

Midlothian CPP Equality Impact Assessment

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

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Section A: Introduction

1. Title of policy, procedure or function being assessed

Single Midlothian Plan 2016-19

2. Divisions/organisations/groups involved in doing this Equality Impact Assessment

Community Planning Partnership

3. Date started:

1 March 2016

Date completed:

22 March 2016

Section B: Information

4. Please describe the Policy, Procedure or Function you are impact assessing

The new Single Midlothian Plan

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

Midlothian data profile, partnership performance information, strategic assessment, safety strategic assessment and public engagement feedback, gathered annually as part of the CPP planning process

The above provides a strategic overview of the area, beginning with a statistical profile (@ 160 pages of data from all publicly available data sources). The strategic assessment is completed by each thematic partnership, assessing Political, Economic, Social, Technological, Legal and Environmental changes affecting the local population, proposals for priorities are then subject to

a public engagement process involving stakeholders , the citizens panel, neighborhood planning groups , community councils and service users joint planning groups (which includes a number of equality protected characteristics groups).The views of MIDSAFE who contributed to the consultation. Research on Welfare Reform and Money Advice Services in Midlothian gives a wealth of information on the needs of the following groups who are particularly impacted by Welfare Reform:-people with disabilities or additional learning needs, homeless people, young adults between 18-24, social housing tenants, single parents, refugees and asylum seekers and those over 60 years old.

6. Do you need more information or more consultation/engagement data?

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

The views of the Midlothian People's Equality Group need to be considered, as do the views of the new LGBT youth group operating at MYPAS. Direct working with the people in need. Ongoing work to consult with those directly affected by Welfare Reform.

Section C: Assessment

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

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

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

Sex(male/female)

Age (all ages)

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

Religion or belief (including having no religion or belief)

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

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

Marriage and Civil Partnership

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

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

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

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.

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

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

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

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

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

The SMP 16-19 states that for the next 3 years the partners top 3 priorities will be to reduce inequalities in health outcomes , learning outcomes and economic circumstances for local residents , with an emphasis on residents of areas most affected by multiple deprivation.

The Partnership has a new “Faith Communities partnership” collaborating with the other public service providers to deliver support to local residents.

Neighbourhood planning work on “inclusive communities” is now in development, aiming at affecting majority communities’ behaviours.

The CPP’s Autistic Spectrum support strategy is nearly completed, following extensive conversations with local people affected directly or indirectly.

The new Integrated Children’s Services Plan 2016-19 is nearing completion and has at its core the national ‘wellbeing’ indicators.

The new Integrated joint board for adult health and care plan sets out to reduce inequalities and has undertaken and extensive impact assessment process.

The 2016/17 Community Safety Strategy Action plan highlights these outcomes to reduce

inequality 'increasing the number of individuals engaging in preventative treatment and recovery orientated services' will have a positive impact on Disability. The priority to address Gender based harm 'increasing enforcement action against domestic and sexual abuse' will have a positive impact on sexual orientation. The priority to address Crimes of Dishonesty 'take partnership preventative action and respond to information provided about possible scam victims' will have a positive impact on age related crime. The priority to Reduce Antisocial Behaviour 'work in partnership to decrease the number of victims of antisocial behavior and hate crime in Midlothian' has seen an increase in detection of hate crime.

Welfare Rights is delivered in an accessible way in a comfortable environment. Informed by the work of the Digital Project and Better Banking Project. Outreach services are provided in areas of multiple deprivation, supporting people on low incomes. Access to information technology is targeted at those most affected by universal credit with peer support.

7ii. Note any negative impacts on equalities groups

Funding for voluntary sector led work remains short term, and has reduced from key partners, this affects voluntary sector partners ability to deliver consistency in areas such as the CPP's Financial Inclusion Strategy.

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

Loss of third sector partners resulting from reduced or short term funding would be a significant blow to equalities work

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

The commitment of the SMP and CPP Board to reducing inequality is the key opportunity. The Midlothian People's Equality Group, and the new LGBT youth group operating at MYPAS, as well as neighbourhood planning for inclusive communities and the new faith communities

partnership offer opportunities to take equalities work further . The work of the voluntary group MIDSAFE in raising awareness of safety in our communities and homes in Midlothian. Targeted support for people in poverty through the work of Midlothian Financial Inclusion Network

Section D: Actions and Outcomes

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

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

Think about what you can do to:

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

Work with the equalities engagement officer to develop their role in neighbourhood planning , engage MPEG in the NP processes. Use co- production in service delivery with faith communities to break down barriers . Amending the draft MFIN Strategy to see if there are more positive impacts to draw out

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

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

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

Tracking through the SMP performance system

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

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

12. Is a more detailed assessment recommended?