



Midlothian Armed Forces Covenant Plan 2025 – 2030

Vision Statement

“To improve outcomes for serving personnel, veterans, reservists and their families by understanding their needs through data, lived experience and strong collaborative partnerships.”

Updated November 2025

Foreword from the Armed Forces Champion Midlothian Council

As Midlothian’s Armed Forces Champion, I am proud to reaffirm our commitment to the Armed Forces Covenant. This Covenant is more than a pledge—it is a promise that those who serve, have served, and their families will be treated with fairness, respect, and gratitude for the sacrifices they make on behalf of our nation.

Midlothian has a long and proud association with the Armed Forces, from the historic presence of Glencorse Barracks to the many veterans, reservists, and service families who enrich our communities. We recognise the unique challenges faced by the Armed Forces community and are determined to ensure they do not experience disadvantage when accessing public services, housing, education, or employment. The Covenant is now enshrined in law which strengthens this position further.

This Covenant reflects a shared responsibility across local government, health services, businesses, third sector, and the wider community. Together, we will continue to build strong partnerships, promote understanding, and deliver practical support that makes a real difference to the lives of service personnel, veterans, and their families.

On behalf of Midlothian Council, I thank all who serve and have served. Through this Covenant, we recognise your commitment and in return offer support by working in partnership.

**Cllr Pauline Winchester Armed Forces and
Veterans Champion, Midlothian Council**

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Executive Summary

The Midlothian Armed Forces Covenant Plan (2025–2030) outlines a strategic commitment to improving outcomes for serving personnel, veterans, reservists, and their families. The plan is guided by data, lived experience, and strong collaborative partnerships, ensuring fair access to public services across healthcare, education, and housing.

With the Armed Forces Covenant Legal Duty now enshrined in law, public bodies must consider the unique circumstances of the Armed Forces community when delivering key services. This legal obligation promotes greater awareness of the challenges faced due to Service life—such as frequent relocations, separation from support networks, and transitions to civilian life—and encourages more equitable service provision.

The Armed Forces Population in Midlothian

Midlothian has over 3500 armed forces veterans and children, this does not include serving personnel. This is more than you would expect for the size of the local authority.

Armed Forces Covenant Partners

The Covenant is supported by a wide network of committed partners, including:

- Armed Forces (HQ Edinburgh Garrison & 2 SCOTS)
- Midlothian Council and Elected Member Champion (Cllr Pauline Winchester)
- Veterans Scotland and Lothians Veterans Centre (LVC)
- Business and Commercial Sector
- Department of Work and Pensions (DWP)
- Midlothian Federation of Community Councils
- Midlothian Community Action (MCA)
- NHS Lothian
- Community Planning Partnership Partners

Armed Forces Action Plan (2025–2030)

The Action Plan is structured around six overarching outcomes:

1. Raise awareness of the Armed Forces Covenant and Duty
2. Build an increased knowledge of Armed Forces communities and needs
3. Reduce barriers through bespoke funding
4. Ensure representation at local and national meetings of armed forces needs
6. Review the plan annually and identify improvement areas

Key Thematic Areas and Actions:

- Education: Awareness training, enrolment support, tracking attainment and wellbeing, celebrating Armed Forces children month.
- Children's Services: Timely assessments for ASN children, minimising gaps in support during transitions.
- Housing: Staff training, tracking applications, appointing Armed Forces Housing Champion, promoting adaptations and equipment.
- Health and Social Care: Increasing awareness of veteran support services across older people services.
- Council Staff: Promoting LearnPro training, internal communications, and exploring mandatory modules.
- Employability: Guaranteed interview schemes for veterans and cadets, support for service spouses, tracking NOLB-funded participants.
- Recognition: Cadet awards and community celebration initiatives.

Performance indicators, key partners, timescales, and lead contacts support each action to ensure accountability and progress

Introduction to the Armed Forces Covenant

The new Armed Forces Covenant Legal Duty is outlined below:

What is the new Armed Forces Covenant Legal Duty?

The new Covenant Legal Duty is a legal obligation on certain public bodies to 'have due regard' to the principles of the Covenant, and requires decisions about the development and delivery of certain services to be made with conscious consideration of the needs of the Armed Forces community.

Who does the new Duty affect?

The new legal obligation impacts organisations that are responsible for delivering principally statutory functions in healthcare, education, and housing services. The Armed Forces community will be affected as beneficiaries of the new Duty.

