTION PROJECTS (INTERVENTIONS S2, S8, S9, S10, S11)

- There is a high level of community engagement in local communities, with an active Federation of Community Councils who participate at strategic and local levels representing their communities. There are 15 local community councils who work together as part of the aforementioned Federation of Community Councils, which means they are well placed to contribute evidence in relation to community need for future funded shared prosperity funding bids to Midlothian.
- Local volunteer-run projects like Guerrilla Gardeners who have improved the amenity greenspace of Dalkeith. Which is an example of the existing skills and expertise in Midlothian to be able to operate social action projects.
- The Tyne-Esk Local Action Group research identified: high level of assets to build on; Scottish Rural Parliament motivated to engage alongside a positive view from the region; Positive and growing infrastructure across the region; Good youth engagement to invest in. This gives a good basis for building social action.
- There is interest and enthusiasm by the local third sector for redeveloping the volunteering opportunities that were diminished during the pandemic, the new national Volunteering Plan provides a framework to 'increase volunteering participation by focusing on non-volunteers and lapsed volunteers, and especially those who'll gain most benefit,' VOLUNTEERING PLAN The recent additional of a Equality & Diversity Award at the TSI Volunteering Awards was well supported, and third sector organisations have indicated they are keen to increase opportunities for under-represented groups.
- There is a growing interest in environmental volunteering, which impacts positively on the Climate Emergency, for example, Midlothian Council's Ranger Service has a significant volunteer base for undertaking environmental improvements on Council land, the Council has advertised opportunities for river monitoring opportunities, the local wildlife record centre provides volunteering and survey opportunities in different parts of Midlothian.

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- There are a number of opportunities that arose from Covid. There was a massive upskilling in digital as individuals learned how to use Zoom and Teams. This provides potential for new volunteering, and new ways for communities to come together for training and networking. Hybrid working means that some people who would have been commuting are now in their local community during the day and may be more inclined to shop locally. As less time is spent on commuting, people may be able to engage more in community activism or volunteering and this funding can support that.

INVESTMENT IN CAPACITY BUILDING, RESILIENCE (INCLUDING CLIMATE CHANGE RESILIENCE) AND INFRASTRUCTURE SUPPORT (INTERVENTIONS S2, S8, S9, S10, S11)

- Midlothian Third Sector Interface (TSI) organised a Twenty Minute Neighbourhoods seminar which was attended by 34 local organisations. The event identified a wide range of activity that could be taken to try to persuade people to ‘stay local’ including ‘More community activities like litter picking and weeding; Creating a map of local produce, walks, services; Promote local positive stories; Forming local action groups around a specific idea or issue; How can we appeal to new businesses to create neighbourhood size stores that are needed and not chains? Coming together to apply for funding by creating strong partnerships with our community councils, development trusts and other local organisations. These partnerships can make the best use of assets, facilities and resources; think about ways in which we access local information and ways to improve it, this could be through digital media such as Facebook or improving noticeboards. Also creating a space where questions can be answered, not everyone has access to digital media; Build awareness of what we have locally, this means talking to others and working together and also asking ourselves if what we do is accessible and open to everyone.’ This funding provides an opportunity to build on this enthusiasm. 20 MINUTE NEIGHBOURHOOD MEETING REPORT
- Building on this interest, Lottery funding was secured to allow two areas of Midlothian to develop Climate Action Plans. We anticipate these will identify relevant actions that will promote climate resilience.
- This work has further helped strengthen links with Midlothian Council and its work on the replacement Midlothian Local Development Plan. This document is intended to have living locally and support for the 20 minute neighbourhood, as best it can, as a central priority of the document.

S2, S7, S10, S11 and S13 are the key interventions we will lead on with support from Edinburgh Regional Deal to maximise impact on these interventions. Specifically we will focus on:

Intervention	Project Alignment
S2: Support and improvement of community assets and infrastructure projects, including those that increase communities’ resilience to natural hazards, and support for decarbonisation of facilities, energy efficiency audits, and installation of energy efficiency and renewable measures in community buildings (including capital spend and running costs).	Regional Energy Masterplan Regional Climate Risk assessment Forth Estuary Collaboration Network Regional Transport Masterplan
S7: Funding for the development and promotion of wider campaigns which encourage people to visit and explore the local area.	Establish a regional visitor economy partnership to create and deliver a regional visitor economy development plan
S10: Community measures to reduce the cost of living, including through measures to improve	Community Wealth Building

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energy efficiency, and combat fuel poverty and climate change	
S11: Funding to support relevant feasibility studies.	Community Wealth building
S13: Support for linking communities together and with employment opportunities with a focus on decarbonisation	Green Skills – Net Zero Accelerator

ESES regional partners have collaborated successfully on the Edinburgh and South East Scotland City Region Deal as a mechanism for delivering transformational change and accelerating economic and inclusive growth in the City Region. Regional partners, working with UK and Scottish Governments, have developed a Regional Prosperity Framework which identifies key priorities where investment would make the best contribution to drive the region forward in a sustainable and inclusive manner. Agreed short-term regional priorities are: Net Zero Green Skills Accelerator; Regional Energy Masterplan; Regional Tourism Development Programme; Regional Innovation Programme; Regional Community Wealth Building project; and a Regional Transport Masterplan. [Regional Prosperity Framework — The Edinburgh and South East Scotland City Region Deal \(esescityregiondeal.org.uk\)](http://esescityregiondeal.org.uk)

Links to additional information can be found in the word version of the Investment Plan, which we have submitted as additional information.

ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

(If yes) Describe these challenges, give evidence where possible

Yes

SCOTTISH ENTERPRISE ECONOMIC COMMENTARY IN JUNE 2022 reported:

- Unemployment in Scotland has remained at a record low causing recruitment difficulties for employers.
- Scottish businesses across all sectors continue to report widespread inflationary pressures, recruitment difficulties and some supply chain disruption.
- Concerns over cash flow are rising again.
- The cost of energy is a major contributor to cost pressures, now affecting almost half of Scottish businesses and becoming a key concern for the rest of 2022.
- The UK economy is also expected to experience a significant slowdown as a combination of high inflation, rising interest rates and higher taxes
- The UK economy is now expected to grow by around 4% in 2022 but could stagnate in 2023, while the latest Scottish forecast for 2022/23 shows growth of 4% over 2022 followed by a drop to 1% in 2023 as prolonged high inflation reduces consumer spending and business investment.

AT A LOCAL LEVEL, BUSINESSES ARE REPORTING COVID RECOVERY IS INCREASINGLY CHALLENGING, COMBINED WITH IMPACT OF BREXIT, LOCAL BUSINESSES ARE FACING INCREASING COSTS FOR MATERIALS AND ENERGY, RECRUITMENT CHALLENGES, TRAINING COSTS AND SUPPLY CHAIN DISRUPTION. Post Pandemic consumer behavioural

changes and the cost of living crisis further impact on business performance meaning many businesses are having to adapt both strategically and operationally to survive, significantly increasing the need for tailored localised business support.

Scottish Enterprise business survey data for Midlothian findings showed 78% of businesses were reporting increased fuel costs with the remainder reporting no change or don't know. Of those that had reported increased energy costs:

- 55% had absorbed the costs (a concern that could lead to job losses and business closures).
- 19% had passed the cost onto the consumer (further fuelling the cost of living crisis)
- 9% had implemented energy savings initiatives.
- The remaining 17% chose 'other' in answer to the question 'How has your business responded to higher energy costs?'

(Sample size: 32 Survey window: May & June 2022)

These challenges are not sector specific and the tourism sector, still one of the hardest hit by the Pandemic with decrease in visitors, they now have the additional challenge of less local support due to the cost of living crisis, potentially impacting localised jobs in hospitality and tourism.

THE SCOTTISH TOURISM ALLIANCE (21/06/2022) published the results of its research into the recovery of the tourism sector, revealing that summer and forward bookings are down and almost 40% of businesses have reported a decrease in spending since May 2021.

Other highlights from the survey, which had over 700 respondents from across all 32 of Scotland's local authority areas and a wide range of industry sub-sectors, include:

- 34% described their business as currently in steady recovery
- 50% of respondents stated that it would take them at least a year to recover
- 6% said they are unlikely to make it.

The top 3 challenges for businesses currently are:

- Rising energy costs
- Increased supplier costs
- Recruitment and staffing.

Inflation is also a notable challenge.

More than 50% of businesses have seen a decrease in customer spending in comparison to the same period in May 2019.

The Tourism sector continues to face significant staffing issues with the top 3 barriers cited as:

- Lack of available staff willing and able to work
- Current UK immigration visa policy
- Negative perception of the industry

The outlook is poor and many tourism businesses will face extreme difficulty in remaining viable in the coming years with multiple factors contributing, essential to supporting businesses through this period is a collective approach to developing Midlothian's Tourism offer. Tourism in Midlothian has been impacted by Covid, Brexit and the closure of the MBTAG intermediary that connected Midlothian to the South of Scotland.

Links to additional information can be found in the word version of the Investment Plan, which we have submitted as additional information.

ARE THERE ANY LOCAL OPPORTUNITIES UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY THAT YOU INTEND TO SUPPORT?

(If yes) Describe these opportunities, give evidence where possible

Yes

COMMUNITY WEALTH BUILDING: (INTERVENTIONS S19/S22)

Stimulating the local economy is key to supporting businesses to continue through the challenges ahead for 2022 and 2023. In The Midlothian Economic Renewal Strategy (an addendum to the Economic Strategy for Growth 2020-2025) published in July 2020, set out how we would deliver our core Economic Development service, 'Place based Economic Development of a cooperative asset based approach to community led economic development, all sector collaboration to improve local socio-economic outcomes'.

The Midlothian Economic Development team, including the in-house Business Gateway Advisers, have embedded 3 of the 5 Community Wealth Building (CWB) principles into our interactions with businesses:

- Plural ownership of the economy
- Progressive procurement of goods and services
- Fair work and just labour markets

Midlothian Council launched their Local Procurement Strategy in January 2021 to, break contracts into smaller lots to be more accessible to SME's and social enterprises while also supporting local businesses to access tender training and support.

Further opportunities exist to embed the CWB pillars across the Council's services and those of Midlothian's Anchor organisations, particularly in respect of renewables procurement and skills development to meet the forthcoming demand for social housing retro fitting. This aligns to the **Regional Community Wealth Building Programme**, one of the short term priorities of the Regional Prosperity Framework for the Edinburgh and South East Scotland (ESES) City Deal and supports the Net Zero Just Transition.

