

Single Midlothian Plan

H1 Reporting

April 2024 – September 2024



*'a great green
place to grow'*

Midlothian will be healthier - Summary of successes

MHSCP Frailty work progressing. Session 2 in event facilitated (6/06/24) World Café provided examples from other systems and enabled change ideas to be generated to support system shift.

Enhanced falls pathway through partnership working between MSK team and Midlothian Active choices (MAC)

Collaboration between Merrit Falls Responders and MART to support responders to undertake an abbreviated multifactorial risk assessment.

Frailty event and outputs enabled reframing across the partnership (and beyond) that Frailty is everyone's business.

Direct referrals live between MSK and MAC.

Midlothian will be healthier - Challenges

Develop and test new falls offering.

Consider approaches and planning required for next year's falls week.

1. Midlothian is Healthier

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 Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
SMP.23 /27.H1.01	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	<p>H1 24/25: Feasibility study partners commissioned and completed during 2024.</p> <p>Final report delivered by presentation to HSCP Head of Adults & Care, Service Manager Disabilities and Planning Officer Carers end of October 2024.</p> <p>Meeting planned within HSCP to consider the</p>	100%						On Target	Midlothian Health and Social Care Partnership (MHSCP); Planning Officer Carers; Grace Cowan; Service Manager Disabilities

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
		proposal and the next steps.								
SMP.23 /27.H1.02	Support the implementation and growth of the Midlothian Care and Support Co-operative across 2025	H1 24/25: This work is developmental: appropriate targets will be developed following the scoping stage	0%						Off Target	Midlothian Health and Social Care Partnership (MHSCP); Planning Officer Carers; Grace Cowan; Service Manager Disabilities
SMP.23 /27.H1.03	Complete an evaluation of delivery and impact to inform future development	H1 24/25: This work is developmental: appropriate targets will be developed following the scoping stage	0%						Off Target	Midlothian Health and Social Care Partnership (MHSCP); Planning Officer Carers; Grace

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
										Cowan; Service Manager Disabilities
SMP.23 /27.H1. 04	Develop and support a sustainable model across 2026-27	H1 24/25: This work is developmental: appropriate targets will be developed following the scoping stage	0%						Off Target	Midlothian Health and Social Care Partnership (MHSCP); Planning Officer Carers; Grace Cowan; Service Manager Disabilities

1. Midlothian is Healthier
Outcome 2: Falls Prevention and Support

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.H2.01	Define the future Midlothian Falls Pathway	H1 24/25: - complete	100%						On target	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.02	Establish an emergency falls phone line	Q4 23/24: Number of calls received between Sep 23 / March 24: 239	100%						On target	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.03	Establish urgent falls referral	H1 24/25: complete	100%						On target	Midlothian Health and Social Care

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	routes and processes									Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.04	Design falls prevention and management training	H1 24/25 Off Target: A falls sub-group is established to define the approach to falls training. This group will include teams from the Midlothian HSCP and partner organisations	50%						Off target	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.05	Deliver falls prevention and management training to 100 people at risk of falling	H1 24/25: Complete - 296 Pathway between MSK service and MAC continues to improve with direct referral now in place	100%						On target	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team;

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
										Grace Cowan
SMP.23 /27.H2.06	Evaluate progress and develop an improvement plan to inform required progress in relation to available data intelligence	H1 24/25: Falls dashboard now live and being promoted across the system	80%						On target	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.07	Evaluate progress and develop an improvement plan to inform required progress in relation to proactive identification and engagement with people at risk of falls	H1 24/25: This work has been incorporated in the Frailty Programme. In addition, A Lothian-wide falls strategy is due for publication in April 2025	10%						No information	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.H2.08	Evaluate progress and develop an improvement plan to inform required progress in relation to access to service offers and supports	H1 24/25: This work has been incorporated into the Frailty Programme	10%						No information	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.09	Evaluate progress and develop an improvement plan to inform required progress in relation to cross-system preventative approaches	H1 24/25: This work has been incorporated into the Frailty Programme	10%						No information	Midlothian Health and Social Care Partnership (MHSCP); P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.10	Evaluate progress and develop an improvement plan to inform	H1 24/25: Action paused as per IJB paper (18/6/24)	10%						Almost met target	Midlothian Health and Social Care Partnership (MHSCP);

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	required progress in relation to promoting self-management									P3 Manager *Project Team; Grace Cowan
SMP.23 /27.H2.11	Embed the Midlothian Integrated Falls Pathway aligned to national and local strategy.	H1 24/25: This is a year three / four target. A Lothian-wide falls strategy is due for publication in April 2025	0%						No information	Midlothian Health and Social Care Partnership (MHSCP); Grace Cowan

Outcome 3: Digital Self-Management

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
SMP.23 /27.H3.01	Collaboratively develop a minimum viable Digital Self-Management product in 2023-24	H1 24/25 Off Target This work has been paused as per IJB paper 18/6/24	30%						Off target	Midlothian Health and Social Care Partnership (MHSCP); Public Health (NHS); *Chief AHP; Grace Cowan
SMP.23 /27.H3.02	Using insight from the early development and testing, continue to build and connect the range of resources available in 2024-2025	H1 24/25 Off Target This work has been paused as per IJB paper 18/6/24	0%						Off target	Midlothian Health and Social Care Partnership (MHSCP); Public Health (NHS); *Chief AHP; Grace Cowan

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
SMP.23 /27.H3.03	Upscale engagement and use of platform in 2026-27	H1 24/25 Off Target This work has been paused as per IJB paper 18/6/24	0%						Off target	Midlothian Health and Social Care Partnership (MHSCP); Public Health (NHS); *Chief AHP; Grace Cowan
SMP.23 /27.H3.04	Further develop functionality based on evaluation and feedback	H1 24/25 Off Target This work has been paused as per IJB paper 18/6/24.	0%						Off target	Midlothian Health and Social Care Partnership (MHSCP); Public Health (NHS); *Chief AHP; Grace Cowan

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
SMP.23 /27.H4.01	Provide training for people/staff/volunteers within the Community Planning Partners on the signs of Frailty	<p>H1 24/25 On Target Workshop 14/11/24 enabled peer learning session for 27 staff across the system the target was 25.</p> <p>Asynchronous learning resources in development to create opportunity for those unable to attend</p>	100%						On target	Midlothian Health and Social Care Partnership (MHSCP); Primary Care *Service Manager; *Chief AHP; Grace Cowan; *Service Manager Red Cross
SMP.23 /27.H4.02	Increase the identification of people living with frailty using an Electronic	<p>H1 23/24 As of August 2023, SPIRE EFI data is no longer available. This</p>	100%						On target	Midlothian Health and Social Care Partnership (MHSCP); Primary

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
	Frailty Index (EFI)	indicator is now closed.								Care *Service Manager; *Chief AHP; Grace Cowan; *Service Manager Red Cross
SMP.23 /27.H4.03	Increase the number of people living with frailty who have a completed holistic assessment	H1 24/25: The British Red Cross have delivered 93 holistic assessments April 2024 to June 2024.	90%						On target	Midlothian Health and Social Care Partnership (MHSCP); Primary Care *Service Manager; *Chief AHP; Grace Cowan; *Service Manager Red Cross

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicat or Status	Managed By
SMP.23 /27.H4.04	Expand the use of Rockwood Frailty Index to identify the most vulnerable people living with frailty in the community and connect them with support to live healthy lives for longer	H1 24/25: This action has been updated in line with the Frailty Project Brief - Frailty Score	40%						Almost met target	Midlothian Health and Social Care Partnership (MHSCP); Primary Care *Service Manager; *Chief AHP; Grace Cowan; *Service Manager Red Cross

Midlothian will be Safer - Summary of successes

Completion of a **Rapid Review** prepared with our colleagues in Health & Social Care Partnership combined results of Community Justice partners consultations identifying key themes. Subsequently a community engagement pack was developed for distribution to communities who will direct their individual consultations.

The **Care Inspectorate** has delivered guidance to the partnership of the newly published self-evaluation guide, which is informed by the national strategy and community justice framework. This scrutiny work is underpinned by European Foundation for Quality Management (EFQM) model using the three central tenants' direction, execution and results. The Care Inspectorate in discussion with the partnership plans an evaluation period at the start of next year.

In collaboration with Community Justice partners, we identified the need for a collective approach across the local authority for **Restorative Justice**. To meet this, need the partnership have commissioned Thriving Survivors to prepare a 2-day training programme which will be delivered in October 2024 to support the Restorative Justice approach with a model of community inclusion.

Equally Safe training is now being delivered across the local authority implementation of Midlothian's Equally Safe Strategy and the necessary work within the improvement plan is being directed by our VAWG lead. Triangulation of views sought from Women, Men and Young People will assist direction of that work in our improvement plan.

The partnership has successfully completed Midlothian's section of the national **Community Intervention and Support Directory** launched from Community Justice Scotland. This includes identifiable mapping of specific programmes. This tool in addition to ALISS which is our information system used nationally will assist clients in the justice system particularly those accessing mental health and substance use services. Locally the **No 11 Allocations Service** will enhance access to services for those in custody returning to the community.

With a focus on **Employability** and **Education** all Community Payback Orders clients were offered opportunities to build on life skills and readiness for a positive destination with a range of services: 109 qualifications were gained by Unpaid Work clients. The partnership has focused in widening opportunities and reducing barriers. Access to Industry is to be the disclosure champion in Midlothian. Increased involvement in the Local Employability Partnership (LEP) is supported as we identify the hidden workforce of those who have navigated the justice system. Health in Mind in conjunction with Street Soccer Scotland developed training opportunities and access qualifications based on Mental Health, Events Management and Creative writing. All three courses provide

qualifications at SVQ level 4 in addition to the football coaching qualification. Identified a need for physical placements within the council and other employers.

Midlothian will be Safer - Challenges

Annual survey @ No11 – The audit project is still on-going. There have been delays in attaining both primary and secondary data sets, mainly as a result of scheduling issues. Information has been shared from the annual MAT standard self-assessment, while information from NHS partners in relation to service users review of the waiting area is due to be shared in October. One session of primary ethnographic observation was conducted earlier this year, but subsequent sessions needed to be rescheduled. Some qualitative feedback has been provided by service users via lived and living experience participation forums. Additional sessions to engage with experts by experience are planned to take place in November, with a revised aim to conclude the project by the end of Dec 2024.

The Community Justice Post has become vacant, although it has been appointed to, the post holder will take up duties in January 2025. This will have an impact on the supporting partners to co-ordinate and update on actions.