What will the new Armed Forces Covenant Duty do?

The new Covenant Duty will raise awareness amongst organisations that provide services in healthcare, education, and housing of how Service life can impact on the Armed Forces community, and how disadvantages can arise due to Service when members of that community seek to access key local services.

The Duty will require organisations delivering local services to have due regard to the Covenant principles when exercising functions in the areas of housing, healthcare, and education.

"Due regard" means that organisations in scope of the Duty will need to consciously consider the unique obligations and sacrifices made by the Armed Forces; that it is desirable to remove disadvantages faced by the Armed Forces community; and that special provision may be justified in some circumstances.

Why has this new Duty been introduced?

There has been good progress under the Covenant to date, but more work is needed to improve consistency of delivery. The increased awareness that is inherent in the new Duty will help to improve delivery as understanding grows.

There is no desire to add an administrative burden unduly on organisations. The legislation has been designed around a Duty to have due regard, as this is the best way to minimise any burden placed on service providers while maximising the wider impact of Covenant delivery into the future.

How will this affect the Armed Forces community?

Service life affects serving personnel, veterans, and their families in many ways. Whether it is through frequent house moves, separation from loved ones and support networks, or unfamiliarity with civilian life, for example, they can find themselves on the back foot when accessing public goods and services. The Covenant Duty will raise awareness amongst providers of public services, like schools and hospitals, about how Service life can impact the Armed Forces community. In turn, this will lead to more informed policymaking as these organisations will better understand the uniqueness of Service and how this can cause disadvantage when accessing these services compared to civilians.

This will not mean that the Armed Forces community will be placed at the front of the queue. But it will mean their circumstances will receive a fairer assessment when their cases are considered. In this way we can help to ensure that the Armed Forces community are treated fairly now and in the future.

Key functions covered by the new Duty include issues such as the allocation of social housing; healthcare waiting list policies; and schools' admissions.

What does this mean for those organisations who need to fulfil their obligations under the new Duty?

The new Duty applies to organisations responsible for delivering education, healthcare, and housing services. A range of organisations are covered by the scope of the Duty, such as local authorities, NHS trusts, and schools and academies, for example.

The Duty will raise awareness of how Service life can impact on members of the Armed Forces community. This will help ensure that providers of public services consider the Armed Forces community when developing or delivering policies that affect them. The Covenant Duty does not mandate what organisations must do – only that they must consider the Armed Forces community alongside other legal requirements. This allows affected organisations the flexibility to balance local needs within the local context.

What support is available for organisations to help them apply the new law?

The Covenant Legal Duty toolkit contains a range of resources that provide information about the Legal Duty, which can be used to inform yourself or to engage with your wider networks. This includes the Statutory Guidance, which MOD has produced to help affected organisations to understand and comply with the Covenant Duty. This explains the Covenant, and includes examples of where disadvantage can arise, of good practice, and other useful information.

Some other existing useful resources, such as the Local Authority Guide to the Covenant, best practice websites and links to relevant organisations can be found here.

Where does it apply?

The Covenant Duty applies to England and Wales, Scotland and Northern Ireland.

Organisations who need to comply with the new law:

Scotland:

- Local authorities and local authority landlords
- Integration authorities, Health Boards, Special Health Boards, and the Common Services Agency for the Scottish Health Service
- Persons or bodies whose help is requested under section 23 of the Education (Additional Support for Learning) (Scotland) Act 2004

Public services provided by organisations affected by the new law:

Healthcare:

- Provision of healthcare services
- Planning and funding
- Co-operation between bodies and professionals

These three healthcare functions are within scope of the Duty in the following settings:

- NHS Primary Care services, including general practice, community pharmacies, NHS dental, NHS optometry services and public health screening services.
- NHS Secondary Care services, including urgent and emergency care, hospital and community services, specialist care, mental health services, and additional needs services (as applicable).
- Local authority-delivered healthcare services, including sexual health services and drug and alcohol misuse services.

Education:

- Admissions
- Educational attainment and curriculum
- Child wellbeing
- Transport
- Attendance
- Additional needs support.

These education functions are within scope of the Duty in compulsory education settings, that is, primary, secondary, and, for England only, compulsory further education. The Duty does not cover nursery (early years education), higher education, or other voluntary adult education settings.

Housing:

- Allocations policy for social housing
- Homelessness
- Disabled Facilities Grants



The Covenant Duty

A legal obligation on certain public bodies to have due regard to the principles of the Armed Forces Covenant when carrying out certain functions in healthcare, housing and education.