In partnership with Midlothian Voluntary Action (TSI) Midlothian's Social Enterprise Conversations, being held across the County in 2022/23, we have held two events, and ideas being taken forward at this stage include:

- Community food growing project in development
- Recycle/Re-use project in development
- 2 x Local Food Networks
- Accessible food project (exploring pay it forward café model with food delivery for elderly and vulnerable + pantry)
- 2 x Place based community development social enterprises, member led across private and third sector supporting cross sectoral knowledge sharing and work with the community to co-produce innovative solutions to local social and environmental challenges that focus on community wellbeing underpinned by revenue generating models.

THIS TYPE OF ASSOCIATION COULD ALSO SUIT THEMATIC GROUPS/NETWORKS, SUCH AS EXPORTERS, FARMERS, AND FOOD AND DRINK PRODUCERS. CONNECTING THESE GROUPINGS WITH ONE TO MANY SUPPORT COULD LEAD TO COLLABORATIONS, FURTHER DEVELOPING THE LOCAL SUPPLY CHAIN AND INCREASING LOCAL B2B SPEND.

THE COMMUNITY WEALTH BUILDING APPROACH TO ECONOMIC DEVELOPMENT IS TRANSFORMATIVE AND CAN BE USED AS AN ENABLER TO BRING TOGETHER THE PUBLIC, PRIVATE AND THIRD SECTORS, TO DELIVER TOGETHER ON NET ZERO, 20 MINUTE NEIGHBOURHOODS AND A FAIRER AND EQUAL DISTRIBUTION OF WEALTH IN THE LOCAL ECONOMY AND SUPPORTING EACH OF THE THREE SHARED PROSPERITY FUND THEMES – COMMUNITIES AND PLACE, PEOPLE AND SKILLS AND BUSINESS SUPPORT.

S22: Support for growing the local social economy, including community businesses, cooperatives and social enterprises

S19: *Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks*

TOURISM, HERITAGE & CULTURE: (INTERVENTIONS S14)

The Midlothian Tourism Forum (MTF) was re-established in November 2020 following the closure of LEADER funded MBTAG, to support the tourism sector in partnership with Midlothian Council. As a volunteer led organisation Midlothian Council financially supported a part time post in 2021/22 and currently provides a digital presence for MTF on the Locate in Midlothian website.

Developing MTF's organisational resilience, as a key partner for ESES short term priority, **REGIONAL TOURISM DEVELOPMENT PROGRAMME**, is essential if we are to capitalise on the opportunities that our tourism, culture and heritage projects will deliver. Midlothian Council, like many other local authorities Midlothian Council is refreshing its economic strategy this year in light of the changes to the economic landscape, ensuring alignment to Regional and National priorities of which tourism continues to be a key sector.

The Regional Prosperity Framework's **REGIONAL TOURISM DEVELOPMENT PROGRAMME** lists 5 key projects:

- 1) Adopting a data-driven approach to destination management and development
- 2) Better utilising of the Forth and our coastline as assets to attract visitors to our region
- 3) Establishing the region as a leading international cycling holiday destination
- 4) Building on our global reputation for Cultural tourism and spreading the benefits
- 5) Securing greater collaboration through the creation of an ESES Region Tourism Partnership

The 3rd priority to establish the region as a leading international cycling holiday destination is worth noting as further growth in cycling as a legacy of the 2023 UCI Cycling World Championships.

Midlothian has an aspiring social enterprise that links into this regional aspiration with an aim to create an off road cycling trail with glamping facilities, encouraging short breaks for cyclists with bikes for hire for short stay visitors. This aligns to the regional destination plans and is the type of project we would expect to come through the challenge fund at the start up stage, boosting the visitor economy, supporting the social economy and contributing to health and wellbeing through active travel.

The Economic Development team have regular roundtable sessions with MTF members, discussing challenges and opportunities across the County, new ideas come forward at these events but financial constraints for the businesses can often restrict progress. A challenge fund that could support feasibility studies and tourism initiatives that will encourage more visitors and provide increased spending opportunities to benefit multiple businesses will help to sustain and generate jobs for the sector.

S14: *Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally*

INTERNATIONAL TRADE & INNOVATION: (INTERVENTIONS S20, S24)

Scottish Enterprise's plan for 2022 focuses on Innovation, International and Investment, each of which are intrinsically linked. In order to support the international ambition set out in NSET for global recognition of Scotland as a nation of entrepreneurs and innovators, it is essential that we join up the business support eco-system to ensure a seamless journey for innovators and exporters. Midlothian Council is procuring International Trade support to assist new and existing Businesses with the preparatory work, to ensure product and market readiness, a gap identified in discussion with colleagues at Scottish Enterprise. Oftentimes, new product development can benefit from early stage prototyping, modelling or beta testing accelerating the journey to commercialisation, creating higher value jobs; particularly in the tech and life sciences sectors.

Midlothian has a significant presence of life science businesses located at Midlothian Science Zone. The, We are Pioneer Group, owners of the Technopole Science Park, are investing in a

further 2 developments in the next 2-3 years with a clean manufacturing site planned in 2025/26. Developments in this area will be further supported through the **CITY DEAL REGIONAL INNOVATION PROGRAMME**.

Linking to innovation, Midlothian is also home to the University of Edinburgh’s Easter Bush Campus, incorporating The Royal (Dick) School of Veterinary Studies and the globally renowned Roslin Institute.

East, West and Midlothian Councils are working with Edinburgh University DDI team on The Data-Driven Innovation Development Strategies in the City-Region (DDIDSCR) project.

Priority development themes are still to be outlined but could include:

- Build sustainable housing and public infrastructure
- Integrate smart mobility and access to facilities and amenities
- Revitalize the local high street with on-demand services
- Improve multi-sector synergies e.g. from agri-tech to tourism (focusing on the 10 key sectors identified by the DDI Programme)
- Empower arts, craft, and other high added-value enterprises

THE PRIORITY THEME, IMPROVE MULTI-SECTOR SYNERGIES, IS OF HIGH INTEREST TO MIDLOTHIAN AS THE KEY SECTORS INCLUDE HEALTH & SOCIAL CARE, TOURISM & EVENTS AND AGRICULTURE, EACH OF WHICH RELATE TO THE BUSINESS SUPPORT PROJECTS IN THIS PROPOSAL.

***S20:** Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice. This could include funding for new and improvements to existing training hubs, business support offers, ‘incubators’, ‘accelerators’ and other forms of developmental environments for local enterprise (including social enterprise) which can support entrepreneurs and start-ups/high growth potential firms through the early stages of development and growth by offering a combination of services including: e.g. - account management, advice, resources, training, mentorship, coaching and access to workspaces.*

***S24:** Export Grants to support businesses to grow their overseas trading, supporting local employment and investment, having regard to Scotland’s export plan (‘Scotland: a trading nation’)*

S14 AND S17 WILL BE THE KEY FOCUS FOR ADVANCING THE REGIONAL PROSPERITY FRAMEWORK WITHIN BUSINESS. [Regional Prosperity Framework — The Edinburgh and South East Scotland City Region Deal \(esescityregiondeal.org.uk\).](http://Regional Prosperity Framework — The Edinburgh and South East Scotland City Region Deal (esescityregiondeal.org.uk).)

Intervention	Project Alignment
S17: Funding for the development and support of appropriate innovation infrastructure at the local level.	Regional Transport Masterplan

ESES regional partners have collaborated successfully on the Edinburgh and South East Scotland City Region Deal as a mechanism for delivering transformational change and accelerating economic and inclusive growth in the City Region. Regional partners, working with UK and Scottish Governments, have developed a Regional Prosperity Framework which identifies key priorities where investment would make the best contribution to drive the region forward in a sustainable and inclusive manner. Agreed short-term regional priorities are: Net Zero Green Skills Accelerator; Regional Energy Masterplan; Regional Tourism Development Programme; Regional Innovation Programme; Regional Community Wealth Building project; and a Regional Transport Masterplan.

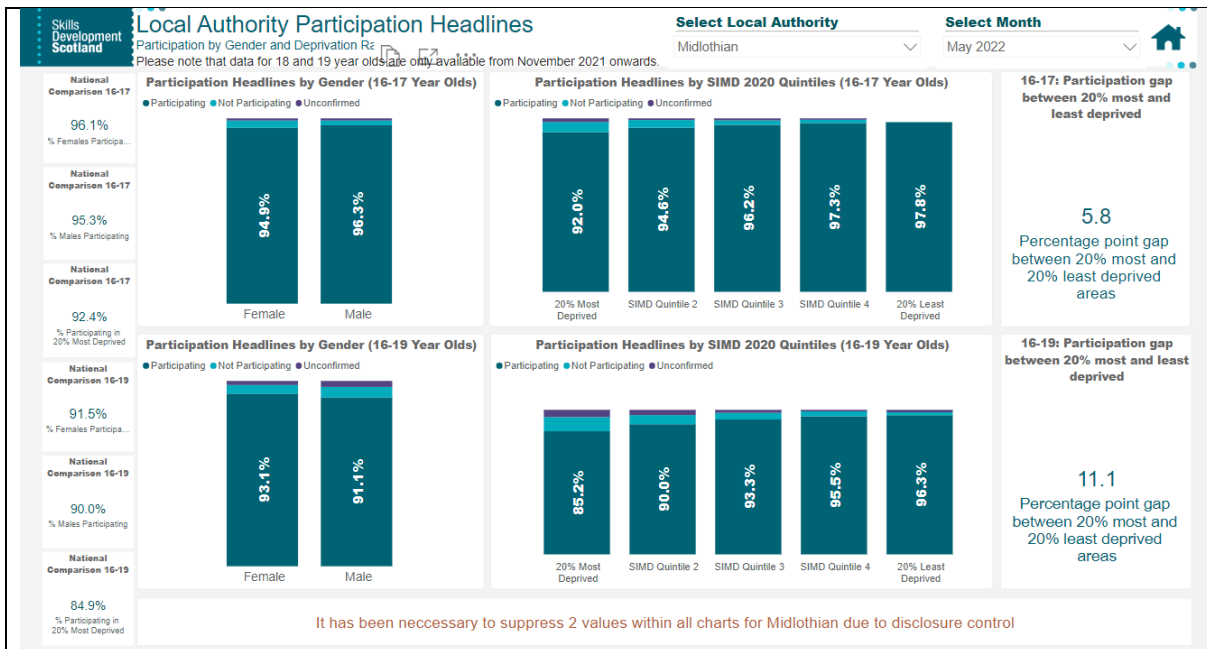
ARE THERE ANY LOCAL CHALLENGES YOU FACE WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? (In Scotland, Wales, and Northern Ireland this should also include challenges relating to Multiply)