Outcome: Midlothian communities will be safer

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.SAF ER.01	Partnership delivery of restorative café programme to support the development of Restorative Justice delivery in Midlothian.	H1 24/25: On Target: Participants of the training will be from both statutory and voluntary agencies to ensure continuing of delivering restorative justice across Midlothian. Discussions Children & Young People’s Centre for Justice (CYCJ). Midlothian to provide a pilot case.	70%						On target	Community Safety and Justice Partnership; Caroline Griffiths

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.SAF ER.02	Conduct a bi-annual public consultation with the community to gather views and perspectives on Safety & Justice within Midlothian	<p>H1 24/25: On Target Rapid Review prepared by HSCP. Combined results of Community Justice partners consultations identified the key themes of previous consultations.</p> <p>Draft community engagement pack has been shared with partners for approval.</p> <p>Presentation to the Community Justice partnership by the Care Inspectorate regarding newly published self-evaluation guide,</p>	60%						On target	Community Safety and Justice Partnership; Caroline Griffiths

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		which accounts for the national strategy and community justice framework.								
SMP.23 /27.SAF ER.03	Complete an annual project with Edinburgh College media department and students with a focus on Community Justice and the wider partnership.	H1 24/25: On Target Format of project agreed in September with Families Outside. Project brief template completed. Agreement interviews at the start of December 2024.	50%						On target	Community Safety and Justice Partnership; Caroline Griffiths

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.SAF ER.04	Support the implementation of Equally Safe Policy	<p>H1 24/25: On Target Hackathon to gather young people's views held in September. Women's Aid facilitated a consultation. Planned consultation with BOUND and STRIDE to gather views of men. One all three are completed triangulation of result to highlight future areas of work required from community justice.</p> <p>VAWG lead officer updating partnership via training</p>	60%						On target	Community Safety and Justice Partnership; Caroline Griffiths; Thematic Leads

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		<p>opportunities and national progress of equally safe agenda.</p> <p>Gendered Lens Training Completed by Equally Safe Steering Group.</p> <p>Equally Safe was a key focus at Community Planning Conference with actions generated and being disseminated.</p>								
SMP.23 /27.SAF ER.05	Support the facilitation of Public Protection Office (PPO)	H1 24/25: On Target Published briefs shared with the Community Justice	70%						On target	Community Safety and Justice Partnership;

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	Training Briefs to support and promote the prevention agenda	Partnership. Prevention agenda prioritised through improvement plan.								Caroline Griffiths
SMP.23 /27.SAF ER.06	Promote and support individuals in the justice system to access timely and person-centred support services for mental health and substance use.	<p>H1 24/25: On Target CSST toolkit now launched from Community Justice Scotland. This includes identifiable mapping of specific programmes.</p> <p>ALISS and CSST to both be used nationally for clients accessing mental health and substance</p>	60%						On target	Community Safety and Justice Partnership; Caroline Griffiths

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		use services. Locally the No 11 Allocations Service will enhance access to services.								
SMP.23 /27.SAF ER.07	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.	H1 24/25: Off Target as was delay Confirmation from trauma lead that she has re-assessed the consultation process and set new dates. There have been delays in attaining both primary and secondary data sets, mainly as a result of scheduling issues. Report to	60%						On target	Community Safety and Justice Partnership; Caroline Griffiths

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		be published December 2024.								
SMP.23 /27.SAF ER.08	Engage with further and higher education establishments on a range of projects that promote the work of community justice	H1 24/25: Off Target Community Justice partner SDS now community based at Edinburgh College. Planning to develop a joint project with SDS promoting employability for those in the justice system.	40%						Off target	Community Safety and Justice Partnership; Caroline Griffiths
SMP.23 /27.SAF ER.09	Raise public awareness of the work and responsibilities of public protection	H1 24/25: On Target Three recordings taken place with support from communications	70%						On target	Community Safety and Justice Partnership; Caroline Griffiths

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	among the general public	team. Podcast to be launched Feb 2025								
SMP.23 /27.SAF ER.10	Set out our view of including Boys and Men describing the essential features for services based on the Equally Safe gender framework.	H1 24/25: On Target Views of men to be gathered via STRIDE and BOUND. Hackathon has gathered young people's views. VAWG lead to inform partnership of necessary training for service delivery.	50%						On target	Community Safety and Justice Partnership; Caroline Griffiths

GIRFEC - Summary of Successes

H1 24/25:

The GIRFEC (Integrated Children Services) Plan 2023-26 was developed in collaboration with a range of public and third sector organisations across Midlothian and considers feedback from children and young people, parents/carers and practitioners. This Plan is a statutory requirement, which is the reason the Plan is up to 2026 (rather than 2027, as with the Single Midlothian Plan). Four multi-disciplinary Subgroups are taking forward the 12 priority actions identified.

125 partners are involved in the work of this GIRFEC Partnership Board, representing **58** services and organisations.

Children's and Young People's Rights Subgroup

46 partners are involved in the work of this Subgroup, representing **28** services and organisations.

Priority 1: Ensure UNCRC principles are incorporated in all partnership programmes

We are testing out tools to transform the data we have from our UNCRC work into a 'map of organisational readiness' and potential areas of shared interest/challenge. We have established a model to share and collate headline information from partner organisations on readiness for UNCRC. We promote the Getting Ready for UNCRC Incorporation Framework by the Improvement Service as a way individual organisations across the Partnership assess their own 'readiness'. We have been busy capturing the common links and gaps which can lead to opportunities for more collaborative working, with good knowledge exchange and connections being made between organisations around what is working well.

Priority 2: Deliver the actions outlined in The Promise and the Midlothian Corporate Parenting plans

Progress on the Promise and Corporate Parenting strands are progressing well. *Who Cares? Scotland* have been commissioned to support advocacy and participation over the next three years, supporting the plans around Corporate Parenting, The Promise and UNCRC. Work is under way to ensure the Champs Board is representative of, and reaching, children and young people across Midlothian. A new recording mechanism for capturing feedback from children and young people is in place and evidence is being collated of good practice across partner organisations. This will be used to evidence progress for Corporate Parenting, The Promise and UNCRC.

Priority 3: Develop a partnership approach to Spatial Planning that ensures Midlothian is a place where children enjoy growing up

There is a short-life working group responsible for the Midlothian Play/Recreation Strategy and it has agreed areas of focus (play at home, play in the community and play in childcare and educational settings) alongside draft actions and outcomes for each. We have presented to the Education Leadership Board resulting in increased representation from Education and we are working to ensure UNCRC principles are embedded.

The Midlothian Local Development Plan Evidence Report has passed the Scottish Government Gate check. It was written with considerable input from GIRFEC members and engagement from children, young people and their families. The data from this and the Play Sufficiency Assessment which was embedded in the Evidence Report is informing the work on the Play Strategy.

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

25 partners are involved in the work of this Subgroup, representing **18** services and organisations.

Priority 4: Develop a single, central point of access to efficiently allocate mental health and wellbeing supports

The Single Point of Access (SPA) project lead commenced work in July 2024. The working group is established, and work is underway to re-design our Request for Support system, to provide children and young people with quicker and easier access to appropriate mental health and wellbeing supports. We are working with key practitioners including education staff, building on the existing GIRFEC framework we have in place in Midlothian. The SPA project lead and colleagues are part of the wider pan-Lothian NHS Lothian oversight group, which supports each locality area setting up the Single Points of Access, through collaboration and information sharing.

Priority 5: Implement a neurodevelopmental pathway in line with the Scottish Government service specification, linking with the single point of access

A pan-Lothian Neuro-Developmental (ND) Steering Group has been set up to 'establish a comprehensive and integrated neurodevelopmental pathway for Lothian's children, young people, and their families, driven by a child-centred approach and anchored in equity, consistency, and excellence.' This allows us to focus our work in Midlothian on earlier stages of inclusion and support for ND within Midlothian schools and communities. The Midlothian neurodevelopmental development group continues to progress a pathway in line with the Scottish Government service specification.

Research has been undertaken to gather the views of Midlothian children and young people on the neurodevelopmental wait list, leading to the mapping of strengths and gaps within planning and support arrangements. Findings were shared in June and these are informing our plans to strengthen neuro-affirming practice in Midlothian. Mapping of professional learning has been undertaken for schools and settings to promote universal neuro-affirming practice and effective targeted support and intervention. Conversations that shift focus towards intervention and targeted support beyond diagnosis are ongoing, as well as thresholds for assessment.

Priority 6: Implement Trauma Informed Practice throughout the partnership workforce

Mapping of professional learning in trauma-informed practice and trauma-informed leadership across the Midlothian workforce is underway; this includes Midlothian Council services, education, NHS and 3rd sector. Over 600 people have undertaken trauma levels 1 or 2 programmes since July 2023. Bespoke training has also been offered to specific teams, such as CLLE, Early Years, Education support staff and 3rd sector organisations. The training offer is supported by a Trauma-informed Practice Steering Group which meets bi-monthly, as well as a local trainer's network that meets quarterly to review training delivery and support on an on-going basis.

The professional learning programme 'Safe, Connected and Ready to Learn' (equivalent to trauma level 2) has been launched in schools with a delivery plan for each area, with support from the Nurture Leads' Community of Practice. 600 teachers have now participated in the programme. Further training is planned for January 2025. Programmes will also be running for Learning Assistants and EY practitioners. Improvements in knowledge, skills and confidence reported (data pending).

Development proposals have been drafted based on the findings from Appreciative Enquiry project into wellbeing of school staff that focus on trauma-informed leadership, reflection and care, systems of appreciation as well as focus on workload and resource/capacity to meet learners needs. Our focus is now on further defining and strengthening trauma-informed leadership.

Whole Family Wellbeing Subgroup

54 partners are involved in the work of this Subgroup, representing **31** services and organisations.

Priority 7: Implement our whole family wellbeing approach and make best use of the Whole Family Wellbeing Fund

Our Whole Family Wellbeing approach has been developed, informed by families' and practitioner's views. Third sector supports and services are in place to enhance Whole Family Wellbeing in Midlothian.

The Family Learning Strategy has been approved by the GIRFEC Board and is now being implemented. The new Family Learning coordinator has started in post and is in consultation with partners to complete the mapping exercise on existing family support services and family learning opportunities. Data about the need for the support and interventions provided has been gathered and analysed.

Data development remains a key priority – this has improved in respect to individual outcomes, but development of a collective picture and data dashboard has been slowed due to recruitment issues.

Priority 8: Develop a Transitions Framework to support local services and processes

We are working towards ensuring transitions planning and decision-making is carried out in a person-centred way, with effective multi-agency co-ordination across all services. An initial benchmarking exercise was undertaken to map practices and processes in line with national recommendations. Ongoing benchmarking will help to inform future practice.

An Additional Support Needs (ASN) Transitions forum has been set up to ensure that all young people from S3 upwards who are in receipt of Stage 3 / 4 supports in Education are now being discussed, tracked and monitored throughout their transition journey. Education, Adult Services and CLLE are liaising with PTs, ESOs, Ed Psychs, guidance staff and Deputes prior to the next forum to ensure everyone is aware of processes and no young people are missed.

Works continues with education which will inform future plans for a transitions passport that travels with the young person and can be updated easily. ARC Transitions training is being carried out for all key education, social work and third sector staff.

The Transitions policy continues to be developed; it is vital we take time and get it right. We need to make progress in other areas prior to finalising the policy feedback from stakeholder groups and the review of adult services also need to be considered and incorporated. A Parent/Carer Group and Young Person's Group have been set up, looking at what information is helpful at transition. Huge amounts of useful information and insights have been shared by both groups. The Young Person's Group had the opportunity to comment on the National Transition to Adulthood Strategy, provide input into current review process and provide feedback that will feed into the new NHS Children's Rights Plan.

Transitions work for Early Years is also underway with key stakeholders.

Priority 9: Apply a partnership approach to test targeted support during pregnancy and early years to reduce inequalities

A local breastfeeding working group has been set up in the Mayfield and Easthouses area and is running well. A funding bid has been successful for a pilot project to provide 1:1 support for pregnant women and parents for breastfeeding and infant feeding. This pilot project will provide monthly antenatal sessions in the local area and 1:1 support to parents in M&E via phone or text.

The number of 'Breastfeeding Friendly' spaces in Midlothian has been increased, with appropriate NHS and Council premises accredited as breastfeeding-friendly (Breastfeeding Welcome Scheme).

Priority 10: Implement and deliver on the actions set out in the Local Child Poverty Action Plan

The Child Poverty Working Group are working on producing the Year 6 Report. A session to look at the results of the study on ensuring equitable income maximisation was held in September and there are short- and longer-term actions to focus on. We continue to work with colleagues in Public Health Scotland, Scot Govt and the Improvement service to identify consistent and comparable data and indicators. Moving forward, we will look at a Lothian-wide approach for maximum impact. Finally, we continue to roll out the Worrying About Money leaflet to partners across Midlothian, to ensure consistent signposting.