**For example:
in healthcare,
bodies such as the
National Health Service
dealing with healthcare
waiting list policies.**

**For example:
in housing,
bodies such as local
authorities dealing
with the allocation
of social housing.**

**For example:
in education,
bodies such as schools
and academies dealing
with the school's
admissions criteria**

The bodies subject to the Duty are expected to consciously consider the Covenant when developing, delivering and reviewing policies and decisions which may impact the Armed Forces Community.

It means placing appropriate weight on the Covenant principles when all relevant factors are considered. It does not mean that any particular conclusions have to be reached or specific public service delivery outcomes achieved.

www.armedforcescovenant.gov.uk

The Midlothian Armed Forces Covenant Plan

The Midlothian Armed Forces Covenant was first established in January 2012. This Armed Forces Covenant Plan builds on existing relationships and supports the Armed Forces Covenant.

The action plan for 2025 to 2030 sets out developmental areas to support the covenant which is now enshrined in law as set out left.

What the Data Tells Us

The latest data for Midlothian indicates there are 3131 local people living in Midlothian who are veterans this is 4.0% of the over 16 population. This is above the Scottish average which is 3.87%.

Of the total veteran population of 3131, 402 are female reflecting 12.8% of the veteran population (Scottish Average 11.7%), and 2735 are male, reflecting 87.3% of the veteran population (Scottish Average 88.3%).

Of the County's population aged between 16 and 64, 1601 were veteran, this reflects 2.67% of this age group (Scottish Average 2.5%). Of the County's population aged 65 or over, 1530 were veterans this reflects 8.35% of this age group (Scottish Average 8.15%).

Working Age Population: Of the 1601 veterans in the 16 to 64 age group 402 were female, reflecting 1.0% of the counties working age female population (Scottish Average 0.67%) whilst 2735 were male, reflecting 7.3% of the working age male population (4.46% Scottish Average). Of the working age population of veterans, 14.4% of were female and 85.8% male.

Older Population: Of the 1530 veterans in the over 65 age group, 172 were female reflecting 1.71% (Scottish Average 1.48%) whilst 1360 were male, reflecting 16.4% (16.15% Scottish Average). Of the older population of veterans, 11.2% were female and 88.8% male.

Types of Service: Of the 3131 veterans in this County, 774 (24.7%) had served in the Reserves (Scottish Average: 21.9%), 2133 (68.1%) in the Regular Forces (Scottish Average 72.2%) and 224 (7.2%) had served in both (Scottish Average 5.9%).

Of the 402 veterans that are female, 151 (37.6%) had served in the Reserves (Scottish Average 31.1%), 237 (59.0%) in the Regular Forces (Scottish Average 66.2%) and 14 (3.5%) in both (Scottish Average 2.8%). Of the 2735 veterans that are male, 622 (22.7%) had served in the Reserves (Scottish Average 20.7%), 1898 (69.4%) in the Regular Forces (Scottish Average 73.0%) and 215 (7.9%) had served in both (Scottish Average 6.4%).

Additional information can be found through the Census Interactive Map Tool.

www.scotlandscensus.gov.uk/atlas/choropleth/population/uk-armed-forces-veterans/ex-service-ind-p/uk-armed-forces-veteran?msoa=S13003018

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School Data Comparison

Overall, between 2024 to 2025 there has been an increase of 44 Armed Forces Pupils in Midlothian this increase includes veteran's children and regular serving personnel.

Schools Data 2024

School	Total Armed Forces Pupils	Regular	Regular & Reserve	Regular & Veteran	Reserve	Reserve & Vet	Veteran
Beeslack Community High School	38	27	-	-	1	-	10
Bilston Primary School	2	1	-	-	1	1	1
Bonnyrigg Primary School	16	5	-	-	1	-	10
Burnbrae Primary School	8	1	-	-	-	-	7
Cornbank St James Primary School	12	3	-	-	3	1	7
Cuiken Primary School	7	1	-	-	1	-	5
Dalkeith High School	7	1	-	-	-	-	6
Danderhall Primary School	4	3	-	-	-	-	1
Gore Glen Primary School	6	-	-	-	2	-	4
Gorebridge Primary School	10	2	-	1	-	-	9
Hawthornden Primary School	4	1	-	-	-	-	3
King's Park Primary School	7	-	-	-	-	-	7
Lasswade High School	12	1	-	-	3	-	8
Lasswade Primary School	13	2	-	-	1	-	10
Lawfield Primary School	1	1	-	-	-	-	-
Loanhead Primary School	4	-	-	-	1	-	3
Mauricewood Primary School	54	46	-	-	2	-	6
Mayfield Primary School	1	-	-	-	1	-	-
Moorfoot Primary School	2	-	-	-	1	-	1
Newbattle High School	10	1	1	-	2	1	9
Newtongrange Primary School	9	-	-	-	1	-	8
Paradykes Primary School	8	1	-	-	3	-	4
Penicuik High School	21	4	1	1	3	-	16
Rosewell Primary School	8	-	-	-	2	-	6
Roslin Primary School	8	5	1	-	3	-	1