(If yes) Describe these challenges, give evidence where possible

Yes

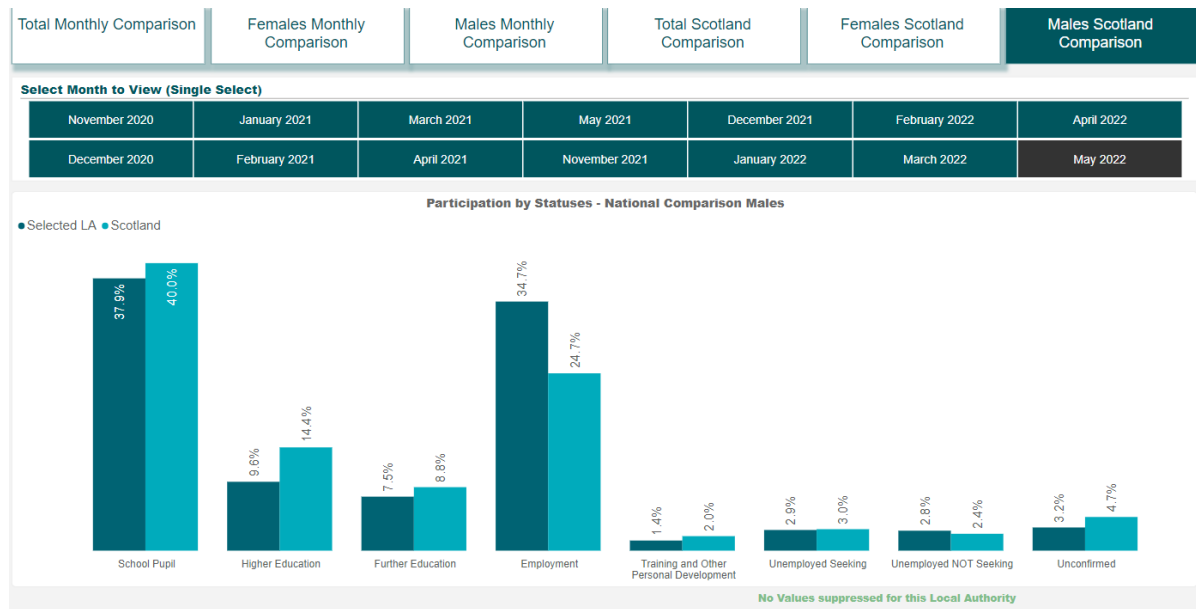
The key relevant challenges for Midlothian are:

- Midlothian Council area is the **FASTEST GROWING LOCAL AUTHORITY IN SCOTLAND** which presents challenges in terms of infrastructure and adapting to the changing demographics as the house building is of high value although this contains an element of affordable houses and there is a social house building programme in place. Therefore the makeup of those in work and the nature of that work is a changing picture in Midlothian.
- **MIDLOTHIAN HAS 3 AREAS OF DEPRIVATION WITHIN THE 20%SIMD** and there needs to be a focus on place based approaches to employability within these areas much of employability provision and skills are Midlothian wide or based in key towns. Although employment figures are above the national average. The majority of **THOSE SEEKING EMPLOYMENT HAVE MULTIPLE NEEDS** including: unemployed for some time, have health needs or other additional support needs. Therefore it is important to have a focus on early supports and stepping stones for those seeking employment. We coordinate our supports by utilising the employability pipeline. [Employability Pipeline in Midlothian | Midlothian Council](#)
- Some of the key statistics for Midlothian gives us insight into challenges such as the number of young people **18 TO 24 ON UNIVERSAL CREDIT IS HIGHER THAN THE NATIONAL AVERAGE AND ALSO WOMEN EARN SIGNIFICANTLY LESS THAN THE NATIONAL AVERAGE**. The [Single Midlothian Plan](#) and the [Midlothian Profile](#) presents our evidence base around the needs of Midlothian residents and the challenges they face. [Community Planning in Midlothian | Midlothian Council](#)
- **MIDLOTHIAN HAS A CHANGING DEMOGRAPHIC IN RELATION TO PEOPLE FROM PROTECTED CHARACTERISTIC GROUPS** until now people from ethnic minorities mainly live in the Bonnyrigg and Lasswade Community and those with additional support needs live across Midlothian. The Council literacy, numeracy and ESOL service have worked with adults who have dyslexia, are refugees and adults returning to learning with additional support needs over a number of years. With the changing demographics there is a need to increase provision and increase the number of referrals for support with literacy, numeracy and ESOL, including referrals from employers. The new Census data will help us to target our supports for employability once they are available in early 2023.
- **YOUNG PEOPLE:** Skills Development Scotland produce information on young people's initial and sustained destinations after leaving school. Midlothian has a high number of young people going straight into employment. It is difficult to assess the career progression opportunities for those going straight into employment, therefore, in work support to support people to learn and secure qualifications is very important to Midlothian. In addition a significantly lower number of young people enter and sustain further and higher education, so it is important to support young people and adults to secure qualifications which help them enter FE/HE at a later life stage. A diagram illustrating this can be found in the word version of the Investment Plan, which we have submitted as additional information.



GENDER: In Midlothian within the 16-19 year old cohort there are more females participating than males. The participation rates for females and males 16-19 year olds are higher than the national average in both cases. Female Employment rates are over 10% higher for this cohort than the national employment rates but Midlothian is lower in terms of females entering FE and HE.

Male figures are very similar, a 10% above national increase in employment and sitting below the HE and FE participation rates for Scotland. A diagram illustrating this can be found in the word version of the Investment Plan, which we have submitted as additional information.



PARTICIPATION GAP: There is also an 11.1% participation gap between the 20% most and 20% least deprived across the authority. Which echoes the need to take a placed based support to positive destinations and employability supports. A diagram illustrating this can be found in the word version of the Investment Plan, which we have submitted as additional information.

- In 2020 Midlothian had 2,720 businesses. 89.9% of these (2,445) were small employers, 3.7% medium (100), 6.4% large (175). 44% of the workforce were employed by small

business, 40% were employed by large enterprises. There is a need to support SME to help their staff upskill in order to progress and get a better paid job. **THEREFORE IN WORK SUPPORT WILL HELP REDUCE IN WORK POVERTY** and is a key priority for people, skills and Multiply.

- The Midlothian economy is diverse yet retains its traditional and primary industries, while also moving into the future through a growing number of high tech enterprises. It is part of the Edinburgh City region and **TO A LARGE EXTENT THE CAPITAL CITY SUPPORTS A LARGE NUMBER OF JOBS FOR COMMUTERS FROM MIDLOTHIAN**. Pre Covid, approximately 50% travelled into Edinburgh for work. This diverse business base is a factor in Midlothian being the 4th most resilient local authority in Scotland, although there are still significant levels of deprivation. This is a key reason to ensure the people and skills section is aligned on key interventions across Edinburgh City and the South East of Scotland Regional Deal. The nine big moves of city deal are key drivers for the city deal and the Regional Prosperity Framework. [Integrated Regional Employability and Skills Programme — The Edinburgh and South East Scotland City Region Deal \(esescityregiondeal.org.uk\)](https://www.esescityregiondeal.org.uk)
- The **LARGEST SINGLE INDUSTRIAL SECTOR** is retail/wholesale, followed by human health/social work, education, manufacturing and construction. Our business base comprises a mix of sole traders, micro enterprises and SME's. Midlothian Council is one of the largest employers in the area.
- 14 key industries across the region are forecast to expand and require a larger workforce, with 3 staying the same and 3 declining.
- Midlothian is home to a number of important clusters of high growth businesses bringing high gross value added economic activities together.

<https://www.skillsdevelopmentscotland.co.uk/media/49110/rsa-regional-report-south-of-scotland.pdf>

Key sectors include:

- **LIFE SCIENCES** - The internationally recognised Midlothian Science Zone is a world-leading centre for research in animal science and food security, and is the largest concentration of animal related expertise in Europe.
- **DATA DRIVEN INNOVATION** – Midlothian, University of Edinburgh and City Deal are progressing work including developing data aware citizens.
- **CONSTRUCTION** – as the fastest growing local authority region Midlothian has significant house and learning estate development along with major commercial projects in the pipeline.
- **TOURISM** – Midlothian has a strong and growing tourism offer and our businesses benefit by our proximity to the Capital City.
- **PUBLIC SECTOR** - Midlothian's largest employers remain the public sector: Midlothian Council with 4,269 employees

The main occupations in Midlothian are:

- Professional (11,800),
- Associate Professional and Technical (6,000),
- Caring, Leisure, and Other Service Occupations (5,700),
- Managers, Directors and Senior Officials (5,100),
- Administrative & Secretarial (3,900),
- Sales and Customer Service Occupations (3,800),
- Skilled Trades Occupations (3,400).

LIFELONG LEARNING – Skills for Learning, Life and Work the **Community Learning and Development** (CLD) Partnership Strategy 2021 to 2024 sets out the priorities identified by partners and local people for CLD activity. The identified themes are to address need and challenges in the local authority these include: Covid 19 Recovery and Engagement, Social Interaction, Health, Wellbeing and Poverty, Climate Change and use of outdoor spaces, Pathways to Learning, Personal Development and Employment and Digital and Resilient Communities of the Future –

https://www.midlothian.gov.uk/download/downloads/id/4295/midlothian_statutory_community_learning_and_development_plan_2021_to_2024_pdf.pdf

DIGITAL - Despite the job opportunities in digital across the region, a focus in relation to data driven information and Newbattle High School being a Centre of Excellence for Digital, there are still significant challenges for both young people and adults. These are mainly in terms of digital inclusion, cost of living and direct employability skills such as applying online for jobs, being interviewed on line and the digital skills associated with most jobs from till operation to data entry. All young people at school have been issued with a digital device by the Council and we have secured significant numbers of mifi access for adults, families and young people most in need through-SCVO partnership (Connecting Scotland). However, there remains a high level of need to support people to make best use of the devices they have to be digitally included, secure best deals,-build their confidence to use digital devices to apply for jobs and secure digital qualifications. We have a digital partnership group to drive forward this work and identify gaps in provision.

