Single Midlothian Plan

Reporting 2023/24

'a great green place to grow'

Contents

Introduction 3

Our Vision 3

The Story So Far… 4

Midlothian Will Be Healthier 10

Summary of Successes 11

Midlothian will be Safer 18

Summary of Successes 19

Summary of Challenges 19

Midlothian will Get It Right For Every Child 23

Summary of Successes 24

Summary of Challenges 25

Midlothian will support residents to improve employability and outcomes in our communities 50

Summary of Successes 51

Summary of Challenges 51

Midlothian will be Greener 63

Summary of Successes 64

Summary of Challenges 64

Midlothian will have a wellbeing economy and be better connected 72

Summary of Successes 73

Midlothian will work towards reducing poverty 78

Summary of Successes 79

Introduction

Welcome to the annual report for the Single Midlothian Plan 2023 – 2027. The Single Midlothian Plan outlines how we will meet the needs of our local communities and brings together all the priorities for Midlothian into one place. It shows how the Public, Private and Voluntary sectors and local communities will work together to make improvements in people's lives, by improving outcomes with individuals and communities, promoting preventative approaches that reduce demand for public services, and working with communities to increase their influence in decision making.

Our outcomes for the next 5 years are:

- **Individuals and communities have improved health and learning outcomes**
- **No child or household living in poverty**
- **Significant progress is made towards net zero carbon emissions by 2030**

The purpose of this annual report is to provide our communities an update on our progress towards our actions in the Single Midlothian Plan. The reporting period for this document is from October 2023 until the end of March 2024. This report shows the actions for each outcome with targets and updates on progress.

- We have met or are on track to complete our target

- We were close to achieving our target (75% or above) or are making progress to meet our target

- We have not been able to meet our target (less than 75% achieved)

- The action is not due to start this reporting year

Our Vision

By working together as a Community Planning Partnership, individuals and communities will be able to lead healthier, safer, greener and successful lives by 2030. No child or household need live in poverty. Midlothian will be a Great Green Place to Grow by achieving our net zero carbon ambitions.

The Story So Far…

Year 2021

Health and Social Care

- COVID vaccination programme - By end of March 2022, 59,099 adults in Midlothian had received a booster, including 94.1% of adults over 70 years or age.
- Staff from across mental health, substance misuse, Justice and Third Sector are co-located in 'No.11' in Dalkeith.
- Hospital at Home capacity increased and is now working alongside Healthcare Improvement Scotland (HIS) and the Scottish Government to further increase capacity.
- The Welfare Rights Team supported a total of 1022 people and an additional 89 phone enquiries where advice was provided.
- Midlothian HSCP commenced work on Improving the Cancer Journey (ICJ) and the uptake rate increased to over 90%.

GIRFEC

- During 2021-22, over 500 children and young people received support from additional early mental health support provision.
- Working towards a trauma informed workforce, 466 members of staff were trained across all services and organisations that support children and young people in Midlothian, between April 2021 and March 2022.
- During 2021 – 2022, additional support was provided to children and young people affected by domestic abuse, parental alcohol or drug misuse. This was funded through the Midlothian and East Lothian Drug and Alcohol Partnership (MELDAP).
- A range of training programmes were delivered across Midlothian, through excellent local partnership working. This included Young people's Sexual Health training programmes; Relationship, Sexual Health and Parenthood (RSHP) training for practitioners working with Primary aged children; LGBT+ Awareness Training; and Relationships, sexual health and parenthood training for practitioners working with young people with additional needs.
- Implementation of the increase in Early Learning and childcare funding to 1140 hours per annum.
- The Midlothian House Project, which supports young people leaving care to live independently, proved very successful during 2021 – 2022

IOM

- Child Poverty Working Group has completed Year 3 Report.
- Youth volunteering is improving in relation to opportunities available and work with schools and recovery targets are approaching pre-pandemic levels.

Sustainable Growth

Climate Emergency

- Continued work on biodiversity measures, including assistance with development of a Tiny Forest site of 600 trees at Bonnyrigg Primary School.
- Work has commenced on creating hubs for information on Climate Emergency and sharing best practice.

Economic Development

- The Business Gateway service continues to be digitally delivered with 2 FTE Advisers.
- 8 clients were supported through Social Enterprise and expanded their initial ideas and set up as Community Interest Companies and continue to access Adviser support as they develop their social enterprises.
- The Locate in Midlothian website continues to be a valuable tool for employability opportunities and employment support.

Housing

- Midlothian Council's Rapid Rehousing Plan (RRTP) was submitted to the Scottish Government on 30th June 2021.
- During this reporting period, 99 households were assessed as homeless which was a positive decrease of 22%.
- 790 households have been provided with advice and assistance compared to 515 for 2020/21.
- During 2021/2022 48 temporary properties have been successfully flipped to permanent tenancies. The service has also progressed the delivery of 22 housing first cases.

Year 2022

Health and Social Care

The British Red Cross were commissioned to deliver a Carers Community Connector role aiming to reach-out to groups and individuals who are currently not accessing support, training or advice. Work is also progressing on a new Carer Dementia Advisor post with Alzheimer Scotland which will offer support to carers.

Ageing Well's programme has continued to grow, delivering over 50 activities each week and over the past 6 months reintroduced. Fancy a Blether and Connect and Connect Online services continue to develop, with the British Red Cross Local Area Coordination Service delivered pop up events over the summer.

Participant numbers in weight management programs have increased due to a combination of activities and dietetics services, with 'Let's Prevent Diabetes' widely recognised as a national success story.

There are currently 19 active volunteers placed within the community hospital, 12 new volunteers have been placed in the reporting period and 7 have stopped volunteering during this period.

In Midlothian by the time children are 5 years old the government target of 95% has been reached for all vaccines bar the 4:1 and MMR2 (92.7% (n=22) and 92% (n=24) respectively) and by the time children are 6 years old the government target of 95% has been exceeded for all vaccines.

Activities to improve geographical access to substance use recovery support have improved with six SMART Recovery Groups now in Midlothian and the number of licensed groups in operation is now sitting at 3 and will be increase to 4 in the coming months.

Community Safety & Justice

The Midlothian Awareness and Consultation Restorative Cafe event, 18th July 2023, was attended by 12 individuals from different local organisations including members from the Police Scotland, Scottish Fire and Rescue Service, Social Work and the council. The cafe was hosted by Rachael Moss and Ashley Scotland from Thriving Survivors in partnership with the Midlothian Community Safety & Justice Partnership. The cafe was designed to raise awareness and encourage knowledge sharing and understanding of restorative justice within the Midlothian area, by providing a safe and supported space for people to ask questions, engage in meaningful dialogue, brainstorm ideas, and voice their needs regarding restorative justice.

Youth Community Restorative Circle Project was established to administer the first delivery model for restorative justice. This ensued in March 2023 and a Justice Practitioner from Midlothian Community Justice Team, and a Restorative Justice Facilitator from Thriving Survivors co-facilitated the case, with the Community Safety and Justice Manager for Midlothian Community Justice, overseeing the case with supervisory responsibility.

Edinburgh College Project welcomed the 2nd Community Justice Project with media students at Edinburgh College. A range of partners supported students in further learning on subjects including: restorative justice; Violence Against Women & Girls (VAWGs); Involuntary Celibates. The students then transferred the learning and developed short films to raise awareness of these important subjects which were showcased at the College. Over 80 people attended from a range of organisations, communities and services and the project has now been included in the annual curriculum for the media course.

GIRFEC

The Midlothian Whole Family Wellbeing Service was developed during 2022-23 and is located at a Midlothian Primary School to identify low school attendance, which can often be an indicator of other concerns within a family, allows us to provide holistic support to the family at earlier stage using multi-agency and partnership approaches.

Midlothian and East Lothian Drug and Alcohol Partnership (MELDAP) continued to fund two Midlothian services, MYPAS (Midlothian Young People's Advice Service) and Children 1st, to deliver additional support to children and young people affected by domestic abuse, parental alcohol or drug misuse. A total of 142 children and young people received direct support.

During 2022-23 Midlothian partners were supported by the Improvement Service and national partners, to engage in a process of self-assessment to review governance, actions and reporting on child poverty. This process enabled us to align actions to support families across Midlothian and identify priority areas for improvement that will be led by the poverty and financial inclusion planning/working groups.

Young people proposed a Test of Change for a youth wellbeing space that is timetabled with a mix of activities, individual support and opportunities to relax. In November 2022, MEAP secured a suitable venue for one year, based within a community-owned hub called 'One Dalkeith'.

Training sessions, which included the correlation between Self-harming and the Teenage Brain, was delivered in person to 30 Children's Services staff and to staff working in residential services.

Over 240 children and young people and 50 family members/carers accessed support and services funded by the *Children and Young People's Community Mental Health and Wellbeing Fund*. Beneficiaries reported improvements to mental health and wellbeing, in confidence and resilience, and to school attendance and learning engagement following their participation.

Between April 2022 and March 2023, 608 children and young people were engaged in *Midlothian Early Action Partnership (MEAP)* Tests of Change that explore different ways to improve the mental health and wellbeing of children and young people.

The *Equity and Inclusion Strategy* and plan was developed, which focuses on supporting children with Additional Support Needs (ASN), improving education attendance and outcomes, developing nurturing approaches and improving opportunities for family learning.

IOM

367 young people/adults and 108 parents were supported on No One Left Behind programmes. The Long-Term Unemployment project which ran for one year was extremely successful: 22 paid work placements were provided across the Council and third sector partners with 15 people moving into sustained employment, a success rate of 68%. 262 qualifications have been secured for adults through the CLLE programme and 1,126 participants from 40% SIMD deprivation areas have participated in programmes.

Partnership working to produce and submit the Shared Prosperity Investment Plan has secured over £3.5million for Midlothian over 3 years with 17 projects being awarded funding of over £2million to deliver projects from climate change to employability.

Central Dalkeith and Woodburn have become a project town as part of the Shaping Places programme.

Edinburgh College

- Improved third sector access to Edinburgh College Midlothian Campus and a free breakfast club delivered to 150 students a week.
- £2.2million secured by Edinburgh College to decarbonise the Midlothian Campus
- Edinburgh College hosted UK World Skills competition with over 150 competitors and 600 visitors

Volunteer Midlothian

Our Scottish Government Saltire Awards statistics for Midlothian's young people have more than doubled in terms of the numbers of young volunteers registering and the number of certificates issued. We have received 9 nominations for the prestigious Saltire Summit Award highlighting that young people are going above and beyond.