Schools Data 2024

School	Total Armed Forces Pupils	Regular	Regular & Reserve	Regular & Veteran	Reserve	Reserve & Vet	Veteran
Sacred Heart Primary School	13	6	-	1	4	-	3
Saltersgate	2	-	-	-	-	-	2
Scots Corner Early Learning & Childcare Centre	10	10	-	-	-	-	-
St Andrew's Primary School	1	1	-	-	-	-	-
St David's Primary School	1	-	-	-	1	1	1
St David's RC High School	10	4	-	-	2	-	4
St Luke's Primary School	1	-	-	-	1	-	-
St Mary's Primary School	6	-	-	-	-	-	6
St Matthew's Primary School	2	-	-	-	-	-	2
Stobhill Primary School	9	2	-	-	1	-	6
Strathesk Primary School	9	2	-	-	3	-	4
Tynewater Primary School	3	-	-	-	-	-	3
Woodburn Primary School	3	1	-	1	1	-	2
Total	342	132	3	4	45	4	175

Schools Data 2025

School	Total Armed Forces Pupils	Regular	Reserve	Veteran	Undisclosed	Regular & Reserve	Regular & Veteran	Reserve & Veteran
Beeslack Community High School	48	33	1	15	-	-	-	-
Bilston Primary School	9	3	-	6	-	-	-	-
Bonnyrigg Primary School	18	7	-	11	-	-	-	-
Burnbrae Primary School	8	-	-	8	-	-	-	-
Cornbank St James Primary School	11	3	3	6	-	-	-	-
Cuiken Primary School	6	3	1	3	-	1	-	-
Dalkeith High School	5	-	-	5	-	-	-	-
Danderhall Primary School	4	3	-	1	-	-	-	-
Gore Glen Primary School	9	3	2	5	-	-	1	-
Gorebridge Primary School	11	3	-	10	-	-	2	-
Hawthornden Primary School	4	1	1	2	-	-	-	-
King's Park Primary School	8	-	1	7	-	-	-	-
Lasswade High School	16	2	4	10	1	-	-	1
Lasswade Primary School	15	2	1	12	-	-	-	-
Lawfield Primary School	1	1	-	-	-	-	-	-
Loanhead Primary School	5	-	-	5	-	-	-	-
Mauricewood Primary School	52	44	3	6	-	-	1	-
Mayfield Nursery School	1	-	-	1	-	-	-	-
Mayfield Primary School	2	-	-	2	-	-	-	-
Moorfoot Primary School	1	-	-	1	-	-	-	-
Newbattle High School	14	1	3	12	-	1	-	1
Newtongrange Primary School	13	-	-	8	5	-	-	-
Paradykes Primary School	8	1	3	4	-	-	-	-
Penicuik High School	22	3	2	19	-	1	1	-
Rosewell Primary School	11	1	2	8	-	-	-	-
Roslin Primary School	6	5	1	1	-	1	-	-

Schools Data 2025

School	Total Armed Forces Pupils	Regular	Reserve	Veteran	Undisclosed	Regular & Reserve	Regular & Veteran	Reserve & Veteran
Sacred Heart Primary School	14	6	5	5	-	-	2	-
Saltersgate	3	-	1	2	-	-	-	-
Scots Corner Early Learning and Childcare Centre	13	13	-	-	-	-	-	-
St Andrew's Primary School	3	1	1	1	-	-	-	-
St David's Primary School	1		1	1	-	-	-	1
St David's RC High School	8	3	2	3	-	-	-	-
St Luke's Primary School	1	-	1	-	-	-	-	-
St Mary's Primary School	3	-	-	3	-	-	-	-
St Matthew's Primary School	2	-	-	2	-	-	-	-
Stobhill Primary School	7	1	1	5	-	-	-	-
Strathesk Primary School	12	2	4	7	-	-	-	1
Tynewater Primary School	5	-	-	5	-	-	-	-
Woodburn Primary School	6	1	1	5	-	-	1	-
Grand Total	386	146	45	207	6	4	8	4