Information Sharing and Commissioning Subgroup

Priority 11: Develop robust joint commissioning processes and oversight

Following discussion with the Transformation Programme Lead it has been confirmed that there will be a review of strategic commissioning across adult social care and children and families. Funding has been secured and it is hoped that the review will commence early in the new year subject to securing an appropriate project lead. It was agreed that any workshop with senior leaders should take place following on from the review and its recommendations, and would include leaders from both adult social care and children and families.

With this work now being taken forward as part of the Transformation Programme it is recommended that the subgroup disband, with the understanding that there may be need for another iteration of the subgroup following completion of the review. The subgroup lead is in discussion about joining the

project team to support delivery of the review and would therefore be well placed to keep the GIRFEC Board updated on developments once the review is underway.

Priority 12: Strengthen information sharing between partners to effectively support prevention and early intervention measures

The Pan Lothian Information Sharing Working Group has issued its updated Information Sharing Policy which is available from the Midlothian Council Data Protection Officer (DPO). This is a high-level document containing overview guidance only. Each department/organisation is responsible for completing their own local information sharing agreements with their DPO. Completed agreements are to be held centrally by the DPO where they can be accessed as required. A template for local information sharing agreements is with the DPO for further development, but once completed should provide an easy-to-use tool supporting transparent and clear local agreements.

GIRFEC - Challenges

H1 24/25:

Work to improve the quality of our data-set has been hindered due to lack of data analyst resource within the Partnership. There remains a gap in available data around Midlothian children and young people's mental health and wellbeing. Working with the pan-Lothian Single Point of Access (SPA) Oversight Group, the SPA working group have taken the action to develop a baseline dataset and agree actions to address gaps in the available dataset. One of the ways Midlothian is addressing gaps in this area is our commitment to undertake the SHINE (Schools Health and Wellbeing Improvement Research Network) online pupil mental health survey across all 6 secondary schools and a number of primary schools in early 2025. The Schools Health and Wellbeing Improvement Research Network (SHINE) provides a national infrastructure to support schools in addressing their mental health and wellbeing needs by using a data-driven, systems-level approach to health improvement.

Challenges with attrition and recruitment have delayed aspects of the work, but this difficulty has been resolved in most areas.

The greatest risk to future work being undertaken is reduced resources and capacity due to funding changes.

There is uncertainty over future funding of the Family Wellbeing Service. (GIRFEC priority outcome 7.) Whilst work has been undertaken to develop the data we gather around Whole Family Wellbeing, challenges to recruitment have meant that drawing on this new data has been unable to take place. This challenge is expected to be resolved in the coming quarter following successful recruitment.

Outcome 01: The rights of children and young people in Midlothian are respected in everything we do

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G1.01	Understand the readiness for incorporation of UNCRC into Scots law across partners' organisations and teams	H1 24/25: Plan in place to gather understanding of partner organisational readiness. High levels of knowledge exchanged via presentation sessions. Takes time to gather this amount of qualitative information in this way; timescale amended to reflect this.	75%	Areas of focus for baselining are identified	In progress	H1 2024/25: Work now underway to identify shared areas of focus		Yes	In progress	GIRFEC
		Produce a map of organisational readiness exists (a snapshot in time)		Yes	H1 2024/25: On Target To be completed by 31 March 2025.	Yes		On target		
SMP.23 /27.G1.02	Baseline children and young people's perspectives on how they feel	H1 24/25: Work now underway in partnership with Who Cares Scotland.	35%	Channels of participation are established and evidenced between this CPP subgroup	Yes	H1 2024/25: In progress. Due for completion on 31 March 2025		Yes	On target	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	their rights are respected, focussing on priority areas as identified from 'understanding the readiness for incorporation' G2			and children and young people						
				Feedback is collated and analysed from children and young people	N/A	H1 2024/25: Not available Not yet started as dependent on previous action		Yes	Not started	
				An action plan exists to support the incorporation of UNCRC principles in partnership programmes 1 x action plan produced	N/A	H1 2024/25: Not available Not yet started as dependent on previous action. Due for completion on 31 March 2025		Yes	Not started	
SMP.23 /27.G1.03	Support the implementation of the action plan to incorporate UNCRC principles in partnership programmes	H1 24/25: Not yet started - dependent on previous action.	0%	Support the implementation of the action plan to incorporate UNCRC principles in partnership programmes - 80% of actions are progressing (green status)	N/A	H1 2024/25: Not available Not yet started as dependent on previous action. Due for completion on 31 March 2026		Yes	Not started	GIRFEC

Outcome 02: Families are supported to stay together at home

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G2. 01	Gain and maintain an overview of progress across Community Planning Partnership organisations to meet their obligations under Plan 21-24 outcomes	H1 24/25: Progress reporting in place for the Promise and Corporate Parenting strands. Aim to extend to wider stakeholders and increase return rate.	55%	The progress reporting template is routinely completed by subgroup members for the Promise and Corporate Parenting work	Yes	H1 2024/25: On Target To be completed by 31 March 2025.		Yes	On target	GIRFEC
				Actions are RAG rated and progress is compiled to provide an overview (1 progress report provided)	Yes	H1 2024/25 On Target To be completed by 31 March 2025.		Yes	On target	
				Successes and challenges are reported to the GIRFEC board and guidance is taken forward	Yes	H1 2024/25: On target to be completed by 31 March 2025. Mechanism in place (reporting template) to capture & report		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						successes and challenges				
SMP.23/27.G2.02	Review the mechanisms that exist to share key achievements and challenges between partner organisations	H1 2024/25: Review completed. Children and Young People's Rights Subgroup is being trialled as the single reporting group.	100%	A review of existing reporting/working groups is completed, and an agreement is reached on the best structure	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
SMP.23/27.G2.03	Identify challenges, successes and opportunities for collaborative action and agree areas of focus	H1 2024/25: Not started. These actions will be undertaken on completion of SMP.23/27.G2.02	0%	Areas of collective focus are identified, and challenges and successes are fed back to the Board	N/A	H1 2024/25: Not Available Not yet started as dependent on previous action. Due for completion on 31 March 2025		Yes	Not started	GIRFEC

Outcome 03: Children and young people have improved access to a variety of safe and health promoting places and spaces

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G3. 01	Work together to provide a child-inclusive approach to the Midlothian Local Development Plan 2	H1 24/25: The LDP2 Evidence Report has incorporated the representative views of C&YP. The draft Evidence Report has been reviewed by members of the GIRFEC C&YP Rights subgroup.	100%	The Integrated Impact Assessment is completed with representation from GIRFEC members	Yes	H1 2024/25: Completed. The Integrated Impact Assessment is completed with representation from GIRFEC members		Yes	On target	GIRFEC
				The LDP2 Evidence Report has incorporated the representative views of children and young people	Yes	H1 2024/25: Action complete		Yes	On target	
				The draft Evidence Report has been reviewed by members of the GIRFEC Children and Young People's Rights Subgroup	Yes	H1 2024/25: Action complete		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G3.02	Contribute to the Play sufficiency assessment and open space strategy	H1 24/25: Contribute to the Play sufficiency assessment and open space strategy documents are finalised. Further work emerging as a result e.g. via the Play strategy. Improved connections across partners through this work.	100%	There is evidence that the play sufficiency assessment and open space strategy have been informed by GIRFEC stakeholders	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				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.	Yes	H1 2024/25: Action complete		Yes	On target	
SMP.23 /27.G3.03	Review the need for a Midlothian play/recreation strategy or statement incorporating (safe & healthy spaces)	H1 24/25: Confirmation from GIRFEC Board that a play strategy is required. This will dovetail with the physical activity strategy. Short-	90%	Review is complete and recommendations are presented to GIRFEC Board	Yes	H1 24/25: On Target To be completed by 31 March 2025		Yes	On target	GIRFEC
				Play strategy or alternative exists, the actions have been implemented	Yes	H1 2024/25: On Target To be completed by		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		life working group progressing play strategy.		and there is a mechanism in place to review progress		31 March 2025.				

Outcome 04: Midlothian's children and young people have timely access to appropriate emotional, mental health, and wellbeing support

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G4. 01	Understand service demand, capacity, impact and what's important to children and young people	H1 24/25: Project lead started on 1st July. 3 days per week, funded by CAMHS. Working Group established and delivery plan drafted.	80%	Data sets analysed	Yes	H1 2024/25: In progress. Baseline data-set under development. Preparations underway for all 6 High Schools to participate in SHiNE survey in Feb 2025		Yes	In progress	GIRFEC
				SPA Delivery plan in place	Yes	H1 2024/25: Draft completed		Yes	On target	
				Strengths and gaps established	Yes	H1 2024/25: In progress		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						Not started. Awaiting recruitment of project lead to progress this work. Due for completion on 31 July 2024				
				SPA project lead recruited, and scoping exercise completed	Yes	H1 2024/25: Action complete		Yes	On target	
SMP.23 /27.G4.02	Mobilise programme	H1 24/25: Funding amount and duration confirmed. Project Sponsors in place, lead recruited and steering and working groups established.	100%	Programme Sponsors in place, leaders recruited, and steering group established	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				Comms and Engagement Plan in place for Phase 1 and 2	Yes	H1 2024/25: Action complete		Yes	On target	
				Funding amount and duration confirmed	Yes	H1 2024/25: Action complete – for project lead role only		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G4.03	Develop Single Point of Access (SPA) model for Midlothian (Phase 1)	H1 24/25: Draft model designed, and online solutions being investigated to improve speed of response when requests for assistance are made.	30%	High level model blueprint signed off and quality assurance framework in place	Yes	H1 2024/25: High level model will be presented to GIRFEC Board in November		Yes	On target	GIRFEC
				Recruitment for operational post(s) is complete	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 31 March 2025		Yes	Not started	
				Costing exercise undertaken for full implementation of SPA and presented to GIRFEC Board for approval	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 31 March 2025		Yes	Not started	
				SPA providers and referrers consulted and engaged for Phase 1 along with TOR and partner/provider agreements	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 31 March 2025.		Yes	Not started	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				Referral process, triage system and safeguarding system in place	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 31 March 2025		Yes	Not started	
				Data sharing protocols in place and IT system changes completed	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 31 March 2025		Yes	Not started	
				High level model blueprint signed off and quality assurance framework in place	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 31 March 2025		Yes	Not started	
SMP.23 /27.G4.04	Launch Single Point of Access (SPA) (Phase 2)	H1 2024/25: Not started. These actions will be undertaken on completion of	0%	SPA Provider and Referrer workshop(s) training delivered	N/A	H1 2024/25: Not Available Not yet started - dependent on previous action.		Yes	Not started	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		SMP.23/27.G4.03		Activity monitoring process confirmed, and timetable reviewed	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 31 March 2025.		Yes	Not started	
				Service launch with first referrals received triage and assessment meetings begin (1 service launched)	N/A	H1 2024/25: Not Available Not yet started. Due for completion on 30 April 2025 (following school Easter break).		Yes	Not started	
				Service review meetings to assess activity and levels of need in place	N/A	H1 2024/25: Not Available Not yet started.		Yes	Not started	
				Continuous improvement plan produced and in place	N/A	Not Available Not yet started.		Yes	Not started	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				Programme Delivery Plan reviewed, and Phase 3 plans approved	N/A	H1 2024/25: Not Available Not started		Yes	Not started	

Outcome 05: Children and young people receive the appropriate needs-based support whilst they are assessed for neurodevelopmental concerns