CLIMATE CHANGE AND GREEN SKILLS – Midlothian has a pledge to be carbon neutral by 2030. The Edinburgh and South East of Scotland city deal commissioned research regarding Green Skills which contains key recommendations for in work support and embedding of green



Green Skills Research
Exec Summary.pdf

skills in key sectors. . An embedded file with additional information on this can be found in the word version of the Investment Plan, which we have submitted as additional information. There are key businesses within Midlothian moving into this sector which creates good opportunities to link with them to provide employability and green skills support for those seeking employment or to transition into green options for example retrofitting of heating systems. I

It is important to work across the south east city region areas to maximise green opportunities across the region specifically for S37.

Intervention	Project Alignment
S37: Green skills courses to ensure we have the skilled workforce to support the Just Transition to a net zero economy and climate resilience, with a particular focus on vulnerable or low-income groups who will be disproportionately affected by climate change. Retraining support for those in high carbon sectors, providing career guidance and supporting people to seek employment in other sectors.	Green Skills – Net Zero Accelerator

ESES regional partners have collaborated successfully on the Edinburgh and South East Scotland City Region Deal as a mechanism for delivering transformational change and accelerating economic and inclusive growth in the City Region. Regional partners, working with UK and Scottish Governments, have developed a Regional Prosperity Framework which identifies key priorities where investment would make the best contribution to drive the region forward in a sustainable and inclusive manner. Agreed short-term regional priorities are: Net Zero Green Skills

Accelerator; Regional Energy Masterplan; Regional Tourism Development Programme; Regional Innovation Programme; Regional Community Wealth Building project; and a Regional Transport Masterplan.

There are some **OPERATIONAL CHALLENGES** to delivering employability and Multiply provisions these including: transport across Midlothian, hire of venues giving a coverage of provision ensuring accessibility and digital access, recruitment challenges of appropriately trained staff on fixed term contracts including those with maths/numeracy experience. In addition some learners who have been in the medically high risk category may find attending learning emotionally challenging due to the geographical nature of Midlothian, with day time learning venues sited in large learning venues in High Schools. Work experience placements for learners within the ASN category are challenging to find as employers struggle to provide staffing to support as a result of the recruitment challenges many currently face.

We are working with city deal to put in place a regional management information system called Helix to record employability and CLD activity and we would want to explore reporting on shared prosperity through this system. (There will be associated costs for increased usage).

Links with additional information can be found in the word version of the Investment Plan, which we have submitted as additional information.

(If yes) Describe these opportunities, give evidence where possible

Yes

There are key opportunities to support the people and skills investment priority with taking an inclusive yet focused approach to creating or redesigning support pathways in the following areas and for the following target groups: (Interventions S31, S32, S33, S34, S37, S39, S40, S42, S47, S51)

- Supporting those of working age to take their **FIRST STEPS, GAIN CONFIDENCE AND THE NECESSARY SKILLS TO PROGRESS ALONG A CHOSEN PATHWAY**
- supporting those with **MULTIPLE HEALTH BARRIERS INCLUDING MENTAL HEALTH, COMPLEX NEEDS** including those adults in recovery, or who have experience of the criminal justice system and those over 55 with specific needs.
- Supporting **YOUNG PEOPLE** experiencing **barriers** to employment, training and further learning
- Supporting those **IN WORK INCLUDING WOMEN, to get a better paid job**
- **SUPPORTING BUSINESSES** to support their staff to increase their skills and qualification sets including Numeracy
- Take a **PLACE BASED APPROACH TO EMPLOYABILITY** support with a particular attention in the areas of deprivation for example Dalkeith Central and Woodburn which are experiencing 35% child poverty. There is potential to link maths based learning through Multiply to mitigating actions in relation to the cost of living rise and poverty linked to food, budgeting and recycling/reuse.
- Link with key sectors including **GREEN SKILLS TO SUPPORT EMPLOYEES and prospective employees to gain the necessary boost in up skilling or reskilling.** There are cross council opportunities linked to a regional energy management plan where we can identify opportunities for apprenticeships and entry level jobs around green waste management, district heating systems and environmental apprenticeships as we focus on a carbon neutral sectors. We currently have an **ENERGY RECYCLING CENTRE BASED IN SHAWFAIR** with a District Heating system planned to use heat off take from the energy centre. This would require a feasibility study to consider the entry skills required and appropriate courses.
- **DIGITAL SKILLS WILL BE A KEY FOCUS FOR SOCIAL INCLUSION THROUGH TO CERTIFICATION.** Linking up with Edinburgh College; Schools and Midlothian Science Centre to ensure we have place based activity that meets the needs of our clients and enables them to move into the right job at the right time for them.

- **EMBEDDING MATHS MODULES** into existing programmes e.g. Foundation/Modern Apprenticeships.
- Carrying out as standard a **MATHS SCREENING** level for all learners involved within all employability pathways.
- Embedding maths into new learning programmes.
- Engagement work with adults and employers to encourage them to become involved in upskilling, particularly in relation to numeracy
- Investigating the possibility of setting up a **PROJECT SEARCH** intervention particularly for those with ASN and/or multiple barriers. (Feasibility Year 1 and delivery Yr2/3). Or exploration of an alternative delivery model with similar outcomes in relation to guaranteed work.
- Lothian Care Academy is a joint initiative between NHS Lothian, local authorities and others to develop a consistent approach to recruiting and training people to work within health and social care. The Lothian Care Academy brings employment opportunities to people within our communities and supports them to confidently embark on a career in health and social care with career pathways in place to advance their career. The Lothian Academy offers high quality training to ensure the health and social care workforce can deliver the right care, at the right time, and from the time person with the right skills.
- Considering a **LOCALISATION OF A MIDLOTHIAN KICK START PROGRAMME** supporting learners claiming Universal Credit for more than 24 weeks a paid work placement. (Feasibility Year 1 and delivery Year 2/3).
- We will build on providing **SUPPORTED VOLUNTEERING OPPORTUNITIES** using Volunteer Midlothian expertise to support those who traditionally have not participated in volunteering from different backgrounds and abilities in order to gain skills, confidence and qualifications.
- We have a strong third sector within Midlothian covering a range of generic and specialist employability groups and sectors. We will utilise these strengths **TO OPERATE A COMPETITIVE GRANTS APPROACH** within this theme to secure high quality provision, supports and opportunities. We will promote partnership bids or multiple agency bids to ensure wrap around support, for example joint bids between ESOL and a specialist employment support provider.

There is an opportunity to **EXPAND THE PROVISION OFFERED IN MIDLOTHIAN** which is detailed in the Midlothian No One Left Behind strategy which has a focus on key principles as detailed below:

- Providing a flexible and **PERSON-CENTRED SUPPORT – aspirations for all age, needs based**
- Providing pathways into **SUSTAINABLE AND FAIR WORK**
- Driven by **EVIDENCE** including data and the experience of users
- Support more people to move into the **RIGHT JOB, AT THE RIGHT TIME**

THESE KEY PRINCIPALS ENABLE US TO WORK TOWARDS NATIONAL OUTCOMES IN:

- Tackling Child Poverty
- Addressing the Gender Pay Gap
- Closing the Disability Employment Gap
- Addressing Race Employment Gap
- Promoting and Embedding Fair Work
- Delivering the Young Person's Guarantee
- Supporting Public Sector Reform
- Supporting Place Based Approaches

The opportunities within the Skills areas for Midlothian will be taken forward by us running a competitive grants round for all partners to submit bids to including the council, third, private and public sector providers. Midlothian has significant experience of operating successful competitive grant rounds which produce good local outcomes. The criteria for the funding rounds will reflect the challenges and opportunities outlined above.

We anticipate running a competitive grants process to prioritise the projects that will have the most impact, present good value for money, and are deliverable within the timescales of the fund. We will be looking to solicit bids in the following areas:

PERSON CENTRED SUPPORT AND ACTIVITIES INTERVENTIONS (S31, S32, S33, S34, S37, S39, S40, S42, S47, S51)

- Employment support
- Volunteering Support
- Literacy, Numeracy, ESOL and Digital skills accessible within Midlothian
- Projects to support those with additional support needs secure work experience, employment or improve qualifications
- Support for those seeking employment to improve or manage better their health and wellbeing for example Prescribe nature courses.
- Community based adult learning including qualifications such as adult learning achievement awards based on feedback received through the recent adult learning survey. More information on this can be found in an embedded file in the word version of the



CBAL Consultation
Highlights.docx

Investment Plan, which we have submitted as additional information.

- Support for school leavers
- Green skills projects
- Place base employability
- Support for numeracy at all levels up to level 5. Including parents, young people, adults and embedding into existing qualifications
- Develop a Midlothian wide screening project to assess numeracy levels for those who wish this support on existing and new programmes.

EMPLOYER AND IN WORK SUPPORT (INTERVENTIONS S32, S34, S37, S42, S47, S51)

- Feasibility work with employers to establish work force training needs
- In work support to increase qualifications including maths skills
- Working with employers to identify need and associated in work upskilling for green skills

Interventions

In this section, we will ask you about:

- Interventions you've chosen for each year of funding
- Outcomes you want to deliver
- Any interventions that are not listed here
- How these interventions fall under the UKSPF investment priorities, and your rationale for them
- Interventions not included in our list will be assessed before being approved, where you will need to show a clear rationale, how the intervention is value for money, what outcomes it will deliver and how you will monitor and evaluate the intervention. This may include a theory of change or logic chain.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Outcome	Tick if applicable
Jobs created	
Jobs safeguarded	
Increased footfall	
Increased visitor numbers	
Reduced vacancy rates	
Greenhouse gas reductions	
Improved perceived/experienced accessibility	
Improved perception of facilities/amenities	
Increased number of properties better protected from flooding and coastal erosion	
Increased users of facilities / amenities	✓
Improved perception of facility/infrastructure project	
Increased use of cycleways or paths	
Increase in Biodiversity	
Increased affordability of events/entry	
Improved perception of safety	
Reduction in neighbourhood crime	
Improved engagement numbers	✓
Improved perception of events	
Increased number of web searches for a place	
Volunteering numbers as a result of support	✓
Number of community-led arts, cultural, heritage and creative programmes as a result of support	
Increased take up of energy efficiency measures	✓
Increased number of projects arising from funded feasibility studies	✓
Number of premises with improved digital connectivity	
None of the above	

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE COMMUNITIES AND PLACE INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>
S2: Support and improvement of community assets and infrastructure projects, including those that increase communities' resilience to natural hazards, and support for decarbonisation of facilities, energy efficiency audits, and installation of energy efficiency and renewable measures in community buildings (including capital spend and running costs).
S7: Campaigns to encourage visiting & exploring the local area
S8: Funding for impactful volunteering and/or social action projects to develop social and human capital in local places.
S9: Investment in capacity building, resilience (including climate change resilience) and infrastructure support for local civil society and community groups.
S10: Community measures to reduce the cost of living, including through measures to improve energy efficiency, and combat fuel poverty and climate change

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE COMMUNITIES AND PLACE INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

S11: Funding to support relevant feasibility studies.

