

Integrated Impact Assessment (IIA)

Please refer to the Integrated Impact Assessment (IIA) Guidance when completing this form.

Basic Details

1. Title of proposal (include budget reference if applicable)

Midlothian Council Equality Outcomes 2025-2029

2. Service(s)

Corporate Solutions

3. Lead officer (name, job title and date of IIA training)

Scott Williamson, Equality & Diversity Officer, 17 April 2024

4. Other officers/partners involved (name, job title and date of IIA training)

5. Date IIA completed

26/03/2025

6. Nature of proposal

Introduction of a new strategy or policy

Other (please specify)

7. Brief description of proposal

What are its main aims and objectives? What, if anything, will change as a result of this proposal?

The Equality Outcomes 2025-2029 set out the key practical and measurable objectives that the Council aims to achieve in the next four years to address inequality and disadvantage for protected characteristic groups and marginalised communities.

Equality and Rights

8. Could the proposal have an impact on any of the following groups with protected characteristics under the Equality Act 2010? (select all that apply)

Protected characteristics	
<u>Age</u> (older people, young people and children)	<input checked="" type="checkbox"/>
<u>Disability</u> (people with disabilities)	<input checked="" type="checkbox"/>
<u>Gender reassignment</u> (trans people, anyone whose gender identity differs from their sex assigned at birth)	<input checked="" type="checkbox"/>
<u>Marriage and civil partnership</u> (people who are married or in a civil partnership)	<input checked="" type="checkbox"/>
<u>Pregnancy and maternity</u> (women who are pregnant and/or on maternity leave)	<input checked="" type="checkbox"/>
<u>Race</u> (people defined by their colour, ethnicity or nationality – e.g. Asian and black people)	<input checked="" type="checkbox"/>
<u>Religion and belief</u> (people with different religions and beliefs, including no belief)	<input checked="" type="checkbox"/>
<u>Sex</u> (men or women)	<input checked="" type="checkbox"/>
<u>Sexual orientation</u> (lesbian, gay, bisexual, heterosexual/straight)	<input checked="" type="checkbox"/>

9. Could the proposal have an impact on children and young people under the age of 18?

Yes

10. Could the proposal have an impact on human rights?

See pages 14-15 of the IIA Guidance.

Yes

11. Is the proposal a 'strategic decision' under the Fairer Scotland Duty to actively consider how to reduce socio-economic disadvantage (i.e. poverty)?

Please select from the list below. The proposal is strategic if it falls under any of the headings.

Choose an item.

Yes ☒

No ☐

Don't know ☐

If you answered yes to any of questions 8-11, you must also answer questions 12-15.

If you were unsure about any of questions 8-11, it is advised that you answer questions 12-15.

If you answered no to all of questions 8-11, please advance to **question 16 (Environment)**.

Equality and Rights

12. What kind of impact could the proposal have on groups with protected characteristics under the Equality Act? (please explain your answers)

Protected characteristic	Potential impact	Explanation
Age	Positive	<p>The delivery of outcomes 1-3 will have a positive impact on children and young people by addressing disparities in educational attainment, tackling prejudice-based bullying and promoting inclusive learning environments in which all Midlothian students are supported to fulfil their potential.</p> <p>The delivery of outcome 4 will help young people to gain skills, acquire further qualifications and find jobs after they have left school.</p> <p>The delivery of outcome 7 will have a positive impact on older people by combatting digital exclusion and making information about services and support more accessible.</p>
Disability	Positive	<p>The delivery of outcome 3 will contribute to more inclusive learning environments for disabled pupils.</p> <p>The delivery of outcome 4 will help disabled people to gain qualifications, learn key skills and enter positive destinations such as further education, work and training.</p> <p>The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for disabled people to work.</p> <p>The delivery of outcome 7 will improve the Council's provision of accessible information to people who face communication barriers due to disability, sensory impairment and neurodivergent conditions.</p> <p>The delivery of outcome 9 will increase staff's awareness and understanding of ableism and disability hate crime, enabling them to better support victims.</p>
Gender reassignment	Positive	<p>The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for trans people to work.</p> <p>The delivery of outcome 9 will increase staff's awareness of transphobia and transphobic hate crime, enabling them to better support victims.</p>
Marriage and civil partnership	Positive	<p>The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for all employees, including those who are married or in a civil partnership.</p>

Protected characteristic	Potential impact	Explanation
Pregnancy and maternity	Positive	The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for all employees, including those who are pregnant or on maternity leave.
Race	Positive	<p>The delivery of outcome 3 will contribute to more inclusive learning environments for ethnic minority pupils.</p> <p>The delivery of outcome 4 will help people from ethnic minority backgrounds to gain qualifications, learn key skills and enter positive destinations such as further education, work and training.</p> <p>The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for people from ethnic minority backgrounds to work.</p> <p>The delivery of outcome 7 will improve the Council's provision of accessible information to people who face communication barriers due to language differences.</p> <p>The delivery of outcome 9 will increase staff's awareness and understanding of racism and racist hate crime, enabling them to better support victims.</p>
Religion or belief	Positive	<p>The delivery of outcome 3 will contribute to more inclusive learning environments for pupils of all faiths.</p> <p>The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for people of all faiths.</p> <p>The delivery of outcome 9 will increase staff's awareness of Islamophobia, antisemitism and religiously-motivated hate crime, enabling them to better support victims.</p>
Sex	Positive	<p>The delivery of outcome 3 will contribute to more inclusive learning environments for girls.</p> <p>The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for women to work.</p> <p>The delivery of outcome 10 will increase staff's awareness and understanding of gender-based discrimination, misogyny, sexual harassment and violence against women and girls.</p>
Sexual orientation	Positive	<p>The delivery of outcome 3 will contribute to more inclusive learning environments for LGBT pupils.</p> <p>The delivery of outcome 5 will help to ensure that Midlothian Council is a positive and inclusive place for LGBT people to work.</p>