Sustainable Growth

Climate Emergency: The Actions identified in the 2022/2023 Single Midlothian Plan were intended to cover a three-year period 2021/2024, and not all were expected to be delivered in the year 2022/2023.

Housing: Housing Services in partnership with our colleagues both internally and externally to the Council continue to deliver the actions set out in our Rapid Rehousing Plan (RRTP). Our Plan for 22/23 sets out a vision that by 2024: an increased number of homeless households will obtain permanent accommodation, no homeless household will be accommodated in bed and breakfast accommodation, and the average time taken for the Council to complete its homeless duty will have halved from 105 to 52 weeks.

Economic Development: The Business Gateway team continue to promote localised procurement with clients, encouraging registration with the Supplier Development Programme and Public Contract Scotland (PCS). We actively encourage businesses to register with The Supplier Development Programme which provides access to free training and support in all aspects of public sector tendering to improve the tender readiness of local suppliers. A Meet the Buyer event was held at Newtongrange Mining Museum on 29th March regarding Midlothian Council's upcoming building/roofing framework and was attended by ED, BG, Procurement and BMS. The event was attended by 24 people from businesses in the local area.

HEADLINE ACHIEVEMENTS 2023/24

Midlothian will be Healthier

Midlothian HSCP offers a 24-hour, 7 day a week emergency falls phoneline
Falls Classes now available for people in Midlothian

Midlothian will be Greener

Establishment of Midlothian Climate Action Hub and working with MEL Ltd.

Roll out of training to Midlothian Council Ranger Service and Volunteers in river fly monitoring.

Midlothian will be Safer

Your Chance to Change 400% increase on men involved with the service.
Midlothian's Equally Safe Strategy is now published.

Midlothian will support residents to improve employability and outcomes in our communities

The Parental Employability Project has supported 298 parents over the last 12 months.

36.78% of parents achieved a work-related accredited qualification

Midlothian will work towards reducing poverty

The trusted partners are actively supporting those most vulnerable in our communities.
Uptake of Young Scot cards by pupils in Secondary Schools at 72%.

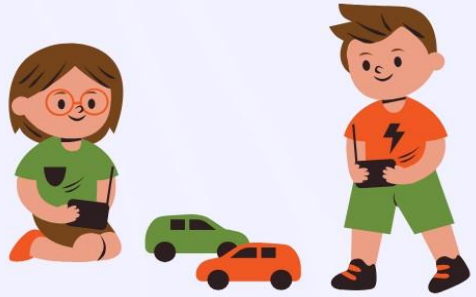
Midlothian will have a wellbeing economy and be better connected

3 sessions to raise awareness and understanding of Self Employment and Social Enterprise as career pathways delivered

Midlothian will Get It Right For Every Child

386 children and young people participated in the play survey with the data informing the work on the Play Strategy.

Work is in progress to make private, NHS and Council premises breastfeeding friendly.



Midlothian Will Be Healthier

Summary of Successes

Outcome 1: Midlothian Carer Support Community Cooperative

Work has started to scope the feasibility of a cooperative to support Cares in Midlothian, with key stakeholders meeting to establish priority focus areas for the scoping exercise and agree a timeline.

Outcome 2: Falls Prevention and Support

Falls Subgroup

Plans are underway to establish a falls sub-group with stakeholders from various teams, disciplines, and partner organisations, which will focus on the design of falls management and training for Midlothian HSCP teams. A Lothian-wide falls strategy is due to be published in early autumn 2024/2025 which will help to inform Midlothian HSCP's approach to falls, ensuring that future action is in line with local and national strategies.

Falls Pathway

The Midlothian falls pathway has been defined and documented. Standard operating procedures have been collaboratively designed, documented, and shared with core teams in the Midlothian HSCP, partners from East Lothian Council Call Centre, and the Scottish Ambulance Service Control Centre.

Establish an emergency falls phone line

In collaboration with East Lothian Council's Call Centre, Midlothian HSCP offers a 24-hour, 7 day a week emergency falls phoneline. The phoneline is continuously monitored by a minimum of 2 fully trained call handlers. During H2 23/24 there were 239 reported calls from people who had fallen, highlighting a demand for this provision.

Falls prevention and management training to people at risk of falling

The Musculoskeletal Physiotherapy (MSK) and the Midlothian Active Choices (MAC) teams are working in collaboration to provide Falls Classes which are led by an Exercise Specialist and are designed to work upper and lower body strength and improve balance. Currently, they are delivered across 4 sites:

- Penicuik Leisure Centre
- Bonnyrigg Health Centre
- Newtongrange Leisure Centre
- Dalkeith Health Centre

Outcome 3: Digital Self-Management

Collaboratively develop a minimum viable Digital Self-Management product

Work continues to complete a useful scoping that delivers the right resource to support a self-management approach. A sub-group will drive the scoping phase of work to create a publicly accessible digital asset map utilising information created and stored on A Local information System for Scotland (ALISS).

Outcome 4: Early Identification and Support for People Living with Frailty

Expanding the use of the Rockwood Frailty Index

Work has begun to incorporate the use of the Rockwood Frailty Index within several clinical teams in Midlothian HSCP:

- Discharge to Assess (D2A)
- Midlothian Assessment and Rehab Team (MART)
- Community Respiratory Team (CRT)
- Hospital at Home (H@H)

Holistic Assessments

People receiving support from the British Redcross are offered a strength-based holistic assessment. This assessment is based on our 'Good Conversation 'approach and supports a better understanding of what matters to the person being assessed. As of March 31st, 2024, 180 and holistic assessments have been carried out.

Summary of Challenges

Staffing Challenges

There is currently no dedicated post to support frailty work in Midlothian HSCP. Three of the 4 outcomes; Falls Prevention and Support, Digital Self-Management, and Early Identification and Support for People Living with Frailty had previously been managed as part of a Programme Manager's portfolio. There are currently no plans to replace this post.

Electronic Frailty Index (eFI) Data

In August 2023, SPIRE was decommissioned and no new eFI data will be generated. However, in line with the agreed Service Level Agreement, British Redcross has continued to make use of the data available to them to identify people requiring support in the community.

System pressures

Due to ongoing system pressures, some members of the thematic group have been unable to regularly attend. Thematic sessions were reduced from 90 to 60 minutes in length to lessen the time pressure of attending the sessions. However, the Executive Management Team have reviewed this and a plan to take forward the leadership of this thematic area to ensure there is continued attention to this key agenda.

There is currently no dedicated resource identified to progress the Digital Self-Management platform. The Redcross eFI pathway will be reviewed as part of ongoing contract management.

Midlothian Care and Support Community Cooperative

Key stakeholders have met to finalise key priorities and focus areas for the scoping exercise and agree timeline but the delay to this scoping exercise being initiated will impact on all future targets.

Outcome 1: Midlothian Care and Support Community Cooperative (Delivery model for a community care and support co-operative is established and expanded, evaluation, and targets set)

Action	Indicator	Target	Progress	Our Progress at a Glance
Explore and define the demand for and the benefit of a Midlothian Care and Support Co-operative by January 2024 through a process of co-design	N/A	N/A	Project remains in scoping phase. Next steps: A meeting between Community Enterprise and VOCAL scheduled for April 24th 2024, to finalise key priorities and focus areas for the scoping exercise and agree timeline. The delay to this scoping exercise will impact on all future targets.	
Support the implementation and growth of the Midlothian Care and Support Co-operative across 2025	N/A	N/A	This work is developmental: appropriate targets will be developed following the scoping stage.	
Complete an evaluation of delivery and impact to inform future development	N/A	N/A	This work is developmental: appropriate targets will be developed following the scoping stage.	
Develop and support a sustainable model across 2026-27	N/A	N/A	This work is developmental: appropriate targets will be developed following the scoping stage.	

Outcome 2: Falls Prevention and Support

Action	Indicator	Target	Progress	Our Progress at a Glance
Define the future Midlothian Falls Pathway	Progress of Pathway defined	Define pathway	80%	
Establish an emergency falls phone line	Emergency Falls Phoneline is fully operational, offering a 24/7 service	Phone-line operational	100% The Emergency Falls Phoneline is fully operational, offering 24/7 support.	
Establish urgent falls referral routes and processes	Establish urgent falls referral routes and processes	In operation	50% In operation. Referral routes and processes will be revised following the planned review of the fall's pathway process.	
Design falls prevention and management training	Training is designed and carried out.	Training is designed and carried out.	Not designed Next steps: 5 members of the Midlothian Active Choices (MAC) team are undergoing Level 4 Postural Stability Instructor training – due to conclude in April 2024. A falls sub-group is to be established to define the approach to falls training. This group will include teams from the Midlothian HSCP and partner organisations	

Action	Indicator	Target	Progress	Our Progress at a Glance
Deliver falls prevention and management training to 100 people at risk of falling	Deliver falls prevention and management training to 100 people at risk of falling	100	Target 100% Musculoskeletal Physiotherapy (MSK) and Midlothian Active Choices (MAC) falls classes: 199 Midlothian Active Choices (MAC) 12 week falls classes: 12	
Evaluate progress and develop an improvement plan to inform required progress in relation to available data intelligence	Evaluation complete Develop Improvement Plan	N/A	This work is developmental. Working in collaboration with a Lothian-wide group of stakeholders including NHS Lothian's Falls Programme Manager, a Midlothian falls information page has been designed and published on NHS Lothian's public facing website. The page has been designed to promote self-management, and to help people who have fallen to easily find the right support at the right time. People using the site are provided with easy-to-understand instructions on how to reach the Midlothian Falls Response Helpline. People are signposted to the NHS Inform Website for further	
Evaluate progress and develop an improvement plan to inform required progress in relation to proactive identification and engagement with people at risk of falls	N/A	N/A	This is a year two target. This work is developmental. Work has begun to define the evaluation process.	