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G5.01	Engagement with children, young people, families and partners	H1 24/25: ND Peer support toolkit launched in June. Engagement interviews/focus groups undertaken involving young people currently on ND assessment wait list and their parents/carers. Data analysed.	100%	Assessment and planning approaches are informed by views of children, young people and families	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				Children, young people and family’s reference/strategy group established	Yes	H1 2024/25: Action complete		Yes	On target	
				Learning gained from tests of change in East Lothian and Fife	Yes	H1 2024/25: Action complete		Yes	On target	
SMP.23 /27.G5.02	Inclusive, neuro-affirming practice and effective support for cyp on ND Waiting List (Phase 1)	H1 24/25: Training plan established for inclusive classrooms and neuro-affirming practice. Professional learning offer being established	100%	Training plan established for inclusive classrooms and neuro-affirming practice	Yes	H1 2024/25: On Target Action complete		Yes	On target	GIRFEC
				Demographics of waitlist understood, and support options	Yes	H1 2024/25: On Target		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		to school staff in Midlothian. Further roll out of SCERTS training to school and central team. Project plan established to map level and effectiveness of current support arrangements - participation information and consent forms in development.		identified. Project cohort identified and Multi-Disciplinary Team (MDT) working group membership and duration identified		On Target In progress. Due for completion on 30 June 2024.				
SMP.23 /27.G5.03	Scope elements within pathway implementation (Phase 2)	H1 24/25: Mapping activity complete for current ND assessment pathways for under and over 7s. Awaiting the report of the ND Pathway Pilots involving 5 Tests	35%	Potential supports identified. Impact analysis undertaken to identify way to progress, commissioning options etc.	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				Review of Requests for Assistance processes, thresholds for	N/A	H1 2024/25: Not Available		Yes	Not started	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		of Change. Significant transformation of the ND pathway is required at a national level, beyond strengthening different parts of the system. National-level meetings scheduled in August to discuss next steps. The timescale of the work in Midlothian will depend on the agreed next steps.		specialist assessment, triage processes		Not started. See action update				
				Review of post-assessment and post-diagnostic support	N/A	H1 2024/25: Not Available Not started. See action update		Yes	Not started	
				Mapping activity complete for current neurodevelopmental assessment pathways for under and over 7s	Yes	H1 2024/25: On Target Action complete		Yes	On target	
SMP.23/27.G5.04	Develop pre-clinical assessment element of the pathway (Phase 3)	H1 24/25: Dependent on outcome of national-level meetings scheduled to	0%	Referral responsibilities agreed amongst key professionals (GPs, schools, Health Visitors) (Referral	N/A	H1 2024/25: Not Available Not started See comments		Yes	Not started	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		discuss next steps. The timescale of the work in Midlothian will depend on the agreed next steps.		responsibilities agreed)						
				Communications on neurodevelopmental assessment pathway and training workshops delivered to support use of tools/new Requests for Assistance (Training workshops delivered)	N/A	H1 2024/25: Not Available Not started		Yes	Not started	
				Data capture points introduced along the pathway to monitor improvements (Data capture points introduced)	N/A	H1 2024/25: Not Available Not started		Yes	Not started	
				Quality assurance processes are implemented and capacity issues amongst partners (Quality assurance	N/A	H1 2024/25: Not Available Not started		Yes	Not started	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				processes are implemented)						
SMP.23/27.G5.05	Develop post-diagnostic support element of the pathway (Phase 4)	H1 24/25: Dependent on outcome of national-level meetings scheduled to discuss next steps. The timescale of the work in Midlothian will depend on the agreed next steps.	0%	Rollout including training in use of confirmed post diagnostic tools and supports in schools and communities for children, young people and families (Training on post diagnostic tools completed)	N/A	H1 2024/25: Not Available Not started. Dependent on completion on SMP.23/27.G05.04		Yes	Not started	GIRFEC
				Data capture points introduced along the pathway to monitor improvements (Data capture points introduced)	N/A	H1 2024/25: Not Available Not started. See action comments		Yes	Not started	
SMP.23/27.G5.06	Evaluation of pathway implementation	H1 24/25: Not started. These actions will be undertaken on completion of SMP.23/27.G5.05	0%	Stakeholder engagement period complete - sense checking improvements in referrals and pre- and post-diagnosis	N/A	H1 2024/25: Not Available Not started. See action comments		Yes	Not started	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				supports (Stakeholder engagement period complete)						

Outcome 06: All professionals are appropriately trained and equipped to deliver services in a trauma-informed way

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G6.01	Implement and strengthen trauma-informed practice across workforce	H1 24/25: With a focus on implementing Trauma Informed Practice throughout the GIRFEC partnership workforce, the training team involved has now grown to a team of 5. Training has been delivered to 242 people at level 1 and 77 at level 2 (training numbers between July 2023 to Jan 2024, inclusive).	75%	Professional learning delivered across informed, skilled and enhanced levels (Learning is delivered)	Yes	H1 2024/25: On Target In progress		Yes	On target	GIRFEC
				Communications, resources, and implementation support is established	Yes	H1 2024/25: On Target In progress		Yes	On target	
				Baseline established for trauma-informed practice across the partnership workforce and measures of ongoing progress	Yes	H1 2024/25: On Target In progress		Yes	On target	
SMP.23 /27.G6.02	Define and strengthen trauma-informed	H1 24/25: Progress is being made towards developing a neurodevelopme	60%	Definition of trauma-informed leadership agreed and clear commitment visible	Yes	H1 2024/25: On Target In progress		Yes	On target	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	leadership and systems	ntal pathway in line with the Scottish Government service specification.		(Definition of trauma-informed leadership agreed)						
				Professional learning delivered on trauma-informed leadership (1 x learning delivered)	Yes	H1 2024/25: On Target In progress		Yes	On target	
				Values and principles of TIP are evident across leadership	Yes	H1 2024/25: On Target In progress		Yes	On target	
				Systems established that support and challenge leadership across the system	Yes	H1 2024/25: On Target In progress		Yes	On target	
SMP.23 /27.G6.03	Strengthen workforce care, support and wellbeing	H1 24/25: Work has commenced on identifying training and support needs of staff in	30%	Needs of staff in meeting needs of children and young people presenting with distress and mental health needs identified	Yes	H1 2024/25: On Target In progress. Due for completion by 30 June 2025		Yes	On target	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		supporting children and young people presenting with distress and mental health needs.		Development plan in place for professional support and supervision in schools and with partners	Yes	H1 2024/25: On Target In progress		Yes	On target	

Outcome 07: Families receive holistic support to help to deliver improved outcomes for children, young people and families

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G7.01	Phase 1: Develop Midlothian's Whole Family Wellbeing Approach	H1 24/25: Whole Family Wellbeing Approach defined, informed by families' views. Family learning strategy approved, and existing family support services mapped. Data about the need for the support and interventions provided is being gathered and analysed.	100%	Existing family learning opportunities mapped	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				Whole Family Wellbeing Working Group established	Yes	H1 2024/25: Action complete		Yes	On target	
				Whole Family Wellbeing approach/Framework defined	Yes	H1 2024/25: On Target In progress		Yes	On target	
				Families' views are gathered and are informing the Family Wellbeing Service approach	Yes	H1 2024/25: Action complete. Views shared in WG and will be used to inform the WFWA.		Yes	On target	
				Family learning strategy signed off by GIRFEC Board (1 x family learning strategy complete)	Yes	H1 2024/25: Action complete. Approved in February GIRFEC Board		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						in February 2024				
				Existing family support services mapped (1 x map of family support services)	Yes	H1 2024/25: On Target Action complete		Yes	On target	
				Data about the need for the support and interventions provided is being gathered and analysed (Data on support and interventions is gathered and analysed)	Yes	H1 2024/25: On Target Action complete. This will inform funding plans		Yes	On target	
SMP.23 /27.G7.02	Phase 2: Implement Midlothian's WFWA including partnership funding	H1 24/25: SLA and contracts for third sector support via Whole Family Wellbeing Approach are in	100%	SLA and contracts for third sector support via WFWF are in place	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				Outcome measures for WFWA have been agreed	Yes	H1 2024/25: Action complete		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		place Outcome measures have been agreed Family learning and parenting support programme is established to offer opportunities across Midlothian for families with children of all ages.		Family learning and parenting support programme is established to offer opportunities across Midlothian for families with children of all ages (1 x programme established)	Yes	H1 2024/25: Action complete		Yes	On target	
SMP.23 /27.G7.03	Phase 3: review and enhance Whole family wellbeing approach	H1 24/25: Data analysis of Whole Family Wellbeing Approach fund and outcomes complete. Additional funding streams in process of being identified to support the Whole Family	90%	Data analysis of WFWF fund and outcomes	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				Additional funding steams identified to support WFWA	Yes	H1 2024/25: In progress		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		Wellbeing Approach.								

Outcome 08: Young people transition into services in a planned, safe, and seamless manner

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G8	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	H1 24/25: 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	80%	Template developed for a transition passport that travels with the YP that can be updated easily	Yes	H1 2024/25: On Target In progress. Due for completion by 31 December 2024		Yes	On target	GIRFEC
				ARC Transitions training carried out for all key education, social work and third sector staff (1 x ARC transitions training carried out)	Yes	H1 2024/25: On Target In progress. Due for completion by 31 December 2024		Yes	On target	
				Transition assessment process in place for young people at 14 years (Transition assessment process in place)	Yes	H1 2024/25: Action complete		Yes	On target	
				Eligibility criteria clearly defined for all services	Yes	H1 2024/25: On Target		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		drop-in transitions, informal chats at Saltersgate with parents and young people. Any big pieces of work will go through the parent and young person's groups to ensure inclusion of family's views in decision making processes.				In progress. This is under development with liaison from partners and other LAs				
				Benchmarking exercise undertaken to map practices and processes in line with National recommendations	Yes	H1 2024/25: On Target In progress. Due for completion by 31 December 2024		Yes	On target	
				Young people, parents and carers have access to the information they need, when they need it (measurement to be defined)	Yes	H1 2024/25: Action complete. Ongoing benchmarking will help to inform future practice		Yes	On target	
				Young people, parents and carers are supported to be involved in making decisions about services they	Yes	H1 2024/25: On Target In progress. Due for completion by		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				receive (measurement to be defined)		31 December 2024				

Outcome 09: Families are supported in a way that demonstrably improves outcomes for mothers and babies

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G9.01	Take actions to improve the breastfeeding rate in Mayfield and Easthouses	H1 24/25: A local breastfeeding working group is set up and running well in the Mayfield and Easthouses area. Now with a focus on the promotion and evaluation of the pilot project.	90%	A local breastfeeding working group is co-ordinated in the Mayfield and Easthouses area. 1 x workshop established	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC
				Peer support is provided for pregnant women and parents for breastfeeding/infant feeding	Yes	H1 2024/25: On Target In progress. Due for completion by 31 December 2024		Yes	On target	
				Increase the awareness and familiarity of	Yes	H1 2024/25: On Target		Yes	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				breastfeeding support in the local area during pregnancy and at birth		In progress. Due for completion by 31 December 2024				
				The number of 'Breastfeeding Friendly' spaces in Midlothian has been increased, including private businesses with a focus on Mayfield and Easthouses and Pathhead	Yes	H1 2024/25: Action complete. Breastfeeding Welcome Scheme complete.		Yes	On target	
				Appropriate NHS and Council premises have breastfeeding-friendly accreditation	Yes	H1 2024/25: Action complete. Appropriate premises defined, BFW Scheme complete.		Yes	On target	
SMP.23 /27.G9. 02	Increase the number of women who quit	H1 24/25: Pilot project undertaken in Midlothian	100%	Pilot project undertaken in Midlothian providing	Yes	H1 2024/25: On Target In progress Due for		Yes	On target	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	smoking during pregnancy	providing 1:1 support to pregnant women. 30% of women identified as smoking at booking appointment have an appointment to make a quit attempt date through Quit Your Way programme.		1:1 support to pregnant women		completion by 31 December 2024				
				30% of women identified as smoking have an appointment to make a quit attempt date through Quit Your Way programme	Yes	H1 2024/25: Action complete. Engagement target of 30% reached. Aiming for 35% 2024/2025		Yes	On target	
				A successful 12 week quit rate (above national average) is achieved and maintained	Yes	H1 2024/25: In progress. Rolling average reached the local target of 35% still below national average of 40%.		Yes	On target	
SMP.23 /27.G9.03	Support children in their early years who are at risk of	H1 24/25: The Circle Up, Up and Away approach is embedded		The Circle Up, Up and Away approach is embedded across the Partnership	Yes	H1 2024/25: Action complete		Yes	On target	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	language and communication delay, to meet their developmental potential	across the Partnership.	90%	Speech and Language Therapy Teams receive appropriate referrals into S&L service	Yes	H1 2024/25: On Target In progress		Yes	On target	