S13: Linking communities with employment opportunities - decarbonisation

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE COMMUNITIES AND PLACE LIST?

State the name of each of these additional interventions and a brief description of each of these

No

Explain how each intervention meets the Communities and Place investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity?

All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.

Yes

No

Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE COMMUNITIES AND PLACE INVESTMENT PRIORITY?

Describe these projects, including how they fall under the Communities and Place investment priority and the location of the proposed project.

We anticipate running a competitive process to prioritise the projects that will have the most impact, present good value for money, and are deliverable within the timescales of the fund. We will be looking to solicit bids in the following areas:

- **COST OF LIVING:** Projects which offer income maximisation, debt advice and fuel advice in a holistic and person-centre way. Projects which offer access to affordable food with dignity for users, and use sustainable models.
- **COMMUNITY ASSETS:** Projects which develop the assets in local communities in a way that makes them accessible and improves the fabric of the local area. This could include Community Asset Transfer projects.
- **VOLUNTEERING AND SOCIAL ACTION PROJECTS:** Projects which develop local communities, bringing people together for positive change. Projects which allow volunteers to thrive, particularly individuals who may need some confidence-building and support to volunteer. Environmental volunteering.
- **CAPACITY BUILDING, RESILIENCE (INCLUDING CLIMATE CHANGE RESILIENCE) AND INFRASTRUCTURE SUPPORT:** Projects which support organisations to become more financially and environmentally sustainable. Projects which encourage climate change resilience.
- **FEASIBILITY STUDIES** to support capital community assets projects, and the development of social action projects

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.

Yes

No

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

The Community and Place Fund likely sits outside of the scope of subsidies as any financial benefit is unlikely to have an impact on international trade and would be below the nominated thresholds however within the grant application form we will ask applicants to outline whether there proposed projects constitute a subsidy.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Outcome	Tick if applicable
Jobs created	✓
Jobs safeguarded	
Increased footfall	
Increased visitor numbers	
Reduced vacancy rates	
Greenhouse gas reductions	
Number of new businesses created	✓
Improved perception of markets	
Increased business sustainability	
Increased number of businesses supported	
Increased amount of investment	
Improved perception of attractions	
Number of businesses introducing new products to the firm	
Number of organisations engaged in new knowledge transfer activity	✓
Number of premises with improved digital connectivity	
Number of businesses adopting new to the firm technologies or processes	✓
Number of new to market products	
Number of R&D active businesses	
Increased number of innovation active SMEs	
Number of businesses adopting new or improved products or services	
Increased number of innovation plans developed	
Number of early stage firms which increase their revenue following support	
Number of businesses engaged in new markets	
Number of businesses increasing their export capability	✓
Increased amount of low or zero carbon energy infrastructure installed	
Number of businesses with improved productivity	
Increased number of projects arising from funded feasibility studies	
Increased number of properties better protected from flooding and coastal erosion	
None of the above	

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention

A full list of nation-specific interventions is available in the relevant annex to the Prospectus.

S14: Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally.

S17 Funding for the development and support of appropriate innovation infrastructure at the local level.

S19 Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks

S20: Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice. This could

include funding for new and improvements to existing training hubs, business support offers, 'incubators', 'accelerators' and other forms of developmental environments for local enterprise (including social enterprise) which can support entrepreneurs and start-ups/high growth potential firms through the early stages of development and growth by offering a combination of services including: e.g. - account management, advice, resources, training, mentorship, coaching and access to workspace.

S22: Support for growing the local social economy, including community businesses, cooperatives and social enterprises.

S24: Export Grants to support businesses to grow their overseas trading, supporting local employment and investment, having regard to Scotland's export plan ('Scotland: a trading nation').

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE SUPPORTING LOCAL BUSINESS LIST?

State the name of each of these additional interventions and a brief description of each of these

N/A

Explain how each intervention meets the Supporting Local Business investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

N/A

Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.

Yes

No

Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

The business model likely sits outside of the scope of subsidies as any financial benefit is unlikely to have an impact on international trade and would be below the nominated thresholds however within the grant application form we will ask applicants to outline whether there proposed projects constitute a subsidy.

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE SUPPORTING LOCAL BUSINESS INVESTMENT PRIORITY?

Describe these projects, including how they fall under the Supporting Local Business investment priority and the location of the proposed project.

Yes

MIDLOTHIAN COMMUNITY WEALTH BUILDING PROGRAMME:

Develop a cross council programme of embedding CWB principles, adding value to existing services, internal scoping exercise for opportunities in 2022/23 extending externally to work with Anchor organisations 2023 onwards.

There is a significant spend on Health & Social Care which, given the demographic projections in Midlothian, is likely to increase creates an opportunity to break down the lots to be more accessible to the local social economy using the quick quotes framework to increase purchasing spend in the local and regional economy. The Health & Social Care procurement would be the first project in the programme, the learnings would transfer as we developed across Council services.

During 2022/23, the Regional Prosperity Frameworks Anchor Organisation Charter will be delivered, this is a commitment by each of the Anchor orgs to work together to embed the CWB principles, extending the SPF programme out in year 2 will help us to realise greater synergies from the regional Charter than we otherwise would.

This programme would require two full time posts, one economic development post and one procurement post with the purpose of embedding CWB principles across council services supporting regional and national objectives and increasing the spend retained in the Midlothian economy. The programme team will, along with existing departmental officers, review the supplier portfolios for council procurement to identify localisation opportunities, for progression through the Business Gateway service for direct business/social enterprise engagement.

Essential to the success of the scoping and subsequent implementation in multiple organisations is a coordinator role, ensuring information sharing, connections, reviews, monitoring and reporting. This role would also work with the community based enterprises and business organisations to realise synergies across a connected county wide enterprise network. Each of the posts have been costed on a 28hr per week basis.

As we continue developing the plural economy it is anticipated that we can support groups and communities to develop social enterprises and cooperatives aligned to future procurement needs.

This programme will also link across to the Communities and Place projects with referrals for the following:

- Community assets: Projects which develop the assets in local communities in a way that makes them accessible and improves the fabric of the local area. This could include Community Asset Transfer projects.
- Volunteering and social action projects: Projects which develop local communities, bringing people together for positive change. Projects which allow volunteers to thrive, particularly individuals who may need some confidence-building and support to volunteer. Environmental volunteering.
- Capacity building, resilience (including climate change resilience) and infrastructure support: Projects which support organisations to become more financially and environmentally sustainable. Projects which encourage climate change resilience.
- Feasibility studies to support capital community assets projects, and the development of social action projects.

S22: *Support for growing the local social economy, including community businesses, cooperatives and social enterprises*

S19: *Strengthening local entrepreneurial ecosystems and supporting businesses at all stages of their development to start, sustain, grow and innovate, including through local networks*

EXPORT & INNOVATION ACCELERATOR FUND:

Supporting Scotland's Trading Nation ambitions this accelerator fund will add value to the existing Expert Help Consultancy support Midlothian's Business Gateway clients can access. The Expert Help support assists new and existing businesses with the preparatory work required to ensure product and market readiness. New product development can benefit from early stage prototyping, modelling or beta testing to accelerate the journey to commercialisation, with the potential to create higher value jobs in the tech and life sciences sectors in particular.

A small fund has been allocated in year one with a further fund in year 3, as our local enterprise network develops we will be supporting thematic groups to set up as collectives, it may be at the year 3 stage there is an opportunity to maximise on emerging opportunities from the challenge fund or the net zero transition, for this reason we have allocated £70k in year 3 against intervention S20. This may be subject to a change request as it could be redirected to another project area if deemed to add more value.

S20: *Support for expert business advice and support programmes at the local and regional level, including support for decarbonisation, climate adaptation and circular economy advice. This could include funding for new and improvements to existing training hubs, business support offers, 'incubators', 'accelerators' and other forms of developmental environments for local enterprise (including social enterprise) which can support entrepreneurs and start-ups/high growth potential firms through the early stages of development and growth by offering a combination of services including: e.g. - account management, advice, resources, training, mentorship, coaching and access to workspaces.*

S24: *Export Grants to support businesses to grow their overseas trading, supporting local employment and investment, having regard to Scotland's export plan ('Scotland: a trading nation')*

TOURISM, HERITAGE & CULTURE DESTINATION DEVELOPMENT:

Midlothian's location means it is ideally placed to attract City and other regional visitors and residents for short visits, as well as targeting visitors from further afield. There are several larger tourism initiatives in development and emerging, each of which present an opportunity for growth in localised ancillary tourism products and services to maximise dwell and spend.

Through our work with Midlothian Tourism Forum, we know there are ideas to attract new groups of visitors to the area and add value to the existing offer, this would link across to the ESES Sustainable Tourism projects and the Business Gateway Midlothian service.

The Tourism sector has been one of the hardest hit during the pandemic and now, pandemic related consumer behavioural changes and the cost of living crisis escalates the need to develop Midlothian's Tourism offer to increase visitor numbers and protect jobs in the sector. This links back to the CWB work to encourage and support community enterprises to get involved in tourism projects, cognisant of net zero and 20 min neighbourhoods, creating local employment, training and volunteering opportunities while generating revenues that can be reinvested in their communities.

This project has two elements:

- A challenge fund of £30k in year 22/23 & a further fund of £30k in 2024/25.
- A funded tourism officer post, from October 2023 until the end of this SPF programme.

The officer will promote and deliver the challenge fund with wider team support and provide support to new and existing tourism businesses, and community enterprises, to develop new products, local attractions, trails etc., enhancing community wellbeing and the visitor economy. The officer will work with local, regional and national partners to ensure each project receives joined up support across the business support eco-system including access to other funding sources.