Action	Indicator	Target	Progress	Our Progress at a Glance
Evaluate progress and develop an improvement plan to inform required progress in relation to access to service offers and supports	N/A	N/A	This is a year two target. This work is developmental. Work has begun to define the evaluation process.	
Evaluate progress and develop an improvement plan to inform required progress in relation to cross-system preventative approaches	N/A	N/A	This is a year two target. This work is developmental. Work has begun to define the evaluation process.	
Evaluate progress and develop an improvement plan to inform required progress in relation to promoting self-management	N/A	N/A	This is a year two target. This work is developmental. Work has begun to define the evaluation process.	
Embed the Midlothian Integrated Falls Pathway aligned to national and local strategy.	N/A	N/A	This is a year three / four target. A Lothian-wide falls strategy is due for publication in Q3 2024/25.	

Outcome 3: Digital Self-Management

Action	Indicator	Target	Progress	Our Progress at a Glance
Collaboratively develop a minimum viable Digital Self-Management product in 2023-24	N/A	Develop Digital Self-management product	On Target – 30% In Q2 2024/25 a sub-group is to be established to continue the scoping phase of work to create to create a publicly accessible digital asset map utilising information created and stored on A Local information System for Scotland (ALISS) Following Midlothian IJBs review of the Model Scheme of Publication 2023/24, work is underway to identify areas for improvement on the Midlothian Health and Social Care public facing web pages. This work will provide opportunities for linking information and support digital options	
Using insight from the early development and testing, continue to build and connect the range of resources available in 2024-2025	N/A	N/A	This is a year two target This work is developmental: appropriate targets will be developed following the scoping stage	
Upscale engagement and use of platform in 2026-27	N/A	N/A	This is a year three target This work is developmental: appropriate targets will be developed following the scoping stage	
Further develop functionality based on evaluation and feedback	N/A	N/A		

Midlothian will be Safer

Summary of Successes

The Community Justice Improvement Plan 2023-28 was published in September 2023, developed with a range of statutory and voluntary partners, with themes of prevention and desistence. Our 'Strategic Strength and Needs Assessment' considered national and local data and acts to underpin the new improvement plan through an analytical evidence base.

Your Chance to Change has seen an increase over this reporting period with a total of 6 enquiries for support to the service. This has resulted in four men being progressed to assessment, with all four being assessed as suitable and commencing programme work. This figure represents a 400% increase on men involved with the service for the same period in 2022/2023.

Domestic Abuse consultations continue to be conducted by Justice Social Work to assist Social Work colleagues across adult services and children and families to better understand ways in which to hold men accountable for their abusive behaviour and to engage directly with them. Over this reporting period, Justice Social Work were involved in three consultations for support, one of which resulted in a referral into Your Chance to Change and that individual continues to engage with the Caledonian Men's Programme on a voluntary basis.

In terms of Restorative Justice, we are developing a cohesive approach, and partners are sharing good practice to help improve cohesion around language of restorative justice. Commitment has been given from partners to train staff in restorative approaches and further work is to be carried out to capture the restorative work already being delivered in schools and the wider community.

The Equally Safe Strategy is now published, and Community Justice are focusing on Priority 4 (Men desist from all forms of violence against Women and Girls). This key priority in the national Equally Safe strategy is embedded in Midlothian's Community Justice improvement plan, with work already begun with our partners from Y2K, Women's Aid, Children & Families Social Work and the VAWG Co-ordinator.

Health in Mind in partnership with Project180 from Y2K, are raising awareness in schools of substance use, justice issues and the subsequent impact on life outcomes. Three volunteers will deliver talks to pupils with support from Y2K and Health in Mind.

Summary of Challenges

Community Justice previously had a dedicated Police analyst. A request to Police Scotland that a council analyst could have access to police systems was declined. Data gathering and subsequent analysis of that data is now through the central Police Scotland Team with analytical support from the Health & Social Care partnership, which makes the data less dynamic.

Annual survey @ No11 the original dates to meet with clients at no 11 were March and April 2024. Our Trauma lead has been mapping current engagement and service user feedback projects, she has received some of the results from these projects but is awaiting further responses. The current plan is to map service user feedback in June 2024 with data analysis to be completed by August 2024.

Outcome: Midlothian Communities Will Be Safer

Action	Indicator	Target	Progress	Our Progress at a Glance
Partnership delivery of restorative café programme to support the development of Restorative Justice delivery in Midlothian	Meetings subsequently held with Police Scotland and Thriving Survivors to plan delivery of the Restorative Justice programme	1 x Programme delivered	50% Initial RJ cafe held July 2023 in Dalkeith. Restorative Justice discussion at the Community Justice Board meeting in February 2024 agreed involvement from Scottish Fire and Rescue Service	
Conduct a bi-annual public consultation with the community to gather views and perspectives on Safety & Justice within Midlothian	Mapping of partners consultations to identify the gaps in our consultation. Community Justice to focus on those areas for a fuller picture our communities views and perspectives	2 x consultations per year	20% 2023/24:Rapid review to be completed to identify gaps Consultations to be divided between the partnership current consultations from the community and then a Community Justice event December 2024	
Complete an annual project with Edinburgh College media department and students with a focus on Community Justice and the wider partnership	Project to begin in the academic year 24/25. Meeting to be held with partners and Edinburgh College end of the summer to	1 x annual project	50% Community Justice partners involvement agreed – Victim Support Scotland & Families Outside.	

Action	Indicator	Target	Progress	Our Progress at a Glance
	confirm project timeline. Yearly production of a short media film			
Support the implementation of Equally Safe Policy	Community Justice to focus on Priority 4 (as per improvement plan). Implementing work to support Equally Safe Strategy	n/a	30% Priority 4 short term subgroup identified	
Support the facilitation of Public Protection Office (PPO) Training Briefs to support and promote the prevention agenda	Increase Prevention Agenda Work delivered. Highlighting available services and consultations. 2 x training inputs delivered to the Public Protection Office per year.	n/a	50% Public Protection Office have commission Thriving Survivors to deliver training. 6 referrals to Your Chance to Change Service. 3 domestic abuse case consultations with Justice Social Work	
Promote and support individuals in the justice system to access timely and person-centred support services for mental health and substance use.	Agreement given from the Custody Division Area Commander, Police Scotland to ensure ALISS is an approved information tool	n/a	40% Police Scotland have identified the need for consistency of information. Authorisation of ALISS as an approved tool discussed	

Action	Indicator	Target	Progress	Our Progress at a Glance
Ensure buildings are trauma informed and meet the needs of those accessing a range of supports within, and that their voice shapes joint service delivery.	Conduct annual survey with people accessing support services at No 11 to measure collaborative working.	n/a	20% Trauma lead has been mapping current engagement and service user feedback projects. Current plan is to map service user feedback in June 2024 with data analysis to be completed by August 2024	
Raise public awareness of the work and responsibilities of public protection among the general public	Facilitate podcast with professionals within Justice & Health to raise awareness of their roles and remits	n/a	30% Community Advisors group established. Series of 5 podcast agreed with contributing professionals.	
Engage with further and higher education establishments on a range of projects that promote the work of community justice	Raise awareness of Community Justice with higher education establishments of Midlothian students	n/a	20% Head of Student Services at QMU, agreement for future work within the university.	
Set out our view of including Boys and Men describing the essential features for services based on the Equally Safe gender framework.	Consult with boys and men describing the essential features for services based on equally safe	n/a	20% Priority 4 subgroup held. Agreement to facilitate a Q&A table at the Youth Platform Hackathon.	

Midlothian will Get It Right For Every Child

Summary of Successes

Children's and Young People's Rights Subgroup

Excellent work has taken place and partners are looking at how we build on these existing strengths. The Midlothian Local Development Plan Evidence Report is in its final draft stages and was written with consideration of input from GIRFEC members. 386 children and young people participated in the play survey with the data from this and the Play Sufficiency Assessment informing the work on the Play Strategy.

Children's and Young People's Mental Health and Wellbeing Subgroup

Following confirmation of funding, the Central Point of Access (CPA) project lead role is in the process of being recruited to, which will enable actions to be progressed expediently.

There is a gap in available data around Midlothian children and young people's mental health and wellbeing which has led to an agreement to proceed with SHINE (Schools Health and Wellbeing Improvement Research Network) online pupil mental health survey. This will provide a baseline and evidence for teachers and improvement planning.

Progress is being made towards developing a neurodevelopmental pathway in line with the Scottish Government service specification. This is vital, as over 800 children are now on the waiting list for assessment in Midlothian and new referrals continue to outstrip capacity for assessment on weekly basis.

With a focus on implementing Trauma Informed Practice throughout the GIRFEC partnership workforce, training options are available on monthly basis and on request. Training has been delivered to 242 people at level 1 and 77 at level 2 (training numbers between July 2023 to Jan 2024).

The Nurture Leads for schools are using the Framework for Relational Practice to support reflection and professional learning with groups of staff and in relation to problem solving issues around a child or young person. We are in the process of exploring delivery of the *Keeping trauma/relationships in mind* programme to school and awarding equivalent status of trauma-levels 1 and 2.

Whole Family Wellbeing Subgroup

The Family Wellbeing Service has been in existence for a year and the service framework continues to be refined, informed by families' views which are in the process of being gathered. In 2024/25 there will be a short round of procurement partners based on priority areas. This includes therapy interventions for parents and children and supports for families with children with additional support needs. A total of £180,000 is allocated to Third Sector partners.

Transitions Framework

A transitions lead is progressing the development of this framework, straddling children, and adult services (from 14 plus), with support from Health and Social Care and Children and Families. A "transitions passport" is being developed for young people that can be updated easily. Plans are underway for a parent/carer group and a young person's group, involving drop-in transitions, informal chats at Saltersgate with parents and young people.

ARC training has been delivered to the first group of SW staff, with further training dates planned across disciplines. The course informs adults how to develop approaches that enable young people (14 to 25 years) with additional needs to reach their potential in adult life.

Early Years

Breastfeeding peer support network now attending ante natal classes, which has increased the ability to reach ante natal women and explore feeding choices. Funding has been secured to increase number of volunteers and improved advertising of groups via social media and health professionals.

Work is in progress to make private, NHS and Council premises breastfeeding friendly. We have seen an increase in premises signed up, but this is a mammoth task. Midlothian smoking in pregnancy group is trying to reinstate connections to ensure partnership buy in.

Actions from the Poverty Action Plan

Uptake of Best Start Grants and Best Start Foods is a collaborative piece of work with Social Security Scotland (SSS) and health staff. There is joint working between Dalkeith CAB & SSS, including joint clinics and partnership working with Bonnyrigg Rose. Information about Best Start will be included in awareness raising/training sessions for health staff to sit alongside the referral pathway.