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G10	Implement and deliver on the actions set out in the Local Child Poverty Action Plan	H1 24/25: 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.	60%	Deliver on the actions set out in the Local Child Poverty Action Plan	Yes	H1 2024/25: On Target In progress.		Yes	On target	GIRFEC

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 Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G11	Develop and implement Joint Commissioning Framework	H1 24/25: Meeting with Midlothian Council Transformation Programme Lead confirming this work is being taken forward via Transformation Programme.	30%	Final version of Joint Commissioning Framework document complete	N/A	H1 24/25: Action paused – see action update		Yes	Paused	GIRFEC
				NHS and Council authorisations in place	N/A	H1 24/25: Action paused – see action update		Yes	Paused	
				Governance structure agreed by GIRFEC Board	N/A	H1 24/25: Action paused – see action update		Yes	Paused	
				Training/workshops in place on use of Joint Commissioning Framework	N/A	H1 24/25: Action paused – see action update		Yes	Paused	
				Communications messages shared	N/A	H1 24/25: Action paused – see action update		Yes	Paused	
				Scoping exercise to identify	N/A	H1 24/25: Action paused		Yes	Paused	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				commissioning projects/budgets underway		– see action update				
				DPIAs in place for Council and NHS	Yes	H1 24/25: On Target Completed		Yes	On target	
				Final draft of Joint Commissioning Framework complete	Yes	H1 24/25: On Target Completed		Yes	On target	
				Stakeholder consultation period complete	N/A	H1 24/25: Action paused – see action update		Yes	Paused	

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.G12 .01	Establish Information Sharing Protocol across GIRFEC partnership	<p>H1 24/25: New version of Pan Lothian ISP in place. No delivery plan required. Template to be circulated for local use when finalised. Updated local Information Sharing Agreement back with DPO for consideration. Finalised version will be shared with GIRFEC members for circulation within their departments/organisations.</p>	90%	Next steps confirmed following update on current position	Yes	H1 24/25: On Target In progress		Yes	On target	GIRFEC
				Scoping exercise to identify commissioning projects/budgets underway	Yes	H1 24/25: Action complete		Yes	On target	
				Delivery plan in place	N/A	H1 24/25: No longer required		N/A	N/A	
SMP.23 /27.G12 .02	Identify and resolve any other	<p>H1 24/25: Action complete. No issues were</p>	100%	Consultation with GIRFEC Partners complete	Yes	H1 24/25: Action complete		Yes	On target	GIRFEC

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	information sharing issues - outside Protocol sphere - impacting on GIRFEC Partners	identified by GIRFEC partners. This will be monitored, and actions taken, if any issue is highlighted.								

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



Midlothian will support residents to improve employability and outcomes in our Communities - Summary of Successes

H1 24/25:

Shaping Places for Wellbeing and Living Well in Central Dalkeith and Woodburn projects have made significant progress and completed all of 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.

Midlothian will support residents to improve employability and outcomes in our Communities - Challenges

H1 24/25:

External funding for a number of 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 Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.LEP .01.01	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 age of 25; Those aged over 50; Those in low paid or insecure work	H1 24/25: UKSP projects on target NOLB programmes reaching and exceeding targets with significant increase in participation from minority ethnic communities Collaborative working between MC and NHS Lothian/HSCP has resulted in pilot paid work placements within NHS Those in full time work now earning	60%	Number of economically inactive people engaging with keyworker support services through UKSPF - S31.1 New measure 23/24 target 130, 24/25 target 121	62	Projects are now established and offering a variety of employability support to different cohorts. It should be noted that due to UK Government reporting timelines, we have included indicative data for Q2 but some of it is still to be verified. 62 being supported so on target to		60.5	On target	Local Employability Partnership

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		above Scottish average though women remain lower for those who work in Midlothian. Hourly rate for women is less than Scottish average.				meet year end targets				
				Midlothian residents earn above the national average (NOMIS – tracking only) Baseline: Midlothian full-time workers gross weekly pay (£622.90) is below Scottish average (£640.30)		Those in full time employment now exceed Scottish average wage of £702.40 per week with the gap closing. Earnings by place of residence has improved and is on target for both make and females to exceed the Scottish average. However, if you work in Midlothian, male workers are above the Scottish			No information	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						average and women are below. The hourly rate for women is £14.14 in Midlothian compared to £17.93 nationally and for males it is £16.26 compared to £18.24 nationally.				
				The number of people supported through employability programmes: NOLB – baseline 624 Target 430		PES: 166 clients carried forward; 92 new clients during this period; 100 new clients from LEP grants programme			No information	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				The number of people supported through employability programmes: Fair Start – baseline 216 Target 289		No figures available from Fair Start			No information	
SMP.23 /27.LEP .01.02	Anchor organisations create pathways into better paid, secure and local employment	H1 24/25: On target. A HSCP Employability Action Plan has been developed by NHS Lothian, HSCP and Midlothian Council. It has been signed off by the HSCP Workforce Governance Board.	45%	2 tests of change are completed, and impact evaluated – years 1 and 2 target	1	4 paid work placements have commenced with NHS. The scorecard has been prioritised by Health and Social Care and is being taken forward by a working group. NHS Health and Social Care representation on LEP has strengthened.		2	Off target	Local Employability Partnership

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						2nd test of change around testing approach to building employability opportunities with the Justice service				
SMP.23 /27.LEP .01.03	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	H1 24/25: Significantly increased numbers registered in FA programme in H&SC. Agreement between HSCP and LEP to test approach to building employability opportunities with Criminal Justice. Exploration underway to	50%	1 opportunity identified years 2-4	N/A	FA programme in Health and Social Care significantly increased numbers registered Agreement between HSCP and LEP to test approach to building employability opportunities with the Justice service			No information	Local Employability Partnership

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		identify how to increase information exchange on vacancies from NHS Lothian/Midlothian HSCP and LEP.				Exploration under way to identify if an opportunity exists to increase information exchange on vacancy information from NHS Lothian/Midlothian HSCP and LEP				
SMP.23 /27.LEP .01.04	Anchor organisations deploy their influence and resources to support fairer work and create opportunities through procurement and community benefits	H1 24/25: CLLE monitoring 12 projects this year, five now signed off as complete. Cross-Council working group created to look at expanding number of projects.14 Midlothian bids received by NHS	50%						No information	Local Employability Partnership

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		Lothian which is 45% of total bids received by NHS Lothian. Council wide and partnership group established. Standard community benefits allocation system agreed.								
SMP.23 /27.LEP .01.05	Sustain level of Modern Apprenticeships (MA) / Foundation Apprenticeships (FA)	H1 24/25: Below target for MA's and need to consider lowering the target to what SDS require learning providers to meet to fulfil the contract - under 20's at start date 70%; 20+ at start date 75%	75%	70% completing or moving into positive destination new measure Baseline completion rates: MA 85%; FA 57.3% MA - 70% FA – 70%		H1 24/25: In 2023/24, there were 147 starts with 105 completing the full FA (71%), 5 progressed into college and 3 into employment (76.8% positive destinations result)			No information	Local Employability Partnership

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		147 starts with 105 completing full FA (71%), 5 progressing to college and 3 to employment (76.8% PD). 220 pupils recruited to FA at levels 4, 5 and 6. 148 registered which is maximum permitted under contract and have requested funding for 45 new starts. Level 6 offer now delivered with local business				220 pupils recruited to the FA Programme at Level 4,5 and 6. 148 pupils registered with SDS as part of FA Contract – this is our maximum number to stay within the contract value. Requested funding for an additional 45 starts. Expansion of Level 6 offer to now include Accountancy, Scientific Technologies and IT Hardware				

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						<p>(delivered and funded by local company JERA IT based in Loanhead).</p> <p>At the end of September, we are sitting on 63.4% for MA's. 95 apprentices on the programme with 25 successful completers. We also had 10 negative leavers of which seven were Health & Social Care.</p>				

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.LEP .01.06	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)	H1 24/25: On target. Green jobs identified as area of priority in new CLD Plan. City Deal identifying Skills gateways to progress these. UKSPF Local Business Support successfully accessed £100k to provide upskilling to SME staff to become low carbon technology installers, increasing their market share or accessing new market. The fund will support in the region of 70 individuals to become heat pump or solar panel installers	25%	Labour market analysis (SDS) data reviewed twice year to identify priorities 8 reviews	N/A	H1 24/25: Green jobs identified as area of priority in new CLD Plan. City Deal undertaking further work to identify Skills Gateways to enable these to progress. UKSPF Local Business Support secured funding to provide upskilling to SME staff to become low carbon technology installers, increasing			No information	Business Gateway

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		and provide four managed learning programme places to 4 unemployed people, taking them from zero industry skills to qualified gas and renewable tech installers.				their market share or accessing new markets. The fund will support in the region of 70 individuals to become heat pump or solar panel installers and provide four managed learning programme places to 4 unemployed people, taking them from zero industry skills to qualified gas and renewable tech installers.				

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.LEP .01.07	Identify and develop links with employers, colleges / universities and social enterprises	H1 24/25: 2 new initiatives underway: Jobs at Straiton created and launched in partnership with City Deal and new FA's being delivered in partnership with businesses. Autism training offered online - 7 Midlothian residents attended sessions	60%	1 new partnership opportunity offered each year to address gaps 4		Jobs at Straiton initiative has been created and launched in partnership with City Deal and the first partnership recruitment event has been held. New FA's being delivered in partnership with businesses Autism training offered online – 7 Midlothian residents attended sessions on Autism Works,			No information	Local Employability Partnership

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						Autistic People and Employment and Q&A session on employment as an autistic person				
SMP.23/27.LEP.01.08	Maintain school leaver destinations (SLDR) and annual participation measures (APM) at 1% above Scottish average through partnership supported transitions and direct individual support	H1 24/25: APM is above national average on May 24. 92.9% for 16- to 19-year-olds compared to 92.3% nationally. SLDR follow up for 22-23 for PD is at 92.4% compared to 92.8% nationally, so sustain rates are in line with national picture. Interim APM and follow up SLDR figures presentations	60%	Tracking: 1% above Scottish average	1%	H1 24/25: On Target APM 16 to 19's annual 2023: 94.3% National 95.4% Midlothian 2022: 92.4% National 93.4% Midlothian SLDR 21/22 Midlothian 95.5%		1%	On target	Local Employability Partnership; CLLE Management *Team

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		delivered to LEP and PD data working groups has been set up.				National 95.7% 22/23: Midlothian 95.3% National 95.9				
SMP.23 /27.LEP .01.09	Curriculum review of school's education with partners	H1 24/25: All 6 secondary schools now operating aligned timetables, all actions complete.	100%	New measure – actions identified year 1, implement recommendations years 2-4	N/A	Completed and aligned timetable in place			No information	Children's Services, Partnership and Communities; Local Employability Partnership; Skills *Development Scotland; CLLE Management *Team
SMP.23 /27.LEP .01.10	Support young people to build skills for life and work through CLLE provision	H1 24/25: On target, 1,648 young people engaged	100%	Target 3200 young people supported each year	3,422	H1 24/25: On Target 3422 engagements have taken		3,200	On target	Children's Services, Partnership and Communities