Protected characteristic	Potential impact	Explanation
		The delivery of outcome 10 will increase staff's awareness and understanding of homophobia.

Equality and Rights

13. What kind of impact could the proposal have on children and young people in terms of the requirements of the [UNCRC \(Scotland\) \(Incorporation\) Act 2023?](#)

A full list of the UNCRC Articles can be found on pages 12-13 of the IIA Guidance.

UNCRC Article	Particular groups of children affected	Potential impact	Explanation
Article 3 (<u>best interests of the child</u>)	All children and young people	Positive	Outcomes 1-3 promote the best interests of children by fostering inclusive learning environments and aiming to narrow educational disparities.
Article 6 (<u>life, survival and development</u>)	All children and young people	Positive	Outcome 3 aims to tackle bullying, which can have a severe negative impact on the physical and mental wellbeing of victims.
Article 12 (<u>respect for the views of the child</u>)	All children and young people	Positive	Outcome 3 involves actively engaging with children and young people to find solutions to prejudice-based bullying and other issues.
Article 19 (<u>protection from violence, abuse and neglect</u>)	All children and young people	Unknown	Outcome 3 may help to protect children from violence as a manifestation of bullying.
Article 23 (<u>children with a disability</u>)	Children and young people with disabilities	Positive	Outcome 3 aims to foster more inclusive learning environments for pupils with disabilities
Article 27 (<u>adequate standard of living</u>)	Children and young people at risk of homelessness	Positive	Outcome 6 commits to combatting homelessness
Article 29 (<u>goals of education</u>)	All children and young people	Positive	Outcome 3 and engaging with children to find solutions to prejudice-based bullying will involve educating them on the rights of others

Article 31 (leisure, play and culture)		Neutral	
Other (please specify)		Choose an item.	

Equality and Rights

14. What kind of impact could the proposal have in terms of the Articles of the European Convention on Human Rights (ECHR)?

See pages 14-15 of the IIA Guidance.

Article of ECHR	Particular groups of people affected	Potential impact	Explanation
Article 14: Protection from discrimination	Old people, young people, disabled people, women, LGBT people, ethnic minorities, religious minorities	Positive	These outcomes aim to eliminate disadvantage and potential discrimination experienced by protected characteristic groups and marginalised communities
		Choose an item.	
		Choose an item.	
		Choose an item.	

15. What kind of impact could the proposal have on people experiencing or vulnerable to socio-economic disadvantage (i.e. poverty)?

An explanation of the different features of socio-economic disadvantage and information on vulnerable population groups can be found on page 18 of the IIA Guidance.

Socio-economic disadvantage	Potential impact	Explanation
Low income	Positive	Outcome 4 will help people on low incomes to gain key skills and acquire further qualifications that will assist them to find secure and lasting employment through Communities, Lifelong Learning and Employability (CLLE) programmes.

Socio-economic disadvantage	Potential impact	Explanation
Low and/or no wealth	Positive	Many CLLE clients are unlikely to have large savings or reserves of wealth.
Material deprivation	Positive	It is likely that some CLLE clients are unable to access basic goods and services (e.g. food, clothing, heating, electrical appliances, etc).
Area deprivation	Positive	Many CLLE clients are from areas of multiple deprivation.
Socio-economic background	Positive	Most CLLE clients are from working-class backgrounds and experience structural disadvantage arising from parents' and grandparents' education, employment and income – class disadvantage that persists across generations.
Other	Positive	CLLE programmes aim to support carers and care-experienced young people – two groups especially vulnerable to poverty.

Environment

16. What impact could the proposal have on the environment?

Considerations relating to the environment, climate change and sustainability are described on pages 19-20 of the IIA Guidance.

Potential impact	Affected populations	Explanation
Neutral		

If the proposal is likely to have a significant impact on the environment (positive or negative), it is advised that you undertake a Strategic Environmental Assessment (SEA). Further information on when an SEA is required can be found on page 19 of the IIA Guidance and on the [Scottish Government website](#).

If you have identified any impact (positive, negative or neutral) on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, you must complete all of the remaining sections.

If you have not identified any potential impact on protected characteristic groups, children and young people, human rights, socio-economic disadvantage or the environment, please advance directly to **question 29 (Recommendation)**.