Agreement was reached that there should be *one point of access for referrals from Midwifery and Health Visiting* achieved by referrals going straight to Aim Hi (Penicuik CAB). Collaborative practice to ensure straightforward onward referrals where necessary to meet client preference and service capacity requirements.

The *Crisis Support/Infant Food Insecurity* Toolkit was launched in March, alongside the development and piloting of the referral pathway services.

Information Sharing and Commissioning Subgroup

A new version if the *Pan-Lothian Information Sharing Protocol* is in place. The Subgroup Chair is drafting a local *Information Sharing Agreement* for the Data Protection Office (DPO) due to their lack of resources.

Summary of Challenges

We are working through the best way to achieve our goal to 'understand readiness for incorporation of UNCRC into Scot's Law'. We are working on co-ordinated leadership and an agreed strategy for this action.

For the Central Point of Access (CPA), the funding is confirmed for the CPA project lead role only. Once this post is in place, a scoping and costing exercise will be undertaken for the full implementation of a Midlothian Central Point of Access; this will be presented to the GIRFEC Board in August for consideration and agreement.

Over 800 children are now on the waiting list for neurodevelopmental assessment. New referrals continue to outstrip capacity for assessment on weekly basis. We are undertaking data analysis of the children and young people on the wait list to identify key priority areas for intervention.

There is uncertainty over future funding of the Family Wellbeing Service.

In Midlothian there is a need of a strategic push for a breastfeeding friendly scheme in Council premises, and to do this the logistics, alter expectations, and short term funding is required.

There is a risk that the joint commissioning scoping exercise fails to identify any/many opportunities for joint commissioning activity. This could lead to failure to realise the benefits of joint commissioning approach and the opportunity for delivering improved outcomes for CYP/parents/carers.

Outcome 1: The rights of children and young people in Midlothian are respected in everything we do

Action	Indicator	Target	Progress	Our Progress at a Glance
Understand the readiness for incorporation of UNCRC into Scots law across partners' organisations and teams	Areas of focus for baselining are identified	Areas identified	40% Not yet started as dependent on map of organisational readiness (action in progress)	
	Produce a map of organisational readiness exists (a snapshot in time)	1 x map produced	To be completed by 30 June 2024. Subgroup in process of agreeing leadership and strategy to understand readiness	
Baseline children and young people's perspectives on how they feel their rights are respected, focussing on priority areas as identified from 'understanding the readiness for incorporation'	Channels of participation are established and evidenced between this CPP subgroup and children and young people	Channels of participation are established and evidenced	0% Not yet started as dependent on previous action. Due for completion on 31 December 2024	
	Feedback is collated and analysed from children and young people.	Feedback analysed	Not yet started as dependent on previous action	
	An action plan exists to support the incorporation of	1 x action plan produced	Not yet started as dependent on previous action. Due for completion on 31 March 2025	

Action	Indicator	Target	Progress	Our Progress at a Glance
	UNCRC principles in partnership programmes			
Support the implementation of the action plan to incorporate UNCRC principles in partnership programmes	Support the implementation of the action plan to incorporate UNCRC principles in partnership programmes	Action plan to incorporate UNCRC principles	80% of actions are progressing Not yet started as dependent on previous action. Due for completion on 31 March 2026	

Outcome 2: Families are supported to stay together at home

Action	Indicator	Target	Progress	Our Progress at a Glance
Gain and maintain an overview of progress across Community Planning Partnership organisations to meet their obligations under Plan 21-24 outcomes	Progress reporting template is routinely completed by subgroup members Actions RAG rated and progress compiled.	1 x progress report completed	40% On target to be completed by 31 March 2025. Mechanism in place (reporting template) to capture & report successes and challenges.	

Action	Indicator	Target	Progress	Our Progress at a Glance
	Report taken to GIRFEC Board and recommendations taken forward.			
Review the mechanisms that exist to share key achievements and challenges between partner organisations	A review of existing reporting/working groups is completed, and an agreement is reached on the best structure.	1 x review completed	100% Review completed	
Identify challenges, successes and opportunities for collaborative action and agree areas of focus	Areas of collective focus are identified, and challenges and successes are fed back to the Board	Areas identified and reported to Board	Not yet started as dependent on previous action. Due for completion on 31 March 2025	

Outcome 3: Children and young people have improved access to a variety of safe and health promoting places and spaces

Action	Indicator	Target	Progress	Our Progress at a Glance
Work together to provide a child-inclusive approach to the Midlothian Local Development Plan 2 (LDP2)	The Integrated Impact Assessment is completed with representation from GIRFEC members	1 x integrated impact assessment completed	70% Not yet started as dependent on previous action. Due for completion on 30 June 2024	
	The LDP2 Evidence Report has incorporated the representative views of children and young people	LDP2 Report includes views of children and young people	On Target To be completed by 31 March 2025.	
	The draft Evidence Report has been reviewed by members of the GIRFEC Children and Young People's Rights Subgroup	1 x evidence report reviewed by subgroup	On Target Review completed	

Action	Indicator	Target	Progress	Our Progress at a Glance
Contribute to the Play sufficiency assessment and open space strategy	There is evidence that the play sufficiency assessment and open space strategy have been informed by GIRFEC stakeholders There is evidence that the play sufficiency assessment and open space strategy have listened to and incorporated the representative views of children and young people	Evidence compiled	50% To be completed by 31 March 2025	
Review the need for a Midlothian play/recreation strategy or statement incorporating (safe & healthy spaces)	Review is complete and recommendations are presented to GIRFEC Board Play strategy or alternative exists, the actions have been implemented and there is a mechanism	1 x review completed Play strategy implemented with review process in place	40% Short-life working group has been established, with 3 of 7 meetings progressed to date To be completed by 31 March 2025	

Action	Indicator	Target	Progress	Our Progress at a Glance
	in place to review progress			

Outcome 4: Midlothian's children and young people have timely access to appropriate emotional, mental health, and wellbeing support

Action	Indicator	Target	Progress	Our Progress at a Glance
Understand service demand, capacity, impact and what's important to children and young people	Data sets analysed SPA Delivery plan in place Strengths and gaps established SPA project lead recruited and scoping exercise completed	n/a	20% Not started. Due for completion on 31 July 2024 Recruitment process underway for a project lead who will take this work forward. It is expected the person will be in post by June 2024	

Action	Indicator	Target	Progress	Our Progress at a Glance
Mobilise programme	Programme Sponsors in place, leaders recruited, and steering group established Comms and Engagement Plan in place for Phase 1 and 2 Funding amount and duration confirmed	n/a	Recruitment process underway for a project lead who will take this work forward. It is expected the person will be in post by June 2024	
Develop Single Point of Access (SPA) model for Midlothian (Phase 1)	High level model blueprint signed off and quality assurance framework in place Recruitment for operational post(s) is complete Costing exercise undertaken for full implementation of SPA and presented to GIRFEC Board for approval	n/a	Not yet started. Due for completion on 31 December 2024 Awaiting recruitment of project lead to progress this work	

Action	Indicator	Target	Progress	Our Progress at a Glance
	SPA providers and referrers consulted and engaged for Phase 1 along with TOR and partner/provider agreements Referral process, triage system and safeguarding system in place Data sharing protocols in place and IT system changes completed High level model blueprint signed off and quality assurance framework in place			
Launch Single Point of Access (SPA) (Phase 2)	SPA Provider and Referrer workshop(s) training delivered Activity monitoring process confirmed,	n/a	Not yet started - dependent on previous action. Due for completion on 31 March 2025.	

Action	Indicator	Target	Progress	Our Progress at a Glance
	and timetable reviewed Service launch with first referrals received, triage and assessment meetings begin (1 service launched) Service review meetings to assess activity and levels of need in place Continuous improvement plan produced and in place Programme Delivery Plan reviewed, and Phase 3 plans approved			

Outcome 5: Children and young people receive the appropriate needs-based support whilst they are assessed for neurodevelopmental concerns

Action	Indicator	Target	Progress	Our Progress at a Glance
Engagement with children, young people, families and partners	Assessment and planning approaches are informed by views of children, young people, and families	n/a	30% Not yet started. Due for completion on 30 June 2024.	
	Children, young people and families' reference/strategy group established		Not yet started. Due for completion on 30 June 2024.	
	Learning gained from tests of change in East Lothian and Fife		Action completed	
Inclusive, neuro-affirming practice and effective support for cyp on ND Waiting List (Phase 1)	Training plan established for inclusive classrooms and neuro-affirming practice	n/a	70% Action complete	
	Demographics of waitlist understood,		In progress. Due for completion on 30 June 2024	

Action	Indicator	Target	Progress	Our Progress at a Glance
	and support options identified. Project cohort identified and Multi-Disciplinary Team (MDT) working group membership and duration identified			
Scope elements within pathway implementation (Phase 2)	Potential supports identified. Impact analysis undertaken to identify way to progress, commissioning options etc. Review of Requests for Assistance processes, thresholds for specialist assessment, triage processes Review of post-assessment and post-diagnostic support Mapping activity complete for current	n/a	25% Not Available Not yet started. Due for completion on 31 December 2024. Not Available Not yet started. Due for completion on 31 December 2024. Not Available Not yet started. Due for completion on 31 December 2024. Action complete	

Action	Indicator	Target	Progress	Our Progress at a Glance
	neurodevelopmental assessment pathways for under and over 7s			
Develop pre-clinical assessment element of the pathway (Phase 3)	Rollout including training in use of confirmed post diagnostic tools and supports in schools and communities for children and young people and families (Training on post diagnostic tools completed) Data capture points introduced along the pathway to monitor improvements (Data capture points introduced)	n/a	0% Not started. Dependent on completion of previous action	
Evaluation of pathway implementation	Stakeholder engagement period complete - sense checking improvements in	Stakeholder engagement period complete	0% Not started. Due to be completed by 31 March 2025	

Action	Indicator	Target	Progress	Our Progress at a Glance
	referrals and pre- and post-diagnosis supports			

Outcome 6: All professionals are appropriately trained and equipped to deliver services in a trauma-informed way