Valuing Armed Forces Contributions to our Communities

Armed Forces personnel, veterans and their families are assets within our communities. They and their families bring a range of skills, experiences and unique expertise to the local community and share these through a variety of roles such as involvement in local communities, employment, training, volunteering, music and learning. For example, the new Midlothian Pipes and Drum Project for children and young people.

We also wish to ensure armed forces children and young people are aware of the promise and our work through the covenant builds and encompasses work on United Nations Children's Rights (UNCRC) and trauma informed approaches. The Promise is a commitment to provide all wee ones, children and young people with experience of the care system in Scotland the opportunity to grow up loved, safe, and respected, so that they can reach their full potential. In Midlothian, the work of the Promise is very progressive and reaches out to gather the voices of our care experienced population. Please view how we are upholding the Promise in Midlothian - [Our progress | The Promise | Midlothian Council](#)

Armed Forces Covenant Partners

Partners have told us that they will use the Armed Forces Covenant Partnership to forge collaborative working, promote the needs of individuals, families and staff and share best practice.



Armed Forces (HQ Edinburgh Garrison and 2 SCOTS)

The Garrison HQ is based in Edinburgh Castle. Representatives from 2 SCOTS are based at Glencorse Barracks who are engaged at a local level with both Midlothian Council and the Community Planning Partnership. There are strong links with the local armed forces community development worker for the area.

Midlothian Council

The Local Authority promotes the Armed Forces Covenant within Midlothian. They work closely with partners to make it easier for serving personnel, reservists, veterans and their families to integrate seamlessly into their local communities, and to help them access any help or support they might need.

In addition, as part of our work through ADES (Association of Directors of Education in Scotland), an armed forces family lead officer is identified that is currently a service manager from Children Services. This work builds on the previous relationships and now supports meeting the Armed Forces Covenant Duty which is now enshrined in law. For housing, the Housing Services Manager is the key contact. If you require assistance related to any matters linked to the armed forces covenant or are looking for direct support please contact: AFCC@midlothian.gov.uk

Midlothian Council Elected Member Armed Forces Champion

The Local Authority appoints an elected member to be the armed forces champion after every local government election. The current champion is Cllr Pauline Winchester and can be contacted via AFCC@midlothian.gov.uk



Armed Forces Charities Sector

Armed Forces Charities are well represented across Midlothian and there is a lot of support available to members of the Armed Forces

Community. Information, advice and guidance are all available, whether for young Service leavers with a family looking for a job and a house, or older veterans, who might need help, support or friendship. Veterans Scotland provides a strategic overview in addressing veterans concerns and Lothians Veterans Centre provide a local input to address matters particular to Midlothian. The Scottish Veterans Fund provides single and multi-year funding grants to assist groups and organisations that provide support to Scotland's Ex-Service personnel and their families. gensec@veteransscotland.org.uk



Lothians Veterans Centre (LVC)

LVC is a Dalkeith drop-in Centre which provides a wide range of support services to Veterans and their families. Support includes social inclusion, employability, housing, benefits, health and wellbeing. LVC enjoys strong links with Midlothian Council, the local serving community and many other support agencies. contact@lvc.scot



Shared Parenting Scotland

Supports families across Scotland where parents live apart, and we have a particular commitment to improving outcomes for veteran and serving families. In Midlothian, we have an established relationship with the Lothians Veterans Centre, through which we provide outreach, guidance and mediation support to families adjusting to civilian life or managing the pressures of service-related separation.



Vector24

Provides free, reliable trauma informed transport support for veterans, serving personnel, and their families. Our outreach support officers who are staff and Volunteers support individuals reach vital healthcare, mental health, and community services, reducing isolation and supporting recovery.



