

Integrated Impact Assessment Form Promoting Equality, Human Rights and Sustainability

Title of Plan	Community Learning and Development Partners' Strategic Plan
Completion Date	May 2024 to August 2027
Completed by	Council staff, third sector partners and stakeholders
Lead officer	Annette Lang

Type of Initiative:

Strategy	Updating previous 3-year strategy and action plan
Plan	New for next 3 years
Project	Changing/Updated
Service	Review or existing
Function	Other
Statement of Intent	

1. Briefly describe the policy/proposal you are assessing.

We have been assigned the responsibility of formulating a new comprehensive plan for Community Learning and Development (CLD) that covers activities associated with youth work, adult education, community development, and employability. This strategic plan falls under the purview of the Midlothian Council and encompasses activities conducted by the Council and various collaborating groups. By means of collaborative partnerships, we have conducted consultations to ascertain the primary focus areas of the new plan. This plan has been developed to address identified priorities for the next three years, with provisions for an annual review and potential amendments.

The plan's primary priorities encompass:

- Community-based learning
- Support for addressing community issues and acting
- Youth engagement
- Adult education
- Family-oriented learning
- Support for employability
- Maintenance and growth of participation in CLD activities
- Poverty reduction
- Establishment of appropriate staff development to address these challenges
- Promotion of social interaction, health, and well-being
- Efficient pathways for learning, personal development, and employment
- Development of digital and resilient communities
- Consideration of climate change and outdoor spaces
- Evaluation of joint offerings for adequacy and efficiency
- Addressing unmet needs
- Establishment of clear, measurable outcomes and actions for CLD

For further guidance, please refer to: www.gov.scot/publications/community-learning-development-guidance-2024-2027

What will change as a result of this policy?

The forthcoming strategy and plan will articulate the framework for engaging a broader audience in the cultivation of lifelong learning and employment skills. This framework will encompass youth work, adult education, and community capacity building, with the objective of aiding community groups in resource attraction, service provision, and advocacy for community betterment. Emphasis will also be placed on fostering volunteerism. The primary aim is to foster collaboration with Midlothian residents to actively involve them in diverse Community Learning and Development (CLD) activities. In contrast to our preceding three-year plan, which centred on COVID-19 recovery, the ensuing three-year period will pivot towards assisting Midlothian residents in addressing the challenges posed by the mounting cost of living.

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	Yes/No
The policy/ proposal has consequences for or affects people	yes
The policy/proposal has potential to make a significant impact on equality	yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	yes
The policy/proposal is likely to have a significant environmental impact	no

Low Relevance	Yes/No
The policy/proposal has little relevance to equality	no
The policy/proposal has negligible impact on the economy	no
The policy/proposal has no/ minimal impact on the environment	yes

3. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	In order to ensure that the Council fulfils its statutory obligations and provides adequate community learning capacity, our strategy incorporates annual projections based on data sets including births, housing, census figures, and demographic trends. Over the next six years, substantial housing developments are anticipated in the Midlothian area, resulting in an anticipated population increase. At present, the minority ethnic community accounts for less than 1.8% of the Midlothian population. Data from the Equality and Human Rights Commission indicates significantly higher unemployment rates among ethnic minorities. It is imperative that the CLLE plan prioritizes the needs of minority ethnic groups by aligning

Evidence	Comments: what does the evidence tell you?
	<p>support programs with community requirements and facilitating their participation in courses and access to necessary support.</p> <p>The following link directs to the detailed profile: Community Planning Structure and Profile Midlothian Profile 2023-24 (PDF). Notably, the profile incorporates a visual representation of the most pertinent data for our strategic planning.</p>
Data on service uptake/access	<p>We have compared the uptake of Community Lifelong Learning and Employability services with levels over the past three years. We are committed to ensuring that, through the plan, we sustain and enhance the number of individuals engaging in CLD activities. This is reflected in the Community Lifelong Learning and Employability Annual Report incorporated into the plan. However, due to forecast budget and funding reductions this may prove to be very challenging.</p>
Data on quality/outcomes	<p>Our annual reports for the past five years provide data on service satisfaction levels. Additionally, our most recent external inspection was a progress visit to assess the implementation of the previous CLD Plan (2021-2024). The visit identified several key strengths, including leadership and the positive impact of the CLD work on individuals' lives.</p> <p>However, two areas of development were noted: increasing partner involvement in plan production and ensuring consistency in learning plans across all stakeholders.</p>
Research/literature evidence	<p>As noted above. Specifically, this encompasses significant data about Midlothian sourced from NOMIS, ONS, and the Midlothian Profile.</p>
Service user experience information	<p>The annual satisfaction survey for Communities, Lifelong Learning, and Employability indicates a 98.3% satisfaction rate with our services. Moreover, 93.9% of CLLE respondents reported skill improvement through CLLE. Additionally, individual evaluation forms for our courses and opportunities allow individuals to communicate their desired improvements.</p>
Consultation and involvement findings	<p>The CLD Plan was developed through five consultations with a diverse demographic, yielding 700 responses from young individuals, over 500 from adults, and 41 from stakeholders.</p> <p>Key themes include poverty reduction, inclusive spaces, empowering residents, and digital opportunities. A preliminary version of the plan has been distributed to stakeholders for feedback, including equality groups. Stakeholders are encouraged to express their satisfaction and identify areas for improvement.</p>