Action	Indicator	Target	Progress	Our Progress at a Glance
Implement and strengthen trauma-informed practice across workforce	Professional learning delivered across informed, skilled, and enhanced levels	Learning is delivered	60% Not started. Due for completion by 31 December 2024.	
	Communications, resources, and implementation support is established	Support established		
	Baseline established for trauma-informed practice across the partnership workforce	Baseline established		

Action	Indicator	Target	Progress	Our Progress at a Glance
	and measures of ongoing progress			
Define and strengthen trauma-informed leadership and systems	Definition of trauma-informed leadership agreed and clear commitment visible Professional learning delivered on trauma-informed leadership Values and principles of TIP are evident across leadership Systems established that support and challenge leadership across the system	Definition of trauma-informed leadership agreed 1 x learning delivered TIP evident Systems established	50% In progress. Not started. Due for completion by 31 December 2024. Progress is being made towards developing a neurodevelopmental pathway in line with the Scottish Government service specification.	
Strengthen workforce care, support, and wellbeing	Needs of staff in meeting needs of children and young people presenting with	n/a	20% In progress. Due for completion by 30 June 2025. Work has commenced on identifying training and support needs of staff in supporting children and young people presenting with distress and mental health needs	

Action	Indicator	Target	Progress	Our Progress at a Glance
	distress and mental health needs identified Development plan in place for professional support and supervision in schools and with partners			

Outcome 7: Families receive holistic support to help to deliver improved outcomes for children, young people and families

Action	Indicator	Target	Progress	Our Progress at a Glance
Phase 1: Develop Midlothian's Whole Family Wellbeing Approach	Existing family learning opportunities mapped		60% Not started. Due for completion by 31 December 2024	
	Whole Family Wellbeing Working Group established	Working group established	Action complete	
	Whole Family Wellbeing	Approach defined	In progress - gathering families views. Due for completion by 30 June 2024	

Action	Indicator	Target	Progress	Our Progress at a Glance
	approach/Framework defined			
	Families' views are gathered and are informing the Family Wellbeing Service approach	Families views gathered	In progress - joint gathering via third sector and education. Due for completion by 30 June 2024	
	Family learning strategy signed off by GIRFEC Board	1 x family learning strategy complete	Action complete	
	Existing family support services mapped	1 x map of family support services	Action complete	
	Data about the need for the support and interventions provided is being gathered and analysed	Data on support and interventions is gathered and analysed	Action complete. This will inform funding plans	

Action	Indicator	Target	Progress	Our Progress at a Glance
Phase 2: Implement Midlothian's WFWA including partnership funding	SLA and contracts for third sector support via WFWF are in place Outcome measures for WFWA have been agreed Family learning and parenting support programme is established to offer opportunities across Midlothian for families with children of all ages	SLA and contracts in place Outcomes agreed 1 x programme established	70% In progress – funding applications received and in process of being assessed. Due for completion by 31 July 2024. In progress. Due for completion by 31 July 2024 In progress. Due for completion by 30 September 2025.	
Phase 3: review and enhance Whole family wellbeing approach	Data analysis of WFWF fund and outcomes Additional funding steams identified to support WFWA	n/a	0% Dependent on earlier action. Due for completion by 30 June 2024 Not started. Dependent on earlier action. Due for completion by 31 December 2024.	

Outcome 8: Young people transition into services in a planned, safe, and seamless manner

Action	Indicator	Target	Progress	Our Progress at a Glance
Take actions to ensure transitions planning and decision-making is carried out in a person-centred way with effective multi-agency co-ordination across all services	Template developed for a transition passport that travels with the YP that can be updated easily ARC Transitions training carried out for all key education, social work and third sector staff Transition assessment process in place for young people at 14 years Eligibility criteria clearly defined for all services Benchmarking exercise undertaken to map practices and	1 x Template developed 1 x ARC transitions training carried out Transition assessment process in place Defined criteria Benchmarking exercise undertaken	80% In progress. Due for completion by 31 December 2024.	

Action	Indicator	Target	Progress	Our Progress at a Glance
	processes in line with National recommendations Young people, parents and carers have access to the information they need, when they need it	measurement to be defined		

Outcome 9: Families are supported in a way that demonstrably improves outcomes for mothers and babies

Action	Indicator	Target	Progress	Our Progress at a Glance
Take actions to improve the breastfeeding rate in Mayfield and Easthouses	A local breastfeeding working group is co-ordinated in the Mayfield and Easthouses area. Peer support is provided for pregnant women and parents	1 x workshop established Peer support established	50% In progress. Due for completion by 31 December 2024. Improved visibility of services through networking and improved links between Early Years practitioners, Health practitioners and volunteers. Breastfeeding peer support network now attending ante natal classes, which has increased the ability to reach ante natal women and explore feeding choices. Funding has been secured to increase number of volunteers.	

Action	Indicator	Target	Progress	Our Progress at a Glance
	for breastfeeding/infant feeding			
	Increase the awareness and familiarity of breastfeeding support in the local area during pregnancy and at birth.	Awareness increased		
	The number of 'Breastfeeding Friendly' spaces in Midlothian has been increased, including private businesses with a focus on Mayfield and Easthouses and Pathhead	Breastfeeding friendly spaces increased		
	Appropriate NHS and Council premises have breastfeeding-friendly accreditation	Breastfeeding-friendly accreditation achieved		

Action	Indicator	Target	Progress	Our Progress at a Glance
Increase the number of women who quit smoking during pregnancy	Pilot project undertaken in Midlothian providing 1:1 support to pregnant women 30% of women identified as smoking have an appointment to make a quit attempt date through Quit Your Way programme A successful 12 week quit rate (above national average) is achieved and maintained	Pilot project completed 30% Quit rate achieved and maintained	0% In progress. Due for completion by 31 December 2024. Midlothian smoking in pregnancy group trying to reinstate connections to ensure partnership buy in	
Support children in their early years who are at risk of language and communication delay, to meet their developmental potential	The Circle Up, Up and Away approach is embedded across the Partnership Speech and Language Therapy Teams receive appropriate referrals into S&L service	Approach embedded n/a	60% Action complete. The Circle Up, Up and Away approach is now embedded across the Partnership In progress. Due for completion by 31 December 2024.	

Outcome 10: Lower numbers of children and young people live in relative poverty

Action	Indicator	Target	Progress	Our Progress at a Glance
Implement and deliver on the actions set out in the Local Child Poverty Action Plan	Deliver on the actions set out in the Local Child Poverty Action Plan	n/a	40% In progress. Due for completion on 31 March 2025 Three areas of focus linked with GIRFEC action plans are: 1) Uptake of Best Start Grants and Best Start Foods; 2) Referral pathway; 3) Crisis Support/Infant Food insecurity.	

Outcome 11: Joint commissioning is in place, to better support our Partnership to identify local needs, resources and priorities to improve outcomes for children, young people and families

Action	Indicator	Target	Progress	Our Progress at a Glance
Develop and implement Joint Commissioning Framework	Final version of Joint Commissioning Framework document complete NHS and Council authorisations in place	n/a	50% Not started as dependent on completion of earlier action. Due for completion on 30 June 2024. DPIAs are in place; Final draft of Joint Commissioning Framework is completed; Stakeholder consultation period complete	

Action	Indicator	Target	Progress	Our Progress at a Glance
	Governance structure agreed by GIRFEC Board Training/workshops in place on use of Joint Commissioning Framework Communications messages shared Scoping exercise to identify commissioning projects/budgets underway DPIAs in place for Council and NHS Final draft of Joint Commissioning Framework complete Stakeholder consultation period complete			

Outcome 12: Strengthened GIRFEC practice ensures information is shared proactively to aid prevention and early intervention

Action	Indicator	Target	Progress	Our Progress at a Glance
Establish Information Sharing Protocol across GIRFEC partnership	Next steps confirmed following update on current position Scoping exercise to identify commissioning projects/budgets underway Delivery plan in place	n/a	71% In progress. Due for completion on 31 August 2024. Target Complete Target Complete	
Identify and resolve any other information sharing issues - outside Protocol sphere - impacting on GIRFEC Partners	Consultation with GIRFEC Partners complete	n/a	100% Target Complete	

Midlothian will support residents to improve employability and outcomes in our communities

Summary of Successes

Shaping Places for Wellbeing and Living Well in Central Dalkeith and Woodburn projects have made significant progress and completed all their actions. A Feasibility study on the MARC building has been completed and work is underway to take this to the next stage.

Social Security Scotland has been engaging with universities to raise the profile of disability benefits and carers allowance and are planning on extending their reach into secondary schools.

Numbers of young people and adults securing positive destinations from No One Left Behind Projects is increasing. The Parental Employability Project has supported 298 parents over the last 12 months, 186 new parents and 114 existing parents. 80 have entered employment or progressed within their employment to more hours or a higher paid job. 80 have entered self-employment or progressed within their self-employment to increase their income levels.

36.78% of parents achieved a work-related accredited qualification totalling 275 qualifications. 9 parents started Further or Higher Education.

The number of Foundation Apprenticeships in Health and Social Care has increased substantially although this may be impacted by the cut to next year's contract.

A range of events have resulted in large numbers of people engaging with services including the Careers Fair and Employability Fayre.

A successful Progress Visit from Education Scotland on the impact of the CLD Plan and partnership was very positive with major strengths identified including strong, confident and effective leadership and a shared vision with embedded culture of partnership working. Partners are removing barriers to participation, using data and self-evaluation effectively and enabling participants to gain new skills, qualifications and employment.

Extensive groundwork undertaken with anchor organisations to create pathways into better paid, secure and local employment has been carried out to meet Year 2 target.

Summary of Challenges

External funding for several programmes is proving challenging. Cuts to budgets and contracts including Foundation Apprenticeships, the complete removal of Individual Training Accounts and delayed notification of NOLB funding awards is making it incredibly difficult for CLLE and partners to maintain provision. These issues have been raised at a national level.

Queen Margaret University Enhanced Learning Tutoring Initiative funding for senior phase pupils is coming to an end and there is a risk this cannot be continued although several options are being explored including a large-scale tutoring pilot across Scotland.

Loss of the workforce development lead in HSCP may lead to delays in meeting the target to create pathways into employment.