Sight Scotland and Sight Scotland Veterans Tackling vision loss together

Sight Scotland supports people affected by sight loss at every stage of life. Our education services support blind and partially sighted pupils. We provide a transition residential care service for young adults with visual impairment and complex needs. The Scottish Braille Press provides accessible publications and supported employment for visually impaired people. Our helpline and community services not only help people affected by sight loss in later life but also provide support for family members



Sight Scotland Veterans

Sight Scotland Veterans

Provides support to veterans in Scotland who are experiencing sight loss, regardless of the cause or at which point in their sight loss journey they are at. We support veterans of all ages with any sight loss diagnosis. We support veterans who are not registered with their sight loss and are currently struggling in everyday life. We can also support those who are caring for a veteran with sight loss, whether they are a family member or friend

sightscotland.org.uk

sightscotlandveterans.org.uk



VOCAL

Voice of Carers Across Lothian supports and empowers unpaid carers in Edinburgh and Midlothian through individual support, information, training and access to services.



Midlothian & East Lothian
CHAMBER OF COMMERCE

The Midlothian & East Lothian Chamber of Commerce

Is a membership organisation helping businesses achieve sustainable development and growth. Support is provided through educational opportunities, providing interns, mentoring, networking, training and skills seminars and B2B introductions.



Department for Work and Pensions

Department of Work and Pensions (DWP)

Jobcentre Plus works with Partners and Employers in Midlothian to maximise training and employment opportunities for reservists, veterans and their families. Veterans are signposted to organisations that offer specialised employability support. Employability support is coordinated through the Midlothian Local Employability Plus Partnership.



Midlothian Federation of Community Councils

The objective of the Federation is to further the aims and interests of the Midlothian Community by discussion and debate between representatives of member Community Councils. Community Councils are the most local tier of statutory representation in Scotland. They bridge the gap between local authorities and communities and help to make public bodies aware of the opinions and needs of the communities they represent.



Midlothian Community Action (MCA)

MCA has been a partner in Midlothian's Armed Forces Covenant from its inception and has participated in highlighting grant opportunities. They have strong productive links with many voluntary and community groups across Midlothian. MCA also provides support to Midlothian residents looking to volunteer.



NHS Lothian

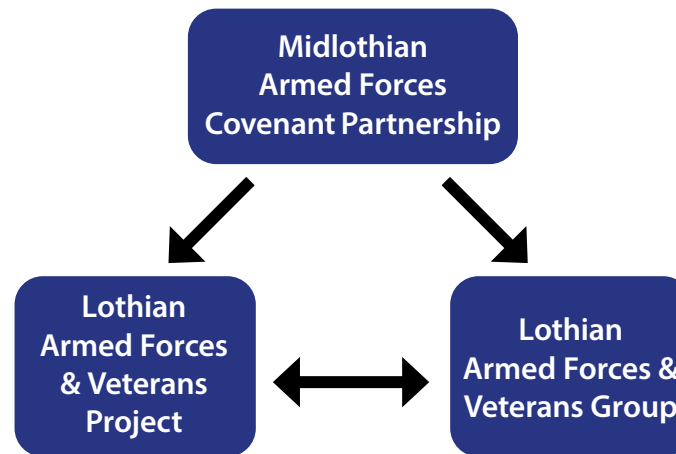
One of NHS Lothian's objectives is to improve the health of the population it serves. The NHS is continuing to explore with partnership organisations how best to serve veterans, and their specific needs, and also to support families while regulars, and reservists are away on operations in order to meet their Armed Forces Covenant Duty. The NHS Lothian key contact for armed force families is the Executive Medical Director, Medical Director's Office, Main point, 102 West Port, Edinburgh, EH3 9DN.

Single Midlothian Plan – Community Planning Partnership

There is a space for representation of the Armed Forces Covenant at the Community Planning Board level, currently the elected member champion attends the Board and links directly with the Armed Forces on relevant issues. An annual report will also be presented to the Community Planning Partnership Board on progress implementation of the Midlothian Armed Forces Action Plan.

Partnership Working

The Midlothian AFC Partnership meets to discuss the operational delivery of actions within the action plan. The entire Covenant structure continues to be underpinned further by strong working relationships between Council Officers, the Armed Forces Staff and the wider stakeholder community.



Armed Forces Covenant Trust Fund

The Armed Forces Covenant Fund Trust makes grants to support members of the Armed Forces community.

Currently there are a number of programmes open:
Full details at:

[Programmes - Armed Forces Covenant Fund Trust](#)

Midlothian Armed Forces Covenant Action Plan (2025–2030)

We are committed to the following six overarching actions:

1. Raise awareness of the armed force covenant and duty
2. Increasing knowledge of our armed forces communities and needs
3. Reducing barriers through accessing bespoke funding
4. Ensure representation at local and national armed forces covenant meetings
5. Ensure presentation of armed forces community at Midlothian Community Planning Board.
6. Reviewing the plan annually and identify further improvement areas.