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		with/supported to date.				place over the last 12 months by young people accessing youth work provision across a range of provisions for example Croft Street Hub, Feel Good Friday, Dungeon and Dragons, Youth Platform, Soup Group, Lady Wood Youth Club, Young Carer's Projects, Duke of Edinburgh, and Youth Participation Focus Groups				es; Local Employability Partnership; Skills *Development Scotland; CLLE Management *Team; Thematic Leads

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.LEP .01.11	Identify key priorities, develop and deliver LEP/NOLB action plan	H1 24/25: 4 actions on target, 3 requiring some focused attention	60%							Thematic Leads

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.LEP .02.01	Create opportunities for those with direct experience to co-create and continually enhance employability services	H1 24/25: Survey underway - 57 responses to survey to date, aiming to achieve 100 by end of March 25	57%	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	H1 24/25: On Target 54 responses to survey to date, aim to reach 100 by closing date		2	On target	Local Employability Partnership
SMP.23 /27.LEP .02.02	Use Customer Charter for Employment Support Services and Employability Shared Measurement Framework to benchmark services and identify improvements	H1 24/25: Framework being used by all partners, establishing Joint Forum key agenda item for October LEP	50%	Minimum 8 service users engaged in Forum Twice yearly questionnaire to users	N/A	H1 24/25: Not Available Not yet established joint forum but all providers use the framework to identify improvements , measure client satisfaction		8	No information	Local Employability Partnership; Gill Main; Jake Murray; Rebekah Sullivan

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						and act on feedback to secure improvements				
SMP.23 /27.LEP .02.03	Create and support volunteering programmes that engage local people in community capacity building activities	H1 24/25: Exceeded target due to nature of vol opportunities available through Community Pantries at Development Trusts and the number of people engaging with CCB training opportunities.	100%	Number of volunteering opportunities created through UKSP New measure: 23/24 target – 996 24/25 target – 520 Interventions S8.3 and S33.2	2,286			520	On target	Local Employability Partnership
		Indicative data for Q2 only for UKSP as information still being verified.		Number of people engaged in community capacity activities through UKSP 23/24 target: 122 23/24 target 73 Intervention S9			122	No information		
SMP.23 /27.LEP .02.04	Maximise opportunities for volunteering to be promoted	H1 24/25: Exceeded target with 46 nominations	100%	Number of nominations to Volunteer Awards Baseline 2022/23:	46	H1 24/25: On Target Midlothian Volunteer		40	On target	TSi *TSi

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	and celebrated through partnership working	received for Midlothian Volunteer Awards. 172 volunteering opportunities registered across 75 organisations. Vol recruitment fair on target to achieve when event is held in February 25. Slightly lower number of Saltire Award achieved in H1 but registrations exceeding targets set so on target to achieve		44 nominations Target 2023/24: 40 nominations		Awards planned for 6 June 2024. Nominations closed March 2024 with 46 nominations received				
				Number of organisations advertising volunteer vacancies with THIRD SECTOR INTERFACE Baseline 2022/23: 59 Target 2023/24: 60	70	H1 24/25: On Target 156 live volunteering opportunities across 70 organisations registered with Volunteer Midlothian		60	On target	
				Number of people attending volunteer recruitment fair Baseline 2022/23: 26 VIO and 140 visitors Target 2023/24: 20 VIO and 100 + visitors	125	H1 24/25: On Target Recruitment Fair held 29 Feb 2024, exceeded targets for attendance		100	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				Number of THIRD SECTOR INTERFACE Saltire Awards achieved Baseline 2022/23: 223 Target 2023/24: 228	127	H1 24/25: Off Target Number gaining Awards on target to meet end of year targets		114	On target	
				Number of THIRD SECTOR INTERFACE registrations for Saltire Awards Baseline 2022/23: 248 Target 2023/24: 250	149	H1 24/25: Off Target Number registered on target to meet end of year targets		125	On target	
SMP.23 /27.LEP .02.05	Support Third Sector organisations to manage their organisations effectively and access funding	H1 24/25: Exceeding targets - 4 funding events with 39 attended held, 9 training sessions delivered with further training planned for H2 and 18 organisations receiving 1:1 support from TSi	100%	Number of THIRD SECTOR INTERFACE funding events Baseline 2022/23: 4 (due to UKSPF) Target 2023/24: 2	1	H1 24/25: Off Target Moving Forward event held Sep 23 with 23 attendees - on target to meet end of year targets		1	On target	TSi *TSi
				Number of THIRD SECTOR INTERFACE training courses	6	H1 2024/25: Off Target		5	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				Baseline 2022/23: 10 Target 2023/24: 10		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	H1 24/25: Off Target On target to meet end of year targets		15	On target	
SMP.23 /27.LEP .02.06	Work in partnership with local communities and organisations to coordinate outreach services in areas where residents have to travel to access services (Loanhead, Bilston,	H1 24/25: Groundwork underway to target Bilston/Roslin, initially focusing on local LOIP. Focused priority in H2	40%	Number of coordinated partnership outreach sessions. New measure 1 per year in identified areas	N/A	H1 24/25: Not Available Year 2 target but groundwork underway with partner organisations to share premises and deliver one stop shops		3	No information	Thematic Leads
				Number of people attending outreach sessions – new	N/A	H1 24/25: Not Available Year 2 target		Data only		

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	Danderhall and rural areas)			measure to establish baseline						

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.LEP .03.01	Further develop adult learning and capacity building opportunities for local residents to remain active and involved in their local communities	H1 24/25: On target. Paid adult learning programme numbers lower than anticipated due to cost, difficulties in recruiting specialist tutors and those able to teach qualifications and ILA's being withdrawn. 928 participating, will increase in H2 due to new programme offered	73%	Number of people participating in CLLE adult and family learning programmes Baseline 22/23: 1,581 Target 23/24 – 1,600	1,525	H1 24/25: 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		1,600	Off target	Thematic Leads
SMP.23 /27.LEP .03.02	Review paid adult learning programmes to identify	H1 24/25: Family Learning Partnership group being re-	60%	% of recommendations implemented in years 2-4	N/A	H1 24/25: Not Available 2024-26 Target		3	No information	Thematic Leads

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	priorities and gaps and produce action plan	established to ensure co-ordinated approach. Actions identified and being actioned in CLD Plan. Consultation with 1,000+ will inform provision moving forward		Review completed and priorities and actions identified by 2024	2	Consulting with partners to identify targets and produce joint action plan. The move to a CLD Partnership group will raise profile of adult learning and enable more partners to be engaged		3	Off target	
SMP.23 /27.LEP .03.03	Increase opportunities for Midlothian residents to be digitally included	H1 24/25: Connect Online has 60 learners and 19 volunteers, on target	95%	Midlothian Volunteer Action Connect Online baseline -74 learners, 22 volunteers Target: 74 learners, 22 volunteers	85	H1 24/25: On Target Target exceeded		74	On target	Thematic Leads
		173 learners participating in Digital Skills with		Number of Midlothian learners participating in	173	H1 24/25: On Target		70	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		TSi, 34 with CLLE, on target		digital skills via anchor organisations and THIRD SECTOR INTERFACE Review targets annually CLLE Baseline 22/23: 57 CLLE Target 23/24: 70		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	367	H1: 24/25: Targets exceeded Women in data (163 learners)		224	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
				2025: 224 Target 2026: 246		Men in data (200 learners) Other genders in data (4 learners) Disability (146 learners) BAME (30 learners) Care Experienced (32 learners)				
SMP.23/27.LEP.03.04	Sustain qualification levels for adults at National Vocational Qualifications (NVQ) at all levels	H1 24/25: All levels now exceed Scottish average and those with no quals below Scottish average	100%	Tracking only – maintain above Scottish average levels 1 to 4; below Scottish average no qualifications		H1 24/25: Data Only January to December 2023: Level 4 59.8% (55.1%) Level 3 73.9% (73.7%) Level 2 87.3% (87.1%)			Data only	Thematic Leads

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						Level 1 90.1% (87.9%) No quals- 5.5% (8,2%)				
SMP.23 /27.LEP .03.05	Deliver CLD Plan on annual basis and prepare annual report on performance and impact	H1 24/25: 3-year accumulated successes report has been incorporated into the new CLD Plan draft from Sep 24 – 27. No actions from 2021 to 2024 were off target, although some have been carried forward to the new Plan. New CLD Plan draft out for consultation	75%	Report published Number of 3-year plan actions on target Baseline 21/22: 20 on target, 13 requiring some action, 1 requiring focused attention		Year 3 reporting complete, will be incorporated into combined 3-year report on Plan			No information	CLLE Management *Team

Midlothian will be Greener - Summary of Successes

Recruitment of a Climate Lead Officer. This has potential to support a number of actions assigned under this theme in particular.

Action 1.03 Consideration given to Midlothian Council having a Climate Adaptation Vision, signed off across Council departments with Councillor support, and

Action 2.09 The 2023-27 Single Midlothian Plan, in principle, will support and encourage climate and climate adaptation/resilience projects that come forward in its lifetime that help deliver its Vision

Climate Lead Officer – initial primary responsibilities

1. Lead on statutory Public Bodies Climate Change Disclosure Reporting
2. Lead in facilitating cross Council consideration of climate action as a solution to wider problems. Developing proposed Council Vision and suggested Governance. Leading on a refresh of the 2020 Climate Change Strategy and preparation of an underlying action plan. As such, supporting Council and wider local authority partners in their collective journey to net zero and impactful climate mitigation and adaptation across Midlothian. These tasks will draw on:
 - a) 2023 Aether recommendations following the consultancy reporting on analysis of the Councils status on climate action and priorities for their continued net zero and wider climate resilience journey.
 - b) internal and external Audits on climate action,
 - c) principles of equality and just transition, local community needs, strengths and interests
 - d) commitments and principles established and in development relating to key climate inventory such as energy, heating, waste, transport economic and land use development.
 - e) Wider policy and work programmes relating to climate mitigation, adaptation and interplaying polycrises (nature, wellbeing and economy) and in development nationally, regionally and locally.
3. Undertake awareness raising to support wider understanding of the relevance of climate issues across Council, community and business and its tie across to Council response to Scotland's wider polycrises of nature, wellbeing and economy.
4. Support relevant Council leads in realigning Service Plans to ensure efficient, effective, inclusive tie across in Council response to these interconnected crises and
5. Support Council colleagues in collectively identifying tangible impactful ambitious actions and formulating these into short-, medium- and long-term planning with clear objectives and key results (milestones set against assigned 'responsible individuals')
6. Facilitate Midlothian Council's efficient and impactful interplay with regional and national work programs on transformational regional and national climate action. For example, continuing in our work alongside Sniffer, wider Scottish Government, Lothians and Borders Councils and cross

sector partners in undertaking a regional risk assessment to agree regional and local adaptation priorities for collective action.

7. Strengthen coverage on climate in the review Council policy initiatives such as the forthcoming Local Development Plan review
8. Facilitate wider Authority interplay with the Council facilitated Community Planning Climate Emergency Group (CEG)
9. Support Midlothian's community led Climate Hub as they work towards the climate priorities they have agreed with Scottish Government

Climate Lead and wider CEG involvement in Climate Ready Southeast Scotland Regional Climate Adaptation Risk and Opportunity assessment. Being led on by SNIFFER

The project aims to enable Scotland to better understand:

1. how climate change will affect our region,
2. the key risks and opportunities we face
3. where more action and collaboration are needed.

The project is being delivered as part of the Regional Prosperity Framework, with support from Capital City Partnership. The project is funded by the UK Shared Prosperity Fund – with contributions from all LAs and Scottish Government.

Climate Action Hub

The Climate Hub has been considering several cross-cutting thematic interventions including on Food, Community Energy Biodiversity and the Circular Economy.