Outcome 1: Improve employability outcomes for Midlothian residents

Action	Indicator	Target	Progress	Our Progress at a Glance
Target employability support to those in the following groups: Priority families highlighted in Child Poverty Action Report; People with longer term health conditions; Young people under the age of 25; Those aged over 50; Those in low paid or insecure work	Number of economically inactive people engaging with keyworker support services through UKSPF	2023/24 – 130 2024/25 – 121	30 – off targat. Activity was initially slow as money was late in being released leading to projects starting late and/or issues with recruitment. As projects became more established, they have engaged with and supported more clients in a short period. 6 projects are delivering under this intervention.	
	The number of people supported through employability programmes: Fair Start	baseline 216 Target 289	179 – off target.	
	The number of people supported through employability programmes: NOLB	baseline 624 Target 430	586 – on target. All age employability 255; PES 332. Currently a waiting list for PES	
	Midlothian residents earn above the national average (NOMIS – tracking only)	Baseline: Midlothian full-time workers gross weekly pay (£622.90) is below Scottish	On Target Those in full time work now exceed Scottish average of £702.40 week although women were still below the average of £683.80 (£725.70) with gap closing (NOMIS 2023)	

Action	Indicator	Target	Progress	Our Progress at a Glance
		average (£640.30		
Anchor organisations create pathways into better paid, secure, and local employment	2 tests of change are completed and impact evaluated – years 1 and 2 target	2	1 – off target. Agreement between NHS Lothian and Midlothian LEP to work in partnership to test paid work experience in NHS Lothian as part of a regional pilot. Employability scoping exercise carried out and going to SMT in May 2024	
Identify opportunities to establish collaborative practices between NHS Lothian, Midlothian Council and colleges that support HSCP and LEP members to create more opportunities for local people to enter HSC work	1 opportunity identified years 2-4	3	H2 23/24: Not Available Employability scoping exercise completed in the HSCP with support of IJB. This provides baseline from which to identify opportunities to take forward in years 2-4. Meetings held with key stakeholders to map out a more joined up approach and learn from good practice to support young people to enter the sector. First HSC Strategy Group Meeting convened with Midlothian Education Service	
Anchor organisations deploy their influence and resources to support fairer work and create opportunities through procurement and community benefits	n/a	n/a	100% Community Benefits Gateway system in place. Developments to embed community benefits into all procurement underway and encouraging all third sector organisations to upload their asks to ESES Community Benefit's Portal. The number of Scottish employers registered as paying real Living Wage has hit new high of 3,500 with Scotland having highest proportion of those over 18 paid the RLW	

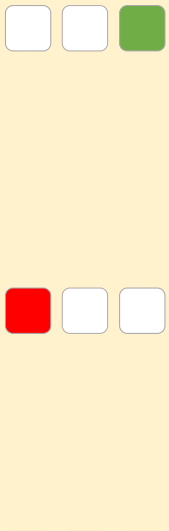
Action	Indicator	Target	Progress	Our Progress at a Glance
Sustain level of Modern Apprenticeships (MA) / Foundation Apprenticeships (FA	70% completing or moving into positive destination	70% Baseline completion rates: MA 85%; FA 57.3% MA - 70% FA – 70%	86% - Good progress made to achieve targets for year, but figures always behind as FA's not resulted until June each year	
Focus on labour market gaps and new opportunities to create learning and employability pathways into new and growing occupations (green technologies, data driven innovation, health and social care and childhood practices)	Labour market analysis (SDS) data reviewed twice year to identify priorities 8 reviews	8	Not Available SDS data presentation to LEP on SLDR/APM figures and key growth areas; updating NOLB Plan with new statistics	
Identify and develop links with employers, colleges / universities, and social enterprises	1 new partnership opportunity offered each year to address gaps 4	4	0 - Off Target. Employer links being developed through DYW, Into Work and PES with Neurodiversity training offered to 6 employers.	
Maintain school leaver destinations (SLDR) and annual participation measures (APM) at 1% above Scottish average	Tracking: 1% above Scottish average	1%	100% - Midlothian has consistently been above the national average	

Action	Indicator	Target	Progress	Our Progress at a Glance
through partnership supported transitions and direct individual support				
Curriculum review of school's education with partners	New measure – actions identified year 1, implement recommendations years 2-4	3	Not Available Review underway, actions to be agreed in year 2	
Support young people to build skills for life and work through CLLE provision	Target 3200 young people supported each year	3200	3,422 – on target.	
Identify key priorities, develop and deliver action plan	n/a	n/a	100%	

Outcome 2: Local people will have increased opportunities to influence decisions through work with public sector, Third Sector and community capacity building

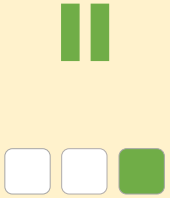
Action	Indicator	Target	Progress	Our Progress at a Glance
Create opportunities for those with direct experience to co-create and continually enhance employability services	1 for each anchor organisation annually Baseline: Midlothian score card shows satisfaction rates on 12 standards with all above 50% but only 1 above 85%	Target: 12 above 85% by year 4 2 annually	54 - 50% 54 responses to survey to date, aim to reach 100 by closing date	
Use Customer Charter for Employment Support Services and Employability Shared Measurement Framework to benchmark services and identify improvements	Minimum 8 service users engaged in Forum Twice yearly questionnaire to users	8	50% Not Available Not yet established joint forum but all providers use the framework to identify improvements, measure client satisfaction and act on feedback to secure improvements	

Action	Indicator	Target	Progress	Our Progress at a Glance
Create and support volunteering programmes that engage local people in community capacity building activities	Number of volunteering opportunities created through UKSP	23/24 target – 996 24/25 target – 520 Interventions S8.3 and S33.2	2,254 - 100% Volunteering opportunities created by Development Trusts is high with two establishing Community Pantries resulting in a high number of opportunities. 6 projects overall providing volunteering opportunities. It should be noted that due to UK reporting timelines data for this report will be 3 months in arrears but already substantially exceeded target	
	Number of people engaged in community capacity activities through UKSP	Target: 122 23/24 Target: 73 Intervention S9	n/a	
Maximise opportunities for volunteering to be promoted and celebrated through partnership working	Number of nominations to Volunteer Awards Baseline 2022/23: 44 nominations	Target 2023/24: 40 nominations	46 - 100% Midlothian Volunteer Awards planned for 6 June 2024. Nominations closed March 2024 with 46 nominations received	
	Number of organisations advertising volunteer vacancies with THIRD	Target 2023/24: 60	70 - 100% 156 live volunteering opportunities across 70 organisations registered with Volunteer Midlothian	

Action	Indicator	Target	Progress	Our Progress at a Glance
	SECTOR INTERFACE Baseline 2022/23: 59 Number of people attending volunteer recruitment fair Baseline 2022/23: 26 VIO and 140 visitors Number of THIRD SECTOR INTERFACE Saltire Awards achieved Baseline 2022/23: 223 Number of THIRD SECTOR INTERFACE registrations for Saltire Awards Baseline 2022/23: 248	Target 2023/24: 20 VIO and 100 + visitors Target 2023/24: 228 Target 2023/24: 250	125 – 100% Recruitment Fair held 29 Feb 2024, exceeded targets for attendance 127 - Off Target Number gaining Awards on target to meet end of year targets 149 - Off Target Number registered on target to meet end of year targets	
Support Third Sector organisations to manage their organisations effectively and access funding	Number of THIRD SECTOR INTERFACE funding events Baseline 2022/23: 4 (due to UKSPF)	Target 2023/24: 2	1 - Off Target Moving Forward event held Sep 23 with 23 attendees - on target to meet end of year targets	

Action	Indicator	Target	Progress	Our Progress at a Glance
	Number of THIRD SECTOR INTERFACE training courses Baseline 2022/23: 10	Target 2023/24: 10	6 - Off Target On target to meet end of year targets	
	Number of organisations receiving 1-2-1 support from THIRD SECTOR INTERFACE Baseline 2022/23: 56	Target 2023/24: 30	16 - Off Target On target to meet end of year targets	
Work in partnership with local communities and organisations to coordinate outreach services in areas where residents must travel to access services (Loanhead, Bilston, Danderhall and rural areas)	Number of coordinated partnership outreach sessions. New measure Number of people attending outreach sessions – new measure to establish baseline	1 per year in identified areas Total = 3 n/a	Not Available Year 2 target but groundwork underway with partner organisations to share premises and deliver one stop shops	

Outcome 3: Improve the breadth, quality and impact of informal and formal lifelong learning including access to qualifications

Action	Indicator	Target	PI update	Our Progress at a Glance
Further develop adult learning and capacity building opportunities for local residents to remain active and involved in their local communities	Number of people participating in CLLE adult and family learning programmes Baseline 22/23: 1,581 Target 23/24 – 1,600	1,600	866 - Off Target Slightly below target for a range of reasons including cost of living crisis impacting on paid programme attendance, difficulties in recruiting specialist tutors and limited access to Individual Training Accounts	
Review paid adult learning programmes to identify priorities and gaps and produce action plan	% of recommendations implemented in years 2-4 Review completed and priorities and actions identified by 2024	3 1	Not Available This is not due until 2024-26. 1 - On Target Review/consultation concluded on curriculum with learners, mapping as part of the Statement of Ambition, action plan for CLLE agreed, consultation with partners ongoing.	

Action	Indicator	Target	PI update	Our Progress at a Glance
Increase opportunities for Midlothian residents to be digitally included	Midlothian Volunteer Action Connect Online baseline -74 learners, 22 volunteers	Target: 74 learners, 22 volunteers	85 - On Target Target exceeded	
	Number of Midlothian learners participating in digital skills via anchor organisations and THIRD SECTOR INTERFACE Review targets annually CLLE Baseline 22/23: 57 CLLE	Target 23/24: 70	173 - On Target Target exceeded third sector but below for CLLE due to some courses not being recorded as IT courses where subject is embedded and not purpose of course. Also, additional digital courses being delivered through UKSP and NOLB	
	Number of Midlothian residents accessing Data Skills Gateway (Data Education in Colleges) Baseline 2020: 186	Target 2024: 204 Target 2025: 224 Target 2026: 246	295 - On Target Levels offered SCQF 3 (16 learners); SCQF4 (83 learners); SCQF5 (122 learners); SCQF 6 (35 learners); SCQF 7 (24 learners); SCQF8 (15 learners)	
Sustain qualification levels for adults at National Vocational Qualifications (NVQ) at all levels	Tracking only – maintain above Scottish average levels 1 to 4; below Scottish	n/a	Data Only January to December 2023: Level 4: 59.8% (55.1%) Level 3: 73.9% (73.7%)	

Action	Indicator	Target	PI update	Our Progress at a Glance
	average no qualifications		Level 2: 87.3% (87.1%) Level 1: 90.1% (87.9%) No quals- 5.5% (8,2%)	
Deliver CLD Plan on annual basis and prepare annual report on performance and impact	Report published Number of 3-year plan actions on target Baseline 21/22: 20 on target, 13 requiring some action, 1 requiring focused attention	100%	On Target Year 2 Report published showing 23 areas making very good progress, 10 areas highlighted for progress in year 3 and none identified as red (off target). Plans underway for new CLD Plan from Oct 2024 including consultation.	