OVERARCHING ACTION	GOAL	ACTIONS	INDICATORS	LEAD
1. Awareness & Promotion	Raise awareness of the Armed Forces Covenant, legal duties, and available support.	• Publish annual report with data, funding, and success stories. • Promote the LearnPro module and host annual twilight sessions. • Include Armed Forces info on ASN/Inclusion staff website. • Host annual funding surgery (September). • Celebrate Armed Forces Child Month (April). • Increase Armed Forces data in the Midlothian Profile.	Module completions, session attendance, funding applications.	Annette Lang, Hazel Moar, Magnus Inglis, Michelle Strong, Rebekah Sullivan.
2. Supportive Enrolment & Transitions	Ensure smooth school transitions for Armed Forces children.	• Reframe enrolment letters. • Attend enrolment planning meetings. • Provide transition supports • Assess learning gaps and provide support.	100% enrolment within 3 weeks of arrival.	Hazel Moar, Michelle Strong.
3. Educational Monitoring & Equity	Track and support educational outcomes for Armed Forces children.	• Monitor attainment, attendance, wellbeing, exclusions. • Support transitions and subject choices. • Implement MIPS A Covenant Project.	Monthly tracking, quarterly reporting to Excellence & Equity Board.	Hazel Moar, Michelle Strong, Lydia Kerr.
4. Children's Services & Additional Support Needs (ASN) Support	Minimise gaps in support for children with ASN.	• Accept referrals pre-relocation. • Complete S23 assessments within 2 weeks. • Ensure continuity of support for children with POCs. • Discuss eligible cases at first TATC post-relocation.	Timely assessments and reduced support gaps.	Emma Clater, Amy Evans.
5. Housing Support	Improve housing support for Armed Forces personnel and veterans.	• Promote LearnPro module to housing staff. • Monitor housing applications. • Appoint Housing Champion. • Promote equipment/adaptations via Council webpage.	Module completions, baseline data, champion support cases.	Claire Douglas, Angela Harris, Derek Oliver, Ashley Atkins.
6. Health & Social Care	Improve access and identification for Armed Forces families.	• Support self-identification • Increase staff awareness and training.	Baseline data, trained staff numbers.	Nick Clater, Ruth Flynn
7. Staff Training & Recruitment	Embed Covenant awareness in Council operations and other organisations	• Explore mandatory LearnPro training for council staff • Create a Midlothian Council internal communications campaign. • Midlothian Council to explore a guaranteed interview scheme for veterans/cadets and potentially extend to spouses. • Vocal deliver Think Carer training for those who could act as referrers for armed forces personnel and veterans	Training completions, scheme uptake.	Ashley Aitkens, Derek Oliver, Louise Bell and Vocal Carla Bennett

OVERARCHING ACTION	GOAL	ACTIONS	INDICATORS	LEAD
8. Recognition, Employability and Community Learning	Celebrate contributions and improve access to services.	• Create uniformed awards including cadets. • Monitor NOLB support for veterans/spouses. • Track Community Lifelong Learning and Employability (CLLE) engagement with Armed Forces families. • CLLE courses will be offered specifically for Veterans and their families	Awards created and participant numbers.	Julia Ellison, Lesley Kelly, Annette Lang and Police Scotland
9. Data & Communications	Improve data collection and public awareness.	• Encourage declaration of Armed Forces links in school forms. • Extract and promote School Census data.	-	Hazel Moar, Michelle Strong, Ashley Atkins, Graham
10. Joint Events & Third Sector Engagement	Promote services and build partnerships.	• Create Armed Forces support bulletins for example in Armed Forces Week annually. • Host two joint events annually. • East and Midlothian Chamber to host an event to support businesses to sign up to the armed forces covenant. • VOCAL to provide support to family members, partners, relatives or friends who are unpaid carers for armed forces personal and veterans. Hold one peer event each year.	-	Lesley Kelly, Midlothian Community Action, Lothian Veterans Centre, Veterans Scotland, Sight Scotland and Vocal.
11. Reporting and Evaluation	The Midlothian Armed Forces Covenant Working Group will produce an annual tracking report of progress and this will be presented to Midlothian Council Corporate Management Team for scrutiny and evaluation.	-	-	-