Evidence	Comments: what does the evidence tell you?
Good practice guidelines	The guidance which tells us what to put in the plan is the main good practice guidelines we must follow. This is included above.
Other (please specify)	None
Is any further information required? How will you gather this?	Annually, we will compile a comprehensive progress report detailing our accomplishments. We will actively engage stakeholders to solicit input on potential new targets or areas of focus to be incorporated into the plan on a yearly basis.

4. How does the policy meet the different needs of and impact groups in the community?

Equality Groups	Comments – positive/ negative impact
Older people, people in the middle years	The comprehensive curriculum will offer diverse learning opportunities for individuals of all ages within the community, encompassing face-to-face, online, and blended learning modalities facilitated through digital platforms.
Young people and children	The plan aims to empower young individuals to engage in youth work activities and secure the necessary support to achieve positive outcomes, such as acquiring qualifications, participating in volunteer work, or securing employment.
Women, men and transgender people (includes issues relating to pregnancy and maternity)	In certain aspects, the opportunities provided contribute to the dismantling of stereotypes. For instance, the promotion of health and social care careers to key groups, such as men, is a notable example of this.
Disabled people (included physical disability; learning disability; sensory impairment; long term medical conditions; mental health problem)	Programs of learning are specifically designed to cater to the diverse needs of learners. As part of our barrier-free funding initiative, we offer short-term support to assist individuals in participating in learning or work-related experiences.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English)	Within the plan, there is a dedicated service to support adults with literacy and numeracy challenges, as well as our ESOL service for speakers of other languages. We also offer new opportunities, such as conversation cafes for newcomers to Scotland, including individuals from Ukraine, Afghanistan, Hong Kong, and other countries.
Refugees and asylum seekers	Refugees and asylum seekers receive support from the ESOL/Literacy and Numeracy service. The service's activities are integrated into the comprehensive plan. However, the demand may exceed available resources, potentially leading to unmet needs like waiting lists for essential services.
People with different religions or beliefs (included people with no religion or belief.	The community learning values and principles are enshrined in the document, and the services provided should address inequalities and embody inclusion in all activities outlined in the plan.
Lesbian; gay bisexual and heterosexual people	As above
People who are unmarried; married or in a civil partnership	As above

Equality Groups	Comments – positive/ negative impact
Those vulnerable to falling into poverty	CLLE collaborates with 16 community partners to offer cash-first options for individuals affected by the cost-of-living crisis. This initiative is part of the revised CLD Plan. CLLE staff are trained in money management and can direct individuals to essential support services in Midlothian.
Unemployed	The plan offers various activities to support Midlothian residents, especially young people and adults, in securing employment or pursuing positive career paths.
People on Benefits	People on benefits can access most community learning and development activities for free, with reduced rates for those receiving benefits or with low incomes.
Single Parents and vulnerable families	Activities are open to all, but externally funded targeted employability programs are available for single parents and vulnerable individuals.
Pensioners	The majority of the community learning and development activities are free and those with a cost have a reduced rate for those on benefits or low income.
Looked after Children	We partner closely with children’s services to provide targeted and universal youth and employability support. We engage young people with care experience through these programs, either through referrals or self-selection.
Those leaving care settings ((including children and young people and those with illness)	CLLE operates a youth carers project that supports young people in participating in youth work and achieving positive outcomes after school.
Homeless People	We partner with homeless accommodation units to promote community learning and development through adult learning, youth work, and employability supports.
Carers (including young carers)	We provide youth work, adult learning, and employability services for carers on a referral or self-choice basis, which are included in the plan.
Those involved in the criminal justice system	We partner with criminal justice to support learners in securing qualifications through the plan.
Those living in the most deprived communities (bottom 20% SIMD areas)	The CLLE offers mostly free learning and development activities, with reduced rates for those on benefits or low income. We collaborate with SIMD partners to promote available services. We’re piloting a plan to support people in Central Dalkeith and Woodburn to live well, aiming to improve individual and community outcomes.

Equality Groups	Comments – positive/ negative impact
People with low literacy/numeracy	The ESOL/Literacy and Numeracy service supports learners with additional needs. Activities for this group are included in the plan. However, demand may strain resources, leading to unmet needs, such as waiting lists.
Others e.g. veterans, students	We're a partner of the Armed Forces Covenant and collaborate with local third-sector organisations supporting veterans and colleges, including Newbattle and Edinburgh. Both groups engage in learning and employability support activities.