Evidence

17. What data, research and other evidence informed the proposal?

Evidence can include, for instance, surveys, databases, census and population figures, focus groups, in-depth interviews, pilot projects, reviews of complaints, user feedback, academic publication and consulting reports.

Evidence source	Explanation (what does the evidence tell us about nature and scale of the potential impact?)
<u>EHRC 'Is Scotland Fairer?', 2023</u>	Comprehensive review of equality and human rights issues in Scotland affecting protected characteristic groups and marginalised communities. Identified major and persistent inequalities in the areas of education, health, justice, participation, work and living standards.
<u>Attainment gap data by local authority: FOI release, 2023</u>	Shows significant attainment gaps in both Scotland and Midlothian between pupils from the most deprived and least deprived areas – at multiple stages of learning.
<u>Scottish Household Survey, 2022</u>	Shows disparities in access to internet, digital skills, communication barriers affecting multiple groups – older people, disabled people, people with sensory impairments, people from deprived areas.
<u>Midlothian Housing and Homelessness Data, 2023</u>	Homelessness remains a major issue nationally and locally. In 2022, there were 1,000 homeless households in the Council area, mainly living in temporary accommodation.
Further sources: 2022 Scottish census, the Scottish Index of Multiple Deprivation (SIMD), the 2023 NHS Lothian Public Health Survey, service user information, poverty rates, unemployment figures, educational attainment statistics and academic studies.	

Consultation and Engagement

18. How has the proposal been informed by consultation and engagement?

Please explain who was consulted/engaged during the development of the proposal, the extent of their involvement, what their views were and how these have been taken into account.

As in previous years, overarching draft outcomes were developed jointly with Midlothian Health and Social Care Partnership and Integrated Joint Board, NHS Lothian, East and West Lothian Councils and their respective health and social care partnerships.

The pan-Lothian public consultation on draft equality outcomes ran from 21 November 2024 to 31 January 2025. The full online survey and a simplified accessible version were available on the Midlothian Council website. Paper copies were distributed to libraries and leisure centres. A BSL video was recorded to ensure that British Sign Language users could have their say.

Respondents were asked for their views on the key themes of: Education, Work, Living Standards, Health, Participation and Justice. A total of 221 responses were received from individuals and organisations across the Lothians region.

The majority of respondents agreed that the equality issues identified were important to address. However, many said that more specific and measurable actions were required to make our aims a reality.

Midlothian Council's outcomes were then refined and finalised with the agreement of the Council services tasked with delivering the associated actions.

Mitigating Actions

19. Could the proposal, in its current form, discriminate against people in a protected characteristic group? No
20. Could the proposal, in its current form, violate the rights of children and young people under the UNCRC Act? No
21. Could the proposal, in its current form, violate human rights under the European Convention on Human Rights (ECHR)? No
22. Could the proposal, in its current form, entrench or increase inequality of outcome due to poverty? No
23. If applicable, please describe any actions which could be taken to remove or mitigate the potential negative impact of the proposal.

Please provide estimates of the resource implications of adopting these actions.

Not applicable.

24. If you have identified any potential negative impact which cannot be removed or mitigated, please clearly state your justification for continuing with the proposal.

Not applicable.

NOTE: If the proposal could be deemed discriminatory under the Equality Act, UNCRC or ECHR, you must revise the proposal to ensure that the Council acts lawfully.

Monitoring and Review

25. How will the implementation and impact of the proposal be monitored? How frequently and by whom?

The delivery of the Outcomes will be monitored by the Council's Equality & Diversity Officer. Services will be asked to provide updates on associated actions every six months. An interim progress report will be published in 2027, followed by a final progress report in 2029.

26. How will the results of this monitoring be used to develop future proposals?

The results of the monitoring will directly inform the development of future outcomes. We will be able to identify issues that may require further action beyond the four-year reporting cycle and continue to prioritise these in years to come. We will learn lessons about the practical steps that can be taken to address issues of inequality – which approaches have been successful and which require further improvement.

27. When will the proposal be reviewed?

Progress on delivering the outcomes will be reviewed in the interim report in 2027.

28. If the proposal is to be delivered wholly or partly by contractors, what arrangements are in place to ensure equality, human rights and environmental issues are properly considered?

Not applicable.

Recommendation

29. What is your recommendation for the proposal?

- | | |
|--|--|
| Adopt proposal with no amendments | <input checked="checked" type="checkbox"/> |
| Adopt proposal with mitigating actions (outlined above) | <input type="checkbox"/> |
| Reject proposal due to disproportionately negative impact on equality, human rights or the environment | <input type="checkbox"/> |

30. Please give the reasoning behind your recommendation

- Include reference to any potential impact you have identified during the IIA process.
- **If you have not conducted a full impact assessment by completing all sections of this form, please explain why.**

These outcomes will ensure that the Council meets its obligations under the Equality Act 2010 by advancing the needs of the general equality duty: eliminating discrimination, advancing equality of opportunity, and fostering good relations. They aim to bring practical improvements to the lives of those who face disadvantage and discrimination.

Authorisation by Director/Chief Officer/Head of Service

Name and job title

Saty Kaur, Chief Officer Corporate Solutions

Date

13/04/2025

Signature

Saty Kaur