With food fundamental to health and wellbeing and a changing climate suggests Scotland needs to be more resilient and self-reliant. There is Hub interest in the sustainable supply of *locally grown* nourishing food for our communities. In particular the potential for Food Partnerships.

The Hub have been considering the fact community-owned and renewable energy production and storage facilities would also increase resilience across the Authority area.

The Biodiversity Action Plan refers to the further development and inter-connectivity of wildlife corridors between our communities. Midlothian Climate Action Network Members have been considering how they make a marked difference in support of these objectives, enhancing the value and connectivity of wildlife corridors and ensuring their ongoing protection.

Work continues on the following actions (reported H1 24/25):

- 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.

Midlothian will be Greener - Challenges

Challenge: Considerable cross Council commitment will be required in agreeing an impactful cross Council Vision, Objectives, Key results, supporting governance and responsible individuals required to drive forward a Climate Strategy that can deliver on effectively against net zero targets as well as wider mitigative and adaptative ambitions.

Action Response: The challenges of meeting the current 2030 net zero deadline along with wider opportunities and risks associated with climate action are due to be discussed at Council Nov 24. Cross Council recognition of the proven strong potential of climate action to delivery against socio economic as well as environmental crises will be key here. Finance readiness business planning of the staff resource required to formulate and then deliver on a practical, impactful strategy will be fundamental. As will further definition of both risk and opportunity on an Authority wide basis and how this best tie to regional and national work programmes. Whilst this work programme develops it will also be important that MLC staff continue to maintain momentum across existing Council and partner climate focused work programs already recognised to be delivering impactfully. These interactions will be critical in framing the Authority level climate journey.

Challenge: Having a dedicated resource to take forward (lead and support), climate projects in Midlothian.

Action Response: The Climate Lead officer post will be able to provide light touch support to a subset of projects. They will help with regional and national context setting where resource allows. However, it is important to highlight one post (with significant proportion of time allocated to strategic tasks will be insufficient to cover all basis). The Climate lead officer will continue to:

- keep the Midlothian Community Planning Board aware and updated on current opportunities and risks.
- work alongside CEG and Climate Action Hub, regional and national partners to draw in wider resource/valuable contacts adding further value/expertise/monies in support of climate action across the Authority.

Challenge: 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 is not being led or coordinated by Climate Emergency group as MEL (Midlothian Energy Limited – partnership between energy firm Vattenfall and Midlothian Council) has a formal remit for taking this forward. In doing so MEL continues to work directly with Property and Facilities Service, LHEES officer and wider Council colleagues.

Outcome 1: Learning for Sustainability is increased

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.GR EEN.01.01	Train Midlothian Council Ranger Service and Volunteers in river fly monitoring	H1 24/25: Complete	100%	Two Council Rangers and 10 volunteers trained by 31 March 2024	100%	H1 24/25: Complete Both targets reached and undertaken.	N/A	100%	On target	Climate Emergency Group
SMP.23 /27.GR EEN.01.02	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+.	H1 24/25: In progress	50%	3 schools adopting freshwater sites by 31 March 2025	0	H1 24/25: On Target Contact has been made with the Council Education Service to take this forward. Ongoing interaction between CEG chair and Council STEM lead on school selection and format of sessions to be undertaken.	N/A	0	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						This Indicator is considered on target given its assigned deadline of 31 March 2025 and will continue to be progressed.				
				Education delivery package produced	40%	H1 24/25: On Target Contact has been made with the Council Education Service to take this forward. Ongoing interaction between CEG chair and Council STEM lead on school selection and format of		40%	On target	

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						<p>sessions to be undertaken.</p> <p>This Indicator is considered on target given its assigned deadline of 31 March 2025 and will continue to be progressed.</p>				
SMP.23 /27.GR EEN.01.03	Consideration given to Midlothian Council having a Climate Adaptation Vision, signed off across Council departments with Councillor support.	H1 24/25: In progress	20%	Introduction of an adaptation vision given consideration by 31 March 2025	20%	H1 24/25: On Target Related paper has been drafted for Council tabling in November 2024.	N/A	20%	On target	Climate Emergency Group
SMP.23 /27.GR	Work with Midlothian Energy (MEL Ltd)	H1 24/25: In progress Ongoing action.	50%	Delivery of actions by 31 March 2027	50%	H1 24/25: On Target	N/A	50%	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
EEN.01.04	on targeted education of low carbon heating and renewable energy solutions in Midlothian					Midlothian Energy Limited (MEL) is progressing with its education programme. The Climate Emergency Group is interacting with the wider work program.				

Outcome 2: Sustainable Living is increased

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.GR EEN.02.01	Establish a Midlothian Climate Hub - to act as an information and sign posting point for climate information and projects	H1 24/25: Complete	100%	Midlothian Climate "Hub" established by 31 March 2025	100%	H1 24/25: Complete Climate Hub is now in place. Climate Hub manager attends CEG and is in regular contact with Councils Climate Lead officer.	N/A	100%	On target	Climate Emergency Group
SMP.23 /27.GR EEN.02.02	Produce and distribute electronic information on how to promote biodiversity in small scale spaces to householders, community groups, businesses and developers	H1 24/25: In progress New work for this action has not commenced, but previous work exists.	20%	Information produced and distributed by 31 March 2025	20%	H1 24/25: On Target Work has not commenced. The due date for this indicator is the 31st of March 2025 so is therefore considered on target and will be picked up.	N/A	20%	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.GR EEN.02.03	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	H1 24/25: In progress Work to be progressed by Midlothian Climate Action Hub.	15%	Information mapped and hosted by 31 March 2025	15%	H1 24/25: On Target Work will progress. The due date for this indicator is the 31st of March 2025 so is therefore considered on target and will be picked up.	N/A	15%	On target	Climate Emergency Group
SMP.23 /27.GR EEN.02.04	Identify current community scale Climate Change projects in Midlothian and have them hosted on an accessible website	H1 24/25: In progress Work to be progressed by Midlothian Climate Action Hub.	50%	Climate projects identified and hosted on accessible website by 31 March 2025	50%	H1 24/25: In progress Climate Hub website is now up and running.	N/A	50%	On target	Climate Emergency Group
SMP.23 /27.GR	Use Climate Emergency Group and	H1 24/25: Complete Ongoing action.	100%	Promotion of active travel information	100%	H1 24/25: Complete	N/A	100%	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
EEN.02.05	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 Workdays, and wider walk and cycle promotion events			and events complete		Events distributed when they occur.				
SMP.23/27.GR EEN.02.06	Work with Sustrans, SEStran, and neighbouring local authorities to identify opportunities for bike/ebike hire projects and promote active travel	H1 24/25: In progress This action is on target and needs to be progressed further.	50%	Identify 3 opportunities for bike/ebike hire projects	1	H1 24/25: On Target The due date for this indicator is the 31st of March 2025 so is therefore considered on target.	N/A	1	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						<p>SUSTRANS funding has enabled provision of a Brompton Bike Hire locker at Sheriffhall Park and Ride. The locker contains 8 bikes available for public hire. The bikes are managed and maintained by Brompton.</p> <p>The Active travel team are working with SUSTRANS funding project planning the introduction of electric Cargo or e-bikes to be incorporated</p>				

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						into the staff fleet.				
SMP.23 /27.GR EEN.02. 07	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	H1 24/25: In progress This action is on target and needs to be progressed further.	50%	3 bike storage areas are created by 31 March 2025	0	H1 24/25: On Target Active travels are currently preparing surveys to inform the location of wider storage facilities and make the case for funding to this purpose. MLC Active Travel colleagues are utilising funding from SEStrans to improve, upgrade and install cycle storage at schools across	N/A	0	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						the authority. 7 schools have been identified as requiring such storage and these are - St Davids Primary, Woodburn Primary, Cornbank Primary, Bilston Primary, Burnbrae Primary, St Mary's Primary and Roslin Primary. It was a prerequisite for schools to be participating in this year's Bikeability programme to be considered for storage				

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						<p>which has helped increase engagement significantly. An increase in cycle storage within schools will help to work towards our goal of improved active travel numbers. We are also at these schools looking to install other types of storage such as scooter, staff and pram to encourage other modes of active travel also.</p>				

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						Also, within this financial year, Active Travel will look to install tool stations in the major towns across the authority. These tool stations will provide an area for members of the public to be able to do minor repairs to their bike with the stations having simple tools and a track pump for blowing up tyres to encourage cycling.				

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						The due date for this indicator is the 31st of March 2025 so is therefore considered on target and will continue to be picked up.				
SMP.23 /27.GR EEN.02.08	Engage with shared transport and car club providers to establish a shared transport scheme across Midlothian	H1 24/25: The Climate Emergency Group has not progressed this.	0%	Shared Transport scheme established by 31 March 2026	100%	H1 24/25: On Target Work will progress. The due date for this indicator is the 31st of March 2026 so is therefore considered on target and will be picked up.	N/A	100%	On target	Climate Emergency Group
SMP.23 /27.GR EEN.02.09	The 2023-27 Single Midlothian Plan, in principle, will support and	H1 24/25: Complete This action is ongoing.	100%	Supported and encouraged climate and climate adaptation/resilience projects	100%	H1 24/25: On Target This is ongoing work for the Climate	N/A	100%	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	encourage climate and climate adaptation/resilience projects that come forward in its lifetime that help deliver its Vision					Emergency Group and the Midlothian Climate Action Hub. Evidence report reflects climate as a key consideration.				

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.GR EEN.03.01	Support and promote Changeworks household decarbonisation project in Midlothian – and Information on home energy savings and funding sources are signposted	H1 24/25: Complete This action is ongoing.	100%	Promotion of Changeworks events in Midlothian and funding sources signposted from Midlothian Climate hub	100%	H1 24/25: On Target This is ongoing work for the Climate Emergency Group and the Midlothian Climate Action Hub.	N/A	100%	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	from a Midlothian Climate Hub									
SMP.23 /27.GR EEN.03. 02	Work with Midlothian Council on delivery of its Local Heat and Energy Efficiency Strategy (LHEES)	H1 24/25: Complete This action is ongoing.	100%						On target	Climate Emergency Group; Midlothian *Energy (MEL)

Outcome 4: Carbon Storage is increased

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.GR EEN.04.01	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	H1 24/25: Off Target 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.	0%							Climate Emergency Group
SMP.23 /27.GR EEN.04.02	NatureScot to connect Midlothian Council with Peatland Action team to explore peatland issues and the potential for	H1 24/25: Complete	100%	Advice provided from NatureScot by 31 March 2024	Yes	H1 24/25: Complete	N/A	Yes	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	support on assessment and future project delivery									
SMP.23 /27.GR EEN.04.03	Engage with landowners of peatland-on-peatland matters identified by NatureScot	H1 24/25: In progress This action is ongoing.	50%	Engagement undertaken to connect NatureScot/Midlothian Council with landowners by 31 March 2025	50%	H1 24/25: On Target	N/A	50%	On target	Climate Emergency Group
SMP.23 /27.GR EEN.04.04	Investigate undertaking a natural capital audit of Midlothian, in part to help determine which areas have the most carbon sequestration potential via nature restoration -	H1 24/25: In progress This action is ongoing.	10%	Investigation undertaken by 31 March 2025	10%	H1 24/25: 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	N/A	10%	On target	Climate Emergency Group

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
						target and will continue to be progressed.				
SMP.23 /27.GR EEN.04. 05	Map areas of greenspace and tree canopy cover in Midlothian to identify missing links	H1 24/25: In progress	85%	Mapping and identification work complete by 31 March 2025	85%	H1 24/25: 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.	N/A	85%	On target	Climate Emergency Group

Midlothian will have a wellbeing economy and be better connected - Summary of Successes

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

We are now in Year 2 of the SMP, and we continue to progress activity for inclusion in the Action plan in our service and with external stakeholders and Council Officers to discuss their areas of work so that we can together identify new actions under each pillar for inclusion.