The project Officer will be a continuation of an existing post funded up to October 2023 by the Scottish Government Local Authority Covid 19 Economic Recovery Fund (LACER).

The second year of the SPF Business Support fund is allocating fully to staff, but the allocation is slightly below the required amount to cover the full six month cost of the tourism officer so Midlothian council will extend their contribution by £2k.

During the 2022-25 period £60k of grants will have been issued generating a minimum of 4 projects; other funding sources will be explored for each grant to minimise SPF input to realise increased projects.

S14: *Funding for the development and promotion (both trade and consumer) of the visitor economy, such as local attractions, trails, tours and tourism products more generally*

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.

Yes	No
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Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

The Tourism, Heritage & Culture Accelerator Fund likely sits outside of the scope of subsidies as any financial benefit is unlikely to have an impact on international trade.

The Export & Innovation Accelerator Fund is likely to fall within the scope of subsidy control as recipients are enterprises that will be receiving a direct financial benefit which would be considered competitively advantageous.

Each application will include a request to declare previous public sector support within a 3 year period to ensure that they have not exceeded the threshold of £325k.

WHAT ARE THE OUTCOMES YOU WANT TO DELIVER UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY? SELECT ALL THAT APPLY.

Outcome	Tick if applicable
Number of economically inactive individuals in receipt of benefits they are entitled to following support	
Increased active or sustained participants of UKSPF beneficiaries in community groups [and/or] increased employability through development of interpersonal skills	✓
Increased proportion of participants with basic skills (English, maths, digital and ESOL)	
Number of people in supported employment [and] number of people engaging with mainstream healthcare services	
Number of people sustaining engagement with keyworker support and additional services	✓
Number of people engaged in job-searching following support	✓
Number of people in employment, including self-employment, following support	
Number of people sustaining employment for 6 months	
Increased employment, skills and/or UKSPF objectives incorporated into local area corporate governance	
Number of people in education/training	✓
Increased number of people with basic skills (English, maths, digital and ESOL)	✓
Fewer people facing structural barriers into employment and into skills provision	
Increased number of people familiarised with employers' expectations, including, standards of behaviour in the workplace	
Fewer people facing structural barriers into employment and into skills provision	
Number of people gaining a qualification or completing a course following support	
Number of people gaining qualifications, licences, and skills	✓
Number of economically active individuals engaged in mainstream skills education, and training.	
Number of people engaged in life skills support following interventions	
Number of people with proficiency in pre-employment and interpersonal skills (relationship, organisational and anger-management, interviewing, CV and job application writing)	
Multiply only - Increased number of adults achieving maths qualifications up to, and including, Level 2.	✓
Multiply only - Increased number of adults participating in maths qualifications and courses up to, and including, Level 2.	✓
None of the above	

SELECT THE INTERVENTIONS YOU INTEND TO USE WHICH MEET THE PEOPLE AND SKILLS INVESTMENT PRIORITY. YOU CAN SELECT AS MANY AS YOU LIKE.

Intervention <i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>
S31: Employment support for economically inactive people
S32: Courses including basic skills (digital, English, maths (via Multiply) and ESOL), and life skills and career skills** provision for people who are not economically inactive and who are unable to access other training or wrap around support detailed above
S33: Activities such as enrichment and volunteering to improve opportunities and promote wellbeing
S34: Intervention to increase levels of digital inclusion
S37: Green skills courses to ensure we have the skilled workforce to support the Just Transition to a net zero economy and climate resilience, with a particular focus on vulnerable or low-income groups who will be disproportionately affected by climate change.
S39: Support for education and skills targeting vulnerable young people leaving school
S40: Support for community learning and development
S42: Courses designed to increase confidence with numbers for those needing the first steps towards formal qualifications
S47: Innovative programmes delivered together with employers – including courses designed to cover specific numeracy skills required in the workplace.
S51: Activities, courses or provision developed in partnership with community organisations and other partners aimed at engaging the hardest to reach learners

DO YOU PLAN TO USE ANY INTERVENTIONS NOT INCLUDED IN THE PEOPLE AND SKILLS LIST?

State the name of each of these additional interventions and a brief description of each of these

We do not wish to add any additional interventions or outcomes but will monitor the following as part of our proposed projects:

- Health, wellbeing and mental health – numbers of participants supported with their health, wellbeing or mental health.
- Focusing on people with Additional Support Needs (ASN) to secure supported or other forms of employment, including raising awareness and securing commitment from employers. – Numbers of employers supporting those with ASN through offering work experience or employment.
- Number of employers prepared to take on those with ASN identified as gap by DWP, improve capacity, confidence and understanding of employers to support this – this is for years 2 and 3 only.

Explain how each intervention meets the People and Skills investment priority. Give evidence where possible, including why it is value money and the outcomes you want to deliver.

- Health, wellbeing and mental health can be a major barrier therefore it is important to specifically recognise this within our funded projects.
- Having a focus on ASN with employers will be beneficial to impact and changing practices.

Do you consider that any of these interventions may provide a subsidy to potential recipients of the funding under the intervention's planned activity? All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.

Yes

No

Detail the assessment you undertook to consider whether the intervention is a subsidy and any specific measures you will take to make sure the subsidy is permitted.

The Grant Funding is likely to not fall within the scope of subsidy control as recipients Each application will include a request to declare previous public sector support within a 3 year period to ensure that they have not exceeded the threshold of £325k.

ENGLAND ONLY: People and Skills interventions can only be used in 2022-2023 and 2023-2024 if you have identified a local voluntary and community provision, previously supported by the European Social Fund, at risk of closure. If you have not identified a suitable provision, you will not be able to select interventions for 2022-2023 and 2023-2024 and your investment plan will not be approved.

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS for 2024-2025 WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?

No

Describe the projects for 2024-25, including how they fall under the People and Skills investment priority and the location of the proposed project.

**Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?
All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

no

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

HAVE YOU IDENTIFIED A LOCAL VOLUNTARY PROVISION AT RISK AS PART OF YOUR PEOPLE AND SKILLS INVESTMENT PRIORITIES?

Yes

No ✓

(If Yes) Describe the local voluntary provision at risk and your rationale for supporting it.

No not at this stage.

Provide the European Social Fund Project Names and Project References for this voluntary and community provision at risk.

N/A

What year do you intend to fund these projects? Select all that apply.

2022-2023

2023-2024

2024-2025

Describe the projects for 2022-2023 and 2023-2024, including how they fall under the People and Skills investment priority and the location of the proposed project.

**Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?
All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.**

Yes

No

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

SCOTLAND, WALES & NORTHERN IRELAND ONLY

HAVE YOU ALREADY IDENTIFIED ANY PROJECTS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?

Yes	No
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Describe the projects, including how they fall under the People and Skills investment priority and the location of the proposed project.

--

All will be funded through competitive grants round selection so no projects have been predetermined although ideas have been collectively generated in terms of some potential projects for example Project Search, in relation to identified need.

Do you consider these projects may provide a subsidy to potential recipients of the funding under the proposed planned activity?

All bids must also consider how they will deliver in line with subsidy control as set out in the guidance.

Yes	No
-----	----

Detail the assessment you undertook to consider whether the proposed projects constitute a subsidy and any specific measures you will take to make sure the subsidy is permitted.

The grants model likely sits outside of the scope of subsidies as any financial benefit is unlikely to have an impact on international trade and would be below the nominated thresholds however within the grant application form we will ask applicants to outline whether there proposed projects constitute a subsidy.

Approach to delivery and governance

In this section, we will ask you about:

- Structures you have in place to support delivery
- Support you have from stakeholders and the local community
- How you've engaged with MPs as part of your investment plan
- Opportunities you have identified to work with other places

Places need to show how MPs that cover the lead local authority have been engaged on the investment plan and whether they support it. More detail on the role of MPs can be found here.

STAKEHOLDER ENGAGEMENT AND SUPPORT

Have you engaged with any of the following as part of your investment plan? Select all that apply.

Public sector organisations Yes	Private sector organisations Yes	Civil society organisations Yes
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Describe how you have engaged with any of these organisations. Give examples where possible.

CIVIL SOCIETY, PUBLIC SECTOR AND PRIVATE SECTOR

The third sector was consulted at various stages throughout the planning process. It was discussed or circulated for feedback at the following meetings:

- Community Planning Partnership Board
- Local Employability Partnership (initial meeting 6 June, then on-going)
- Midlothian Federation of Community Councils
- Midlothian Third Sector Children's Services Network, 20 June (Place and Communities, Employability, Multiply)
- Midlothian Financial Inclusion Network 28 June (Place and Communities, Multiply)
- Access to Industry client consultation (Employability)
- Third sector briefing has included updates which is circulated weekly to over 600 individuals and organisations.

Information was distributed throughout the process via the TSI's Third Sector briefing, and third sector organisations were invited to comment on the proposed interventions.

The Local Employability Partnership has had 5 meetings which either solely or partly focused on co designing the investment plan. There are a variety of partners on the LEP as depicted below:

- Midlothian Council (MC) including Schools
- Skills Development Scotland (SDS)
- Department of Working Pensions (DWP)
- Edinburgh College
- Newbattle Abbey College
- Midlothian Health and Social Care Partnerships
- Third Sector Interface including Volunteer Midlothian
- Employment Providers including: Rural and Urban Training Scheme (RUTS), Enable, Into work, Access to Industry, Reed, Triage, Fedcap, Street League
- Regional Developing the Young Workforce
- Access to Industry
- Penicuik YMCA/YWCA, Barnardos
- Local Universities
- East and Midlothian Chamber of Commerce
- Progress through Learning Midlothian

Some of the service members have operated focus groups to short list interventions and discuss challenges and opportunities for example Access to Industry which highlighted the following:

5 people between 29-65 years old took part

WHAT DO THEY SEE AS THE KEY OPPORTUNITIES WITHIN THE NEED'S INTERVENTION?

More wellbeing support for people in recovery or struggling with mental health.

Inclusion for all

A drop in service for mental health to try to cut down waiting times.

Adult education being a priority, more short courses that do not cost a lot.

Ask for opinions as one size does not fit all

Further leisure activities, access to MAC cards without having to jump through hoops.

WHAT ARE THE CHALLENGES

Too many forms to complete

Not enough out with Dalkeith, little local services

Still not enough face to face activities particularly for recovery support.