Outcome 4: Enhance the impact of Police Scotland's priorities to support communities through the work of the Police Scotland Local Authority Liaison Officer

Action	Indicator	Target	PI update	Our Progress at a Glance
The Police Scotland Local Authority Liaison Officer will act as a single point of contact to support partnership working:	Number of partnership projects undertaken New post no baseline Number of requests for support	n/a	27 - Data Only New LALO has been in place for one year and has undertaken a lot of networking with partner agencies to promote the role. The number of requests made is no longer relevant due to the introduction of the ASB Daily Report	

Midlothian will be Greener

Summary of Successes

- Supporting establishment of Midlothian Climate Action Hub and working with MEL Ltd.
- Roll out of training to Midlothian Council Ranger Service and Volunteers in river fly monitoring.
- Seeking to involve Midlothian Council active travel colleagues in the work of the Climate Emergency Group and Community Planning.
- Working with Midlothian Council Local Heat and Energy Efficiency Strategy (LHEES) and highlighting the role to Climate Emergency Group members.
- Started engaging with larger landowners with areas of peatland within their land holdings and
- Mapping greenspace and tree canopy.

Summary of Challenges

- Being able to deliver the required actions to help hit Net Zero by 2030.
- Action Response: Carry on working in partnership to deliver actions and targeting areas/activities with the highest carbon emissions.
- Having a dedicated resource to take forward (lead and support) climate projects in Midlothian.
- Action Response: Keeping the Midlothian Community Planning Board aware of this and supporting climate change officers' roles in Midlothian Council.
- Being able to fund and resource actual climate change and climate change adaption projects.
- Action Response: Identifying resource and people that can take projects forward.
- Development of locally owned Climate Emergency projects. Discussion is being had with Council and MEL Ltd.
- Action Response: Carry on working in partnership to deliver actions.
- Identify potential sites on Council and other partners land for renewable energy generation inc. solar, wind and ground-source heat pumps. Explore potential for community-owned schemes and joint ventures between public, private and community sectors.
- Action Response: Work not proceeding through the group. MEL (Midlothian Energy Limited – partnership between energy firm Vattenfall and Midlothian Council) has a remit for taking this forward. The Council will continue to work with MEL.

Outcome 1: Learning for Sustainability is increased

Action	Indicator	Target	PI update	Our Progress at a Glance
Train Midlothian Council Ranger Service and Volunteers in river fly monitoring	Two Council Rangers and 10 volunteers trained by 31 March 2024	2 x rangers 10 x volunteers	100% Complete Both targets reached and undertaken.	
Engage with Midlothian Council education service and encourage Midlothian schools to adopt freshwater sites, in the context of the Scottish Government's Learning for Sustainability Action Plan for Vision 2030+.	3 schools adopting freshwater sites by 31 March 2025 Education delivery package produced	0 Yes	On Target Contact made with Council Education Service to take this forward. This is not due until 31 March 2025 so is therefore considered on target and will be picked up. On Target Contact made with Council Education Service to take this forward.	
Consideration given to Midlothian Council having a Climate Adaptation Vision, signed off across Council departments with Councillor support.	Introduction of an adaptation vision given consideration by 31 March 2025	n/a	On Target Work has not commenced. This is not due until 31 March 2025.	

Action	Indicator	Target	PI update	Our Progress at a Glance
Work with Midlothian Energy (MEL Ltd) on targeted education of low carbon heating and renewable energy solutions in Midlothian	Delivery of actions by 31 March 2027	n/a	On Target Working with Midlothian Energy (MEL Ltd) in this on-going work. MEL is progressing with its education programme.	

Outcome 2: Sustainable Living is increased

Action	Indicator	Target	PI update	Our Progress at a Glance
Establish a Midlothian Climate Hub - to act as an information and sign posting point for climate information and projects	Midlothian Climate "Hub" established by 31 March 2025	Yes	100% - Complete Climate Emergency Group helped support the establishment of the Midlothian Climate Hub and remains in contact with them.	
Produce and distribute electronic information on how to promote biodiversity in small scale spaces to householders, community groups, businesses and developers	Information produced and distributed by 31 March 2025	Yes	20% - On Target Work has not commenced. The due date for this indicator is the 31st March 2025 so is therefore considered on target and will be picked up.	

Action	Indicator	Target	PI update	Our Progress at a Glance
Community/Social Enterprise food production in Midlothian (a Midlothian Growing Network) is mapped and a Midlothian Growing Network is hosted and promoted on an accessible website	Information mapped and hosted by 31 March 2025	Yes	15% - On Target Work will progress. The due date for this indicator is the 31st March 2025 so is therefore considered on target and will be picked up.	
Identify current community scale Climate Change projects in Midlothian and have them hosted on an accessible website	Climate projects identified and hosted on accessible website by 31 March 2025	Yes	15% - On Target Work will progress. The due date for this indicator is the 31st March 2025 so is therefore considered on target and will be picked up.	
Use Climate Emergency Group and Midlothian Climate Hub to help promote available active travel information and events e.g. Walk to School events, Sustrans Big Walk and Wheel, Cycle to Work days, and wider walk and cycle promotion events	Promotion of active travel information and events complete	Yes	100% - Ongoing Action Events distributed when they occur. Work being undertaken to help integrate Council active travel colleagues with the Climate Emergency Group and Midlothian Climate Action Hub.	

Action	Indicator	Target	PI update	Our Progress at a Glance
Work with Sustrans, SEStran, and neighbouring local authorities to identify opportunities for bike/ebike hire projects and promote active travel	Identify 3 opportunities for bike/ebike hire projects	3	On Target Work will progress. The due date for this indicator is the 31st March 2025 so is therefore considered on target and will be picked up.	
Work with public transport providers, community councils and ComoUK and others to increase the number and availability of bike storage spaces, mobility hubs, and encourage multi-modal journeys	3 bike storage areas are created by 31 March 2025	3	On Target Work will progress. The due date for this indicator is the 31st March 2025 so is therefore considered on target and will be picked up.	
Engage with shared transport and car club providers to establish a shared transport scheme across Midlothian	Shared Transport scheme established by 31 March 2026	n/a	On Target Work will progress. The due date for this indicator is the 31st March 2026 so is therefore considered on target and will be picked up.	
The 2023-27 Single Midlothian Plan, in principle, will support and encourage climate and climate adaptation/resilience	Supported and encouraged climate and climate adaptation/resilience projects	Yes	100% - Ongoing Action This is ongoing work for the Climate Emergency Group and the Midlothian Climate Action Hub.	

Action	Indicator	Target	PI update	Our Progress at a Glance
projects that come forward in its lifetime that help deliver its Vision				

Outcome 3: Low Carbon/Renewable Energy Development and Home Energy Saving is Increased

Action	Indicator	Target	PI update	Our Progress at a Glance
Support and promote Changeworks household decarbonisation project in Midlothian – and Information on home energy savings and funding sources are signposted from a Midlothian Climate Hub	Promotion of Changeworks events in Midlothian and funding sources signposted from Midlothian Climate hub	Yes	**100% -** Ongoing Action This is ongoing work for the Climate Emergency Group and the Midlothian Climate Action Hub.	
Work with Midlothian Council on delivery of its Local Heat and Energy Efficiency Strategy (LHEES)	No indicator for this action	Yes	100% - Ongoing Action This is on going work for the Climate Emergency Group and the Midlothian Climate Action Hub.	

Outcome 4: Carbon Storage is increased

Action	Indicator	Target	PI update	Our Progress at a Glance
Map areas of existing wildflower and meadow in Midlothian, encourage Midlothian Wildflowers, and seek to increase number of partners on wildflower meadows, hedgerows and roadside verges projects	No indicator for this action	N/A	0% Action not started by the Climate Emergency Group yet. Assistance/Input from the Midlothian Climate Action Hub expected, and it is expected the Hub will take on this action.	
NatureScot to connect Midlothian Council with Peatland Action team to explore peatland issues and the potential for support on assessment and future project delivery	Advice provided from NatureScot by 31 March 2024	Yes	100% - Complete	
Engage with landowners of peatland on peatland matters identified by NatureScot	Engagement undertaken to connect NatureScot/Midlothian Council with landowners by 31 March 2025	50%	50% - On Target There has been engagement with individual landowners and as part of the MLDP2 work with Scottish Land and Estates (overarching representative body for larger estate landowners). Work will progress, this indicator is not due until 31 March 2025 so is therefore considered on target and will be picked up.	

Action	Indicator	Target	PI update	Our Progress at a Glance
Investigate undertaking a natural capital audit of Midlothian, in part to help determine which areas have the most carbon sequestration potential via nature restoration -	Investigation undertaken by 31 March 2025	10%	On Target This indicator will be progressed further. This can be considered through production of MLDP2. This indicator is not due until 31 March 2025, therefore considered on target and will be picked up.	
Map areas of greenspace and tree canopy cover in Midlothian to identify missing links	Mapping and identification work complete by 31 March 2025	85%	85% - On Target This indicator will progress as part of MLDP2 production. This is not due to be complete until 31 March 2025 so is therefore considered on target and will be picked up.	

Midlothian will have a wellbeing economy and be better connected

Summary of Successes

Action 1 Outcome –Develop a Midlothian Community Wealth Building Action Plan to guide future economic activity across the partnership.

We continue to progress the internal CWB activity that will be included in the Action plan for progression and are arranging 121 meetings and group sessions with stakeholders and Council Officers to discuss their areas of work so that we can together identify new actions under each pillar to take forward in year 2 of the plan.