Geographical Communities

Rural/ semi-rural Communities/Urbans Communities

The plan's activities are mainly in local communities, including towns and deprived areas, with some in remote locations through village halls and development trusts.

Online and blended learning options make some activities more accessible, and support is available for those with digital inclusion issues.

We also focus on delivering activities in deprived areas.

5. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

The plan consults to ensure a skilled and competent workforce through personal development and training.

6. Is any part of this policy/ service to be carried out wholly or partly by contractors?

Some partners will enhance services by securing funding to increase their local offers.

7. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

We'll ensure the council website has the correct format for automated reading tools. We also hope to create a digital animation to explain the plan's launch. Partners will promote to their clients, considering any additional needs. Contact the CLLE Equality Engagement Officer at cll@midlothian.gov.uk for other required formats.

8. Please consider how your policy will impact on each of the following?

Objectives Equality and Human Rights	Comments
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	The plan outlines our offerings to meet Midlothian's diverse community needs through CLD.
Promotes good relations within and between people with protected characteristics and tackles harassment	The plan promotes the core principles of the Community Education Sector and workforce competencies in inclusion, equity, and fairness.
Promotes participation, inclusion, dignity and self- control over decisions	Engagement with Community Learning and Development (CLD) is voluntary. Inclusion, equity, and fairness are core to its delivery, as outlined in the partners' CLD plan.
Builds family support networks, resilience and community capacity	We offer family learning based on inclusion, equity, and fairness. Our holistic approach helps Midlothian residents achieve their goals.
Reduces crime and fear of crime	We aim to encourage young people into youth activities through our street work and youth work activities. We also collaborate with community justice colleagues to meet their clients' learning needs. Our services are based on need, as evidenced by the Midlothian Profile, which provides clear information on crime levels in Midlothian.
Promotes healthier lifestyles including Diet and nutrition Sexual Health Substance Misuse Exercise and physical activity Life Skills	Promotes healthier lifestyles including diet, nutrition, sexual health, substance misuse, exercise, and life skills. The plan emphasises social interaction, health, and well-being, offering courses and classes to enhance health outcomes. We also provide a sexual health service in partnership with NHS Lothian in Dalkeith for young people.

Environmental	Comments
Reduce greenhouse gas (GHG) emissions in Midlothian (Including carbon management) Plan for future climate change Pollution: air/ water/ soil/ noise	Community Learning and Development contributes to climate change, including awareness-raising, education, and training for staff and communities.
Protect coastal and inland waters	N/A

Environmental	Comments
Enhance biodiversity	The plan includes awareness-raising, education, and training for staff and communities to address the CLD contribution to climate change.
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	Robust risk assessments are conducted for all CLD activities, and risk reduction measures are implemented for outdoor trips, indoor learning, and community activities.
Reduce need to travel / promote sustainable forms or transport	CLD staff and partners operate a blended working and learning model, supporting reduced car travel. We also encourage young people to travel in groups to minimize individual car journeys.
Improves the physical environment e.g. housing quality, public and green space	The plan encourages outdoor learning and helps communities attract funding for these spaces.

Economic	Comments
Maximises income and /or reduces income inequality Helps young people into positive destinations	The CLD plan directly contributes to employability through employability programs, income maximisation, and supporting qualifications. Additionally, it supports young people in modern apprenticeships. Volunteering is a key activity that assists adults and young people in progressing through the employability pipeline.
Supports local business	The CLD and partnerships provide advice to businesses, links to work experience, employability, and wage subsidies.
Helps people to access jobs (both paid and unpaid)	As above
Improving literacy and numeracy	Improving literacy and numeracy, the service offers group and face-to-face, as well as online, learning opportunities for local people.
Improves working conditions, including equal pay	Promotes living wage to those partners we work with.
Improves local employment opportunities	We collaborate with community planning partners to foster economic growth and diversity of opportunity.

9. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

No

10. Action Plan

Negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Unmet needs.	Community facilities for young people	Accessing partners' buildings for youth work	2025	Heather Fleming
Unmet needs	Trained staff	Creative recruitment campaigns and strategies	Ongoing	Lesley Kelly/Annette Lang
Unmet needs	Reduced funding	Work in partnership with third sector organisations in the community planning partnership to access funding opportunities	Ongoing	As above
Unmet needs	No additional financial investment for population growth	A report on the funding pressures is being updated and will be presented to the community planning board	Ongoing	Karen McGowan / Heather M
Unmet needs	Lack of creches	Creche provision expanded for adult learning	Ongoing	K/R JB
Unmet needs	Reduced funding for supporting New Scots	Work in partnership to explore funding opportunities to support new Scots including English as another Language	Ongoing	CLD partnership members

11. Sign off by Sign off by Chief Officer



Michelle Strong
05 November 2024