WHAT ARE THEIR PREFERENCES?

More groups

People asking our opinion

Further consultation worked

When existing services users were asked what worked best for them and made the most difference answers included:

- More jobs/training for people with disabilities
- Making the information and processes as clear and easy to understand as possible, and services easy to find and use.
- Making sure the service meets every person's needs, listens to people, treats them with kindness and patience and considers how they feel
- Making it possible to use the service directly.
- More staff to be able to offer the service to more people
- More support for homeless people

- Help for people who don't speak English and who come from another country
- Help for people starting college
- Money for attending sessions
- More courses to go on
- Work placements- real experience.
- A longer process from a to b
- Have young people who have been helped into work part of the service in helping other young people
- Knowledgeable staff – especially about the challenges those seeking support face and people who recognise past experience to create a plan together.
- Approachable buildings for people to go to for support not schools/libraries
- Work with employers to make sure people have the best start in new jobs.
- Listen to people who use services and make it easier for people to make suggestions for improvement.

We will also circulate a draft version of this investment plan to the full community planning partnership and ask them to circulate to their member groups which include public and private sector organisations, third sector and community groups.

Summarise the governance structures you have in place, including how any advisory panels or associated partnership groups are made up

All of the work covered through the investment themes have governance and scrutiny measures in place through Midlothian Community Planning Partnership (CPP). The CPP consists of a Board (the main strategic group) and a Community Planning Working Group (the main operational group). There are a number of thematic groups which feed into this (on Health and Social Care, Community Safety & Justice, Getting it Right for Every Child, Improving Opportunities and Sustainable Growth). A diagram illustrating this can be found in the word version of the Investment Plan, which we have submitted as additional information.

Governance—Midlothian Community Planning Partnership Structure





Primary the work of shared prosperity covers two thematic areas Improving Opportunities and Sustainable Growth. However it also links to the work of the Federation of Community Councils who cover all aspects of community planning both strategic and operationally within the themes above.

A document highlighting the key strategies, plans and policies in the current associated landscape which the shared prosperity funding would complement can be found as an embedded document in the word version of the Investment Plan, which we have submitted as additional information.



Document of Plans.docx

Confirm all MPs covering your lead local authority have been invited to join the local partnership group.

Yes	No
Are there MPs who are not supportive of your investment plan?	
Yes	No
(If Yes) Who are the MPs that are not supportive and outline their reasons why.	

PROJECT SELECTION

Are you intending to select projects in any way other than by competition for funding?

Yes	No
(If Yes) Describe your approach to selecting projects, and why you intend to do it this way.	

DO YOU INTEND TO WORK WITH OTHER PLACES ON ANY OF THE INTERVENTIONS WHICH FALL UNDER THE PEOPLE AND SKILLS INVESTMENT PRIORITY?

Which interventions do you intend to collaborate on? Select all that apply.

Intervention	Tick if applicable
<i>A full list of nation-specific interventions is available in the relevant annex to the Prospectus.</i>	

Describe any interventions not included in this list?

Who are the places you intend to collaborate with?

PUBLIC SECTOR EQUALITY DUTY

How have you considered your public sector equality duty in the design of your investment plan?

HOW HAVE YOU CONSIDERED YOUR PUBLIC SECTOR EQUALITY DUTY IN THE DESIGN OF YOUR INVESTMENT PLAN?

Midlothian Council is committed to eliminating unlawful discrimination, advancing equality of opportunity between people who share a protected characteristic and those who don't and fostering good relations between people who share a protected characteristic and those who don't. In order to do this we have taken the following steps when designing our Plan:

PRIOR EQUALITIES WORK: A number of strategic plans are informing our evidence base for prioritisation of interventions. These strategies and plans have had detailed IIA or EQIA which have highlighted the need to focus on the key priority groups identified. We have IIA for the Single Midlothian Plan and the NOLB Employability Plan. We have considered the findings of the Integrated Impact Assessment that has been completed for both the Single Midlothian Plan and the recent No One Left Behind Plan and taken into account the findings of these to inform our intervention selection. Both are available if required.

VOICE OF LIVED EXPERIENCE: Despite the short timescales, we have managed to incorporate the views of potential learners into the design of our plan. This included one of our partner employability organisations discussing the proposals with their users, and our Plan being informed by recent co-productive research with local people who experience barriers when accessing learning.

INVOLVEMENT OF EQUALITIES GROUPS: We have discussed the Plan with a number of equalities group. It was discussed at a meeting of the Midlothian Children's Services Network; group members support young people, including LGBTQ+ young people and young people with mental health issues. It was also

discussed at the Midlothian Financial Inclusion Network, which has many members, such as the CAB, who are actively committed to tackling discrimination. **CONSULTATION:** We distributed our proposed Plan widely, through the local TSI briefing which goes out to over 600 people. Organisations receiving the briefing support young people, older people, people with disabilities/long term conditions, faith groups etc. We also held an open meeting for people to offer feedback this way. We received a number of responses to our consultation and made changes based on these. Most relevant to equality, we increased the emphasis on mental health in our Plan as a result of this feedback.

How will you consider your public sector equality duty when implementing your investment plan, including in the selection of projects?

IMPLEMENTATION: Our intention is to run a grants programme to allocate the funding. We have extensive experience of doing this and routinely include an Integrated Impact Assessment as part of this process. The IIA will establish what will change as a result of the funding, who will be impacted positively or negatively, and identify areas requiring mitigation. An integrated impact assessment will be completed after the competitive grant rounds to establish any consequences and mitigating actions needed.

Key actions we will take to minimise the risk of discrimination are:

- To ensure that information about the funding is distributed as widely as possible and through a range of different media (Council's social media channels and mailing lists, partner mailing lists, posters, local community radio etc)
- Application forms will be kept as simple as possible and use plain English. Translation will be available on request;
- Scoring criteria will be used to ensure that all applications are treated equally, and Grant Panel members will receive training on this;
- The Grants Panels will be made up of a range of different organisations, with input from the local community.

EQUALITIES IMPACT: This is new funding for Midlothian so we anticipate that the impact of it will be positive for equalities groups. Although we don't know the exact things we will be funding until we have run our grants programme we anticipate the following possible impacts:

- improved accessibility features in local community assets (S2)
- increased numbers of people who need additional support to volunteer being able to participate (S8, S33)
- organisations supporting equalities groups benefiting from capacity building and training (S9)
- individuals from equalities groups who are living in poverty having increased access to support (S10)
- support for people from equalities groups who wish to be enterprising (S22)
- a range of activities for people who require support to develop skills (S31, S32, S39, S40, S42, S51)
- support for digitally excluded people to participate in the online world (S34)
- mitigation of climate change for the most vulnerable in society (S37)

RISKS

Have you identified any key risks that could affect delivery, for example lack of staff or expertise?

Yes

No

(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.

Overall we have managed risks similar to the ones identified below in other capital and revenue funding streams over Place, Business and People and Skills.

Within Place there are risks around capital spend - 10% of the fund is on capital projects, risks associated with capital projects are present but we have experience of mitigating these and have supported a number of local organisations to manage capital project builds previously.

There is a time challenge and risk to operating a grants round in year one and then operating 6 month projects and spending the allocation by end of each financial year. However it will be reinforced in the grant application process that funds have to be able to be spent initially within 6 months. We will aim to operate funding rounds in August/Sept. We have a funding information session set for late July 22.

Recruitment challenges for 6 month posts in first year will cover a number of programmes, specifically numeracy as across Scotland staff with similar qualifications will be sought. We have existing partnerships to be able to promote opportunities and will seek to attract staff who also may wish additional hours. We can consider offering funding for the first 6 months with options to extend for 1 plus 1 year.

There are risks around the number of people who will engage with the programmes as they are voluntary. We would like to use some of the Multiply funding in years 1 and 2 to employ a development worker to build relationships with potential learners, encourage them onto programmes, develop programmes and courses to meet their specific needs and liaise with employers re upskilling the workforce. Midlothian council's in-house Business Gateway service will engage with employers to promote these funds for their employees.

There are risks in relation to compliance and making sure the rules are set out in advance of partners receiving funding and processes in place to record the information required.

Have you identified any key fraud risks that could affect UKSPF delivery?

Yes

No

(If Yes) Describe these risks or issues, including the contingency measures you have in place to mitigate them.

We will be distributing our funding through a grants programme. Any public sector grants programme is potentially open to fraudulent activity. Within our grants-based programmes there are safeguards built into following the public pound guidance and procedures which reduce the risks associated with fraud. These include:

FRAUD BY APPLICANTS: It would be possible for a criminal to apply for funding for a project that did not exist. Such applications would not get through our systems as we require applicants to submit their name and address (which can be checked against the electoral roll), their company number (which can be checked against Companies House database), their charity number (which can be checked against the Office of the Scottish Charity Regulator database). We require new applicants also to submit their annual accounts, a copy of their governing document, and insurance documentation for the proposed activity.

MISUSE OF FUNDS BY GRANT-HOLDERS: We use our monitoring systems to ensure that grants which have been awarded are used for the appropriate

purpose. Each grant will have a lead officer at the Council who is responsible for liaising with the grant-holder and meeting with them regularly. The grant is paid in twice yearly instalments, and if the six-month monitoring process cannot demonstrate appropriate spend then further instalments can be withheld.

MISAPPROPRIATION OF FUNDING BY STAFF: Midlothian Council procedures do not allow for a single individual to authorise payments. There are several layers of delegated responsibilities depending on values assigned to different levels of management within the organisation. Therefore roles of preparation and approval are separated.

Capacity and capability

In this section, we will ask you about:

- The capacity and capability of your team to manage funding
- The resources you have in place for work related to UKSPF

Your answers here will help us know how to support you with delivery. They will not affect the amount of funding you will get.

Answer as honestly as possible.

TEAM RESOURCE

How many people (FTE) will be put in place to work with UKSPF funding?

The Communities, Lifelong Learning and Employability service have 3 staff who manage current associated service delivery and monitor externally funding bodies through council grants but these are not dedicated employability staff as they undertake a variety of functions. We would require additional staffing to support the monitoring and delivery and monitoring of shared prosperity fund although we will commit a proportion of our time to overseeing this. (Additional staff required 0.5 admin and a 1.0 contracts assurance, monitoring and support officer).

The third sector TSI will work in an advisory capacity supporting applicants within the place projects to give advice on achieving successful delivery of their projects and also attract additional funding where appropriate. Within CLLE there are 2.7 FTE which can support communities to build capacity and support funding applications.