Action 2 Outcome – Increase economic opportunity to maximise income, empowering individuals and communities.

It has been challenging to access invitations by stakeholders to present at events or group sessions, we continue to request invitations at stakeholder meetings and now plan to create some marketing materials to further encourage stakeholders and colleagues across the Council.

Action 3 Outcome - Develop a culture of entrepreneurship, increasing business knowledge, for current and future generations.

The Business Gateway service commenced on site support at Edinburgh College at the end of November 2023, with a weekly Adviser presence. The team are working with the faculty to raise awareness of our input offer to student groups aligned to course programmes which should encourage students to then engage with one-to-one support at the Hub.

These weekly drop-in sessions are advertised across all channels as they are also open to the public too.

The Enterprise in Education programme is continuing to develop, Newbattle has requested short term support for disengaged students whereas Lasswade is working with us to develop a pilot project that will see enterprise embedded into curriculum topics through experiential learning. Early discussion has taken place on the transition of the school coffee shop to a social enterprise. We are also supporting education colleagues to access business input for career options and foundation apprentices.

Outcome 1: Develop a Midlothian Community Wealth Building Action Plan to guide future economic activity across the partnership

Action	Indicator	Target	PI Update	Our Progress at a Glance
Work with Council services and local anchor organisations to develop a shared action plan to embed the CWB principles into our work with individuals, businesses, and communities	Shared action plan completed	50%	On Target - 4 year plan In progress Meetings being held with individual stakeholders, groups of stakeholders and internal colleagues to identify actions for delivery in year 2 of the plan.	
Partnership delivery of actions identified in the CWB Action Plan against the 5 pillars	Action plan delivered	0%	H2 23/24: On Target To be complete in year 2.	

Outcome 2: Increase economic opportunity to maximise income, empowering individuals, and communities

Action	Indicator	Target	PI Update	Our Progress at a Glance
Deliver sessions in community settings to raise awareness and understanding of Self Employment and Social Enterprise as career pathways	Number of sessions delivered by August 2025	3	On Target 3 sessions have been delivered so far.	
Referrals for continued to support from Business Gateway and Midlothian Voluntary Action	Number of referrals to Business Gateway/Midlothian Voluntary Action for support	6	5 - Off Target Business Gateway/Economic Development has received 5 referrals from sessions with support provided.	
Develop case studies to highlight success stories	Number of case studies developed by August 2025	6	**H2 23/24:** Off Target Year 2 action as takes time for developments to materialise.	
1:1 support for self-employment and social enterprise development				

Action	Indicator	Target	PI Update	Our Progress at a Glance
Create a dedicated space on Locate in Midlothian for Social Enterprise to include learning materials, tools, case studies and signposts to funding providers.	Progress against completion on the development of a dedicated space on Locate in Midlothian site by August 2027	20%	On Target This Indicator will be progressed in year 3 to start developing digital assets for the website.	

Outcome 3: Develop a culture of entrepreneurship, increasing business knowledge, for current and future generations

Action	Indicator	Target	PI Update	Our Progress at a Glance
Creation of Enterprise Hubs in educational and community settings to reach and support students, pupils and those in our communities that aspire	Establish a hub in Edinburgh in year one and in SIMD area year two (by August 2026)	1	On Target	

to be financially independent.				
Outreach sessions for enterprise support in community and educational settings across Midlothian.	Number of community/education sessions held	1	On Target 1 session delivered in year one.	

Midlothian will work towards reducing poverty

Summary of Successes

Overall, almost all actions are progressing positively in relation to being proactive in reducing poverty, although this is against rising living cost context.

Very good progress has been made by the CLLE staff team through employability funding to support local people to secure work, qualification or increase their hours or secure a higher paid post. Work has commenced on the childcare review again to support those seeking employment and remove this as a barrier. The trusted partners are actively supporting those most vulnerable in our communities across a range of geographical can communities of interest. Through shared prosperity and cost of living task force funding there has been good progressing in supporting low-income families in Woodburn through the Pantry and working to improve facilities locally through the Marc Building Feasibility study. There has been good take up of the Young Scot cards by pupils in Secondary Schools at 72%. There has also been positive progress in rolling out money matters training and the associated work by the peer poverty researchers who are completing their induction to research training for example exploring research ethics. Work is happening on joining up and promoting the benefits available to ensure effective take up.

Summary of Challenges

There is still work to be completed on the base lines for the new tracking measures for child poverty. In addition, if we take the CPOP figures as a guide for child poverty they are estimating child poverty at round 41% in Central Dalkeith and Woodburn this is not reducing. Interestingly the salaries for women are improving however there is still an hourly wage gap for women. Further work is required to explore more formally how we can establish a tell us once system for council related benefits.

Outcome 1: Poverty and child poverty is reduced through use of partnership levers and resources

Action	Indicator	Indicator Target	PI Update	Our Progress at a Glance
A single Midlothian data profile produced including information from Hopkins report, Public Health Scotland and Education	A poverty data profile produced Initial mapping completed and improvements identified Template for poverty data set produced and updated annually by CPP	1 data profile Mapping completed 1 template completed	On Target 2 year target	
Develop a range of ways to establish relationships and gather views of those with direct experience of poverty: online forum, citizen's panel, citizen assessors, focus groups and appraisal project.	Number of residents on the Panel Number of residents trained as citizen assessors Number of processes reviewed over the 4 years Number of staff trained to support direct experience work	20 5 2 3	In progress Surestart poverty peer research project funded by Child Poverty Accelerator Fund has commenced. Community researchers have started their training programme and will present their findings to CP Board and plan an input during Challenge Poverty Week. A plan has been produced to create two lived experience panels	

Action	Indicator	Indicator Target	PI Update	Our Progress at a Glance
Agree strategy and action plan for reducing the cost of the school day through the child poverty action plan	Number of actions on target in the child poverty plan School, child and parent impact statements of the difference the actions have made Number of staff completed COSD training	21 2 3	Not Available Data available in H1 2024-25	
Prioritise access to Tenancy Support for tenants and housing applicants with children who are living in or at risk of living in poverty.	Number of tenants and applicants with children who access tenancy support. Number of households with children in temporary accommodation	150	4 year target Data not Available Awaiting data - Year end HL1/HL3 being processed	
Reduce the number of households with children	Housing Policy Approved	1 report complete	On target	

Action	Indicator	Indicator Target	PI Update	Our Progress at a Glance
in Temporary Accommodation				
Reduce the average time taken to close a homeless case	Average number of weeks to close a homeless case	52	Awaiting Data	
Review local childcare needs against provisions available and implement recommendations	Review of local childcare needs completed	1	On Target 4 year target Work commenced April 2024, with contractor appointed and briefing held	
Identify, influence and review Midlothian Council Service Plans to ensure reducing poverty is embedded into them – e.g. Housing, Travel and Transport.	3 plans reviewed over 4 years	3	On Target On track - 4 year outcome	
Deliver the living well in Central Dalkeith and Woodburn placed based approach	Evaluate improved outcomes completed Approach delivered and evaluated	1	On Target – one completed 4 year target - 4 elements = Consultation, Draft Plan, Implementation of Plan and Evaluation of plan - One to be completed per year	

Action	Indicator	Indicator Target	PI Update	Our Progress at a Glance
Create joint strategic planning sessions with employability, childcare, jobcentre plus, economic development, transport leads to improve income from employability and ensure flexible, affordable childcare which supports employment.	Target: 2 sessions per year No of recommendations implemented	2	On Target – 2 progressed On track 4 year target - 2 actions progressed per year.	

Outcome 2: Benefit income maximised for individuals and families and financial resilience is improved for low-income

Action	Indicator	Target	PI Update	Our Progress at a Glance
Ensure equitable access to income maximisation and debt advice across Midlothian, including	Review carried out and report with recommendations disseminated to key stakeholders	1	On Target – one completed 3 year target	

Action	Indicator	Target	PI Update	Our Progress at a Glance
financial referral pathways	Implementation plan developed and actioned			
Increase benefit claim rate amongst older people and disabled people/ people with long term conditions through targeted interventions and campaigns	Establish benefit baseline in Midlothian for appropriate benefits: •Social Scotland Benefit uptake •CAB related income maximisation - Social security data available Mid May of benefit take up	100%	4 year target Money worries leaflet promotion. COLT Red Cross free reheatable meals pilot now completed and evaluated. In discussions with HSC to look at an alternative provider of ready meals.	
Increase the uptake of children, young people and family benefits	Educational Maintenance Allowance – Free school meals – School Clothing Grants – Scottish Child Payment Bus Passes –	70%	1.7% 16.1% 16.1% On Target: Primary - 42%; Secondary - 72%	

Action	Indicator	Target	PI Update	Our Progress at a Glance
	Best Start Grants –	830	Awaiting Data	
Increase access to affordable credit and savings amongst lower income Midlothian residents through increasing local membership of Capital Credit Union	Increase the number of Captial Credit Union members from the 2022-23 figures Target – increase members by 5%	1%	2024 - 4187	
Review the changing needs of those experiencing debt and those accessing the Scottish Welfare Fund to consider additional	1 review completed with recommendations	1	This is a target for year 2 and 3 of the plan.	

Action	Indicator	Target	PI Update	Our Progress at a Glance
supports or sign post to existing services better				
Increase poverty awareness amongst Midlothian based workers through training programmes	New measure Target – 4 training sessions per year	4 per year (cumulative)	On Target for years 2,3 and 4 of plan so ahead of action dates	

Outcome 3: The most significant impacts of poverty on individuals and families are reduced

Action	Indicator	Indicator Target	Indicator Progress	Our Progress at a Glance
Exploring funding to increase access to affordable and nutritious food for low income Midlothian residents through extending the pantry network. Review action after 2 years	Maintain levels of financial supports - Baseline – 2110 (2022/23) Collate impact statements and feedback Funding secured: Baseline 3 pantries	2110 Funding secured	On target 3 year target Two successful funding applications submitted by TSI on behalf of the pantries to Community Led Local Development for both capital and revenue funding. COLT funded the establishment of the Central Dalkeith and Woodburn Pantry	

Action	Indicator	Indicator Target	Indicator Progress	Our Progress at a Glance
Maintain networks of trusted partners to provide a cash first and dignified support for food and fuel	Funding secured for 24/25	100% funding	25% of funding secured for April to June 24	