In addition we provide existing Economic Development management resource allocated to oversee the project, with strong capabilities for funding and project management.

Recruit 3 (part time) members of staff to deliver on the community wealth building and Tourism projects, exporting and innovation grants will be managed by existing officers with the Business Gateway Advisers promoting and supporting clients to apply. Similarly with the Tourism fund, but as it complements the existing work the tourism officer will be more involved in supporting applications.

The community planning partnership members have a range of experiences on operating and running programmes both strategically and operationally and they can be called on for advice and support.

Within Multiply we will recruit a development worker to actively recruit participants and promote opportunities funded through the multiply stream.

Describe what role these people will have, including any seniority and experience.

- The CLLE management team will provide strategic direction and line management of the admin and monitoring officer. They will oversee and organise the associated grants round

in line with following the public pound guidance. We have significant experience in operating and monitoring grant funding.

- The TSI will provide capacity building support along with the CLLE small staff team especially for place related themes.
- Procurement Officer with experience of health and social care tendering and working with the 3rd sector.
- CWB Programme Coordinator, coordinating activities in the council, with partners and communities working closely with the wider economic development team.
- Tourism, Heritage & Culture Officer, supporting new and existing tourism businesses and community enterprises to develop new products, local attractions, trails etc., work with local, regional and national partners to ensure each project receives the right support at the right time across the business support eco-system.
- The Local Employability Partnership and associated governance groups within the CPP will monitor progress against targets as part of the reporting on the Single Midlothian Plan,

- Strong capability: Has extensive experience and/or a proven track record of delivery in this area.
- Strong capacity: High degree of confidence that there is enough staffing/resource to manage funding in this area.
- Some capability: Has previous experience of delivery in this area.
- Some capacity: Confident that there is enough staffing/resource to manage funding in this area.
- Limited capability: Does not have previous experience and/or no track record of delivery in this area.
- Limited capacity: Limited confidence that there is enough staffing/resource to manage funding in this area. Additional resource may be needed to support delivery.

CAPACITY AND CAPABILITY

How would you describe your team's current experience of delivering funding and managing growth funds?

Very experienced	Some experience	No previous experience
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How would you describe your team's current capability to manage funding for procurement?

Strong capability	Some capability	Limited capability
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How would you describe your team's current capability to manage funding for procurement?

Strong capability	Some capability	Limited capability
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How would you describe your team's current capacity to manage funding for procurement?

Strong capacity	Some capacity	Limited capacity
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How would you describe your team's current capability to manage funding for subsidies?

Strong capability	Some capability	Limited capability
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How would you describe your team's current capacity to manage funding for subsidies?

Strong capacity	Some capacity	Limited capacity
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COMMUNITIES AND PLACE CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the Communities and Place interventions you have select?

Yes x	No
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How would you describe your team's current capability to manage funding for Communities and Place interventions?

Strong capability	Some capability	Limited capability
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Describe the key capability challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.

The Midlothian Council Communities, Lifelong Learning, and Employability Teams have run the Council's grants programme for many years, and has extensive experience in effectively developing and delivering a challenge fund. The Communities and Place interventions are comparable to the types of activity that have been funded through the local authority grants scheme. Therefore we have excellent skills and knowledge within the existing staff team.

However, as this is a new funding regime we anticipate that there will be significant differences around accounting for the funding and in complying with the UK's international obligations on subsidy control and have identified that this is an area where we need to upskill.

Describe what further support would help address these challenges.

Training for key staff and those in receipt of shared prosperity funding on subsidy control.

How would you describe your team's current capacity to manage funding for Communities and Place interventions?

Strong capability	Some capability	Limited capability
-------------------	-----------------	--------------------

Describe the key capacity challenges (if you have any) for delivering Communities and Place interventions. This may include challenges within your local authority and/or your local/regional delivery system.

In previous years we have co-produced the Council's grants scheme and have had multi-agency grants panels to make decisions on which applications should be funded. We are keen to repeat this approach again as we consider it to be best practice, but we note that the timescales are short if we are to see significant spend in this financial year.

There are challenges as we are a small local authority have a very small number of staff in the TSI and council communities team to manage and monitor new and additional programmes.

Describe what further support would help address these challenges.

As a small local authority we have limited capacity within our existing staffing to manage the funds, so will be requesting an enhanced management fee to allow us to increase our capacity. Enabling us to secure a monitoring officer and admin would strengthen the team to be able to address our capacities.

SUPPORTING LOCAL BUSINESS CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the Supporting Local Business interventions you have select?

Yes

How would you describe your team's current capacity to manage funding for Supporting Local Business interventions?

Strong capability	Some capability	Limited capability
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Describe the key capability challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.

The Economic Development have managed a variety of grant funds over the years, especially direct to clients via the Business Gateway service but also on larger infrastructure projects such as the Town Centre Capital Fund.

More recently the team managed the Covid response funds on behalf of Scottish Government, although overwhelming at the start this has been a significant learning experience for the team, and colleagues in other teams that supported us during the crisis points.

In the period **April 2020 to September 2021**, grant awards totalling £24.4M were processed for Midlothian, the local team delivery value was **£1,127,300**

In the recent Omicron period, **December 2021 to April 2022** a total of **£1,139,380.80** was processed for Midlothian based businesses, of that **£298,180.80** was delivered locally.

In addition to the targeted funds noted, Midlothian was also awarded £1.5M through the Discretionary Fund, including this amount **the economic development team managed £2.98M**.

The team also assisted other businesses to access the NDR based grants, administered by CEC on Midlothian's behalf, and supported CEC with liaison to resolve challenging cases.

No capability challenges are foreseen as we will have robust processes in place for each strand within the programme, the only area of concern is further clarity on the subsidy changes however subsidy training has been requested to colleagues in Scottish Government.

Describe what further support would help address these challenges.

Not applicable

How would you describe your team's current capacity to manage funding for Supporting Local Business interventions?

Strong capability

Some capability

Limited capability

Describe the key capacity challenges (if you have any) for delivering Supporting Local Business interventions. This may include challenges within your local authority and/or your local/regional delivery system.

The economic development team has managed fast paced and high volume grant processing during Covid, the skills and knowledge obtained during that period is retained within the team and will be shared with the new post-holders, this positions the team extremely well for managing a planned programme of funding over the medium term. Do not foresee any challenges with capacity

Describe what further support would help address these challenges.

Not applicable

PEOPLE AND SKILLS CAPACITY AND CAPABILITY

Does your local authority have any previous experience of delivering the People and Skills interventions you have select?

Yes

No

How would you describe your team's current capability to manage funding for People and Skills interventions?

Strong capability

Some capability

Limited capability

Describe the key capability challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.

Ensure there are clear monitoring and effective project management requirements and system in place prior to commencement of projects.		
Describe what further support would help address these challenges.		
Skills training and mentoring on governance, financial management and performance monitoring requirements and outcome measure expectations.		
How would you describe your team's current capacity to manage funding for People and Skills interventions?		
Strong capability	Some capability	Limited capability
Describe the key capacity challenges (if you have any) for delivering People and Skills interventions. This may include challenges within your local authority and/or your local/regional delivery system.		
Ensure there are clear monitoring and effective project management requirements and system in place prior to commencement of projects.		
Describe what further support would help address these challenges.		
Skills training and mentoring on governance, financial management and performance monitoring requirements and outcome measure expectations.		

SUPPORT TO DELIVERY UKSPF	
All lead authorities can use up to 4% of their UKSPF allocation to support the delivery of their chosen interventions but by exception, lead authorities will be able to use more than 4%. Are you planning to use more than 4%?	
Yes	No
(If Yes) Explain why you wish to use more than 4%.	
<p>Midlothian is one of the smaller local authorities in Scotland but one of the fastest growing. Our allocation is therefore reflective of size however the same monitoring requirements will be required. We only have 3 manager who manage community planning, lifelong learning, youth work and employability and do not have capacity to take on an additional direct management of grants and monitoring. These three staff manage directly and in directly over 60 staff members and over 3 million of financial resources. Our experience of ESF highlighted the need to have dedicated monitoring and support staff in place who become specialists on the funding stream and reporting requirements to ensure effective compliance. Even though there is only 6 months in the first year it takes intensive support to operate a grants rounds, set up contracts and SLAs and put in place effective monitoring by year 3 the coordinator and admin are just over the with the 4% guidance.</p> <p>We require a dedicated monitoring officer 1.0 FTE for shared prosperity including multiply and an admin worker 0.5 FTE, evaluation and management information system costs for reporting</p>	

purposes. A table illustrating the exact breakdown can be found in the word version of the Investment Plan, which we have submitted as additional information. The table outlines the management costs year 1 is £35,730 (10%), Year 2 £73,444 (in order for it to be 10%, MC funding £1,985), Year 3 £88,643 (4.7%).

Staffing	Year 1 (6 months)	Year 2 (12 months)	Year 3 (12 months)
Contracts Monitoring Officer	£27,109	£53,768 (council fund £1,985) (total £55,753)	£57,425
Admin 0.5	£7,500	£15,450	£15,914
MIS Costs	£1,121	£2,241	£5,305
Evaluation			£10,000
Total	£35,730	£71,459 (£73,444)	£88,643
Percentage	10%	10% (with MC funding)	4.7%

Approvals

Before submitting your investment plan, you should have approval from your:

- Chief Executive Officer
- Section 151 Officer
- Leader of your lead authority

Do you have approval from your Chief Executive Officer for this investment plan?

- Yes, we have approval**
- No

Do you have approval from your Section 151 Officer for this investment plan?

- Yes, we have approval**
- No

Do you have approval from the leader of your lead authority for this investment plan?

- Yes, we have approval**
- No

If you do not have approval from any of these people, please explain why this is:

Additional documents

You will have received an email giving you access to a folder where you will need to upload supporting evidence to your investment plan. All applicants must complete and upload the following spreadsheet to the folder prior to submitting their investment plan:

- UKSPF Expenditure Profile spreadsheet
- UKSPF Indicative Deliverables spreadsheet

Your investment plan submission will be considered incomplete without the required documents.

Have you completed and uploaded the two spreadsheets to the SharePoint folder as requested?

- **Yes, although we do not have access to share point so our UK shared prosperity link officers are uploading on our behalf, Victoria Simpson or Eva Groeneveld**
- No