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

We continue to market the self-employment and social enterprise awareness sessions, with continuous ED support, to council services and anchor organisations and are getting some sessions booked via CLLE and Edinburgh College.

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

The Enterprise in Education programme is continuing to develop:

- Arrangement in place for ED Officers to deliver a session at Newbattle High in Early November to their S5 and Nurture Group and business students.
- Eskbank College Enterprise Hub operational since November 2023, with 1 outreach session delivered to college students in year one – see BG section below for more detail on developments at The Hub.
- Continuous support to the Polar Academy & Dalkeith High School, in discussion to deliver enterprise/fundraising support in advance of Christmas to realise seasonal sales.
- Total of 62 local businesses referred to schools for support with career choice inputs/visits and placements.
- 121 supports delivered to in-school social enterprises around structure and income generating activity.

Midlothian will have a wellbeing economy and be better connected - Challenges

- Uptake of the Social Enterprise/Self-Employment sessions has still been low despite increased marketing. Knock on effect on the dependant activities e.g. referrals.
- CWB Action Plan, noted previously, now being immersed into the new Economic Strategy Delivery Plan

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.EC ON.01.01	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	H1 24/25: In progress Meetings are being held with individual stakeholders, groups of stakeholders and internal colleagues to identify actions for delivery.	60%	Shared action plan completed	60%	H1 24/25: On Target 4-year plan.	N/A	60%	On target	Economic Development
SMP.23 /27.EC ON.01.02	Partnership delivery of actions identified in the CWB Action Plan against the 5 pillars	H1 24/25: In progress Internal and external capacity issues is impacting on progress of this action, links also to the strategy delivery plan for	0%	Action plan delivered	No	H1 24/25: On Target To be complete in year 2.	N/A	No	On target	Economic Development

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
		development H2 24/25.								

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.EC ON.02.01	Deliver sessions in community settings to raise awareness and understanding of Self Employment and Social Enterprise as career pathways	H1 24/25: In progress 1 session delivered, 2 scheduled for November. Further marketing and promotion with partners to drive interest.	17%	Number of sessions delivered by September 2025	1	H1 24/25: On Target Efforts are being made to increase uptake.	N/A	1	On target	Economic Development
SMP.23 /27.EC ON.02.02	Referrals for continued support from Business Gateway and Midlothian Voluntary Action	H1 24/25: In progress There has been 1 referral this year.	8%	Number of referrals from the sessions to Business Gateway/Midlothian Voluntary Action for support	1	H1 24/25: On Target Output is dependent on session delivery. Business Gateway/Economic Development has received 1 referral from session with support provided.	N/A	1	On target	Economic Development

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.EC ON.02.03	Develop case studies to highlight success stories	H1 24/25: In progress Case studies are session dependent and can expect them when sessions go ahead.	0%	Number of case studies developed by September 2025	0	H1 24/25: On Target Only 1 remaining case study required to meet the annual target.	N/A	0	On target	Economic Development
SMP.23 /27.EC ON.02.04	1:1 support for self-employment and social enterprise development	H1 24/25: In progress One to One Support is dependent on referrals from sessions. 0 referrals from 1st session.	83%						On target	Economic Development
SMP.23 /27.EC ON.02.05	Create a dedicated space on Locate in Midlothian for Social Enterprise to include learning materials, tools, case studies and signposts to	H1 24/25: In progress Draft page in place (unpublished) liaising with partners and clients for resources and content. Page will	50%	Progress against completion on the development of a dedicated space on Locate in Midlothian site by August 2027	50%	H1 24/25: On Target Expectation is that the webpage will be published in H2 24/25 as complete, although it will be continually	N/A	50%	On target	Economic Development

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
	funding providers.	be published by January 2025.				updated to ensure content is current and relevant to the audience.				

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

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.EC ON.03.01	Creation of Enterprise Hubs in educational and community settings to reach and support students, pupils and those in our communities that aspire to be financially independent.	H1 24/25: In progress Rotational delivery of enterprise support planned to commence end of November in SIMD areas of Gorebridge & Woodburn.	20%	Establish a hub in Edinburgh in year one and in SIMD area year two (by August 2026)	20%	H1 24/25: On Target	N/A	20%	On target	Economic Development

Action Code	Action	Action update	Progress	Indicator	Result	PI update	Baseline	Target	Indicator Status	Managed By
SMP.23 /27.EC ON.03. 02	Outreach sessions for enterprise support in community and educational settings across Midlothian.	H1 24/25: In progress Session planned at Newbattle HS for November.	0%	Number of community/educational sessions held	0	H1 24/25: On Target A session is planned in H2 24/25, and good engagement indicates further sessions in the pipeline.	N/A	0	On target	Economic Development

Midlothian will reduce poverty - Summary of Successes

H1 24/25:

Successes

- The establishment of the Woodburn Food Pantry and the renaming of the Woodburn Hub on the 21st of October 2024 has to be a success as it is increasing our focus and actions in one of our areas of greatest need.
- The review of equitable access to income maximisation, welfare rights and debt advice is an important piece of work to guide future service direction and provision in order to meet local needs. The level of stakeholder engagement in moving this review into action has been excellent.
- The automated referral pathways from midwifery to income maximisation support and the (in process) safe emails for Health Visitors and FNP is a good example of identifying key professional groups and making connecting people to support easier.
- There has been a significant response so far to phase 2 of the childcare review with over 300 parents completing the survey in the first week of it going live.
- The ongoing work of the Local Employability Partnership to support people into employment, including parental employability and our current shared No One Left Behind endeavour to create paid work experience in the NHS which focuses on what's important to the job seeker, has been a great example of Anchors partnership working
- The “Our Stories” work. This is impactful and has managed to convey such important messages in a really creatively engaging way.
- Financial Gain £3,218,286.91, Capital Credit Union increase 3358 to 3733 and MFIN Info Improvement Project and joint communications
- Continued Support from Cost-of-Living Task Forces – Cash First, School Pilots etc

Midlothian will reduce poverty - Challenges

H1 24/25: Challenges

- Take up of Social Security Benefits requires continued promotion
- Helping older people to overcome their apprehension to accessing support is still a barrier.
- Levels of Child Poverty/Poverty National Indicators
- Uncertain funding landscape
- Increasing living and operational costs
- There has also been some local and travel to work area-based redundancies.

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

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP.23 /27.PO V.01.01	A single Midlothian data profile produced including information from Hopkins report, Public Health Scotland and Education	H1 24/25: On Track Significant work has been undertaken to identify over 100 potential poverty tracking measures, which need to be prioritised. In addition Public Health Scotland are working towards publishing a national child poverty dash board and toolkit. An East of Scotland Child Poverty Indicator group has been established to compare good practice. Interim information on poverty is contained within the Midlothian Profile and also in the	50%	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		50%	On Target	50%	H1 24/25 On Target significant progress made awaiting national guidance.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		Local Child Poverty Year 6 Action Report.							
SMP.23 /27.PO V.01.02	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.	H1 24/25: On Target The Community Planning Conference in September 2024 was very successful with a high degree of input from those with lived experience. This include lived experience voices from the youth hackathon, bullying research and poem, survivors in relation to equally safe and poverty peer researchers. In addition 3 local people have been recruited to the Living in Midlothian CP Panel. Further recruitment to his panel is a priority for 2025. The target was	60%	Number of residents on the Panel	N/A	2.5	On target	3	H1 Off Target The target for membership of the new Living in Midlothian Plan is 20 over the end of the four year plan currently we have 3. Although we have had good numbers of those with lived experience engaging in the conference and young people's hackathon.
				Number of residents trained as citizen assessors	N/A	5	Off Target	0	H1 24/25 Off Target: Please note this is a four year target
				Number of processes reviewed over the 4 years	N/A	0.5	Off Target	0	H1 2024/25 On Target this is a four year target and will be prioritised for 2025.
				Number of staff trained to support	N/A	3	On target	4	H1 24/25 On Target Peer training on the job training has taken

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		20 onto the panel over 4 years and 3 has been achieved this year. However this would still be viewed as on target due to the additional work described above.		direct experience work					place with Women's Aid through the Equally Safe Lived Experience Event (3 staff) and also through peer training from the poverty researchers to CLLE staff (2 staff).
SMP.23/27.PO V.01.03	Agree strategy and action plan for reducing the cost of the school day through the child poverty action plan	H2 23/24: Consultations with schools and young people have commenced to inform the strategy Oct 23 and action plan. Cost of School Day seminar held for elected members. Awaiting New National Guidance on School Uniform.	50%	Number of actions on target in the child poverty plan		3.5	On Target	4	H1 24/25: On Target for H1 as 21 is the overall target for the 4 year child poverty plan. For April to Sept 2024 1 has been completed, good progress has been made on data, lived experience and poverty awareness training. Midwifery Pathway has been completed. Income maximisation review completed, next steps underway, automated welfare funding signposting

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
									completed. Cost of school day toolkit being embedded within schools and parent councils.
				School, child and parent impact statements of the difference the actions have made		2	On Target	3	H2 24/25 On Target Impact statements on cash first approaches in the Woodburn Primary School Pilot, Parental Employability Support and Community Poverty Peer Researchers have demonstrated the difference the Child Poverty Action and Cost of Living Task Force having as well as providing new insights into current cost of living consequences.
				Number of staff completed COSD training			No Information	N/A	H1 24/25 On Target as over each academic year 100% of schools representatives will

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
									have completed the training or are utilising the toolkit over the length of the Single Midlothian Plan. The data is only available at the end of each academic year.
SMP.23 /27.PO V.01.04	Prioritise access to Tenancy Support for tenants and housing applicants with children who are living in or at risk of living in poverty.	H1 24/25: On Target From April to September 2024 there has been 80 new referrals (nearly 3 times as many as previous 6 months) and 274 tenants with children are continuing to receive support.	50%	Number of tenants and applicants with children who access tenancy support.			Data Only	274	H1 24/25 Tracking Measure 274 have accessed with 80 new referrals opposed to previous reporting period of 25 new and 118 with continued support.
				Number of households with children in temporary accommodation	Baseline: March 2021 - 198, March 2022 – 170, March 2023 TBA	150	On Target	208	H1 24/25: Off Target

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP.23 /27.PO V.01.05	Reduce the number of households with children in Temporary Accommodation	H1 24/25: Tracking measure there has a steady reduction since 2021 (198), 2022 (170), 2023 (142) with a slight increase March 2024 (152)	50%						
SMP.23 /27.PO V.01.06	Reduce the average time taken to close a homeless case	H1 24/25: On target 55 weeks at the end of March 2024, which is 3 weeks more than the RRTP target of 52.	50%	Average number of weeks to close a homeless case		55	On Target	52	H1 24/25 On Target: the target is 55 as recommended by RRTP, Midlothian is currently achieving 52 weeks which is better than the national target.
SMP.23 /27.PO V.01.07	Review local childcare needs against provisions available and implement recommendations	H1 24/25: On Target Phase first phase completed which is the mapping of childcare, engagement with stakeholders and desk top research. Consultation with parents is the second phase and has commenced.	50%	No baseline Review of local childcare needs completed		0.5	On Target	0.5	H1 24/25 On Target as phase one completed and phase two underway which is the consultation with parents and to date 300 responses received.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP.23 /27.PO V.01.08	Identify, influence and review Midlothian Council Service Plans to ensure reducing poverty is embedded into them – e.g. Housing, Travel and Transport.	H1 24/25: On Target Integrated Impact Assessment has been adapted and includes UNCRC and Poverty. In addition both the children services and education service plans have poverty embedded as well as the new CLD partnership plan.	50%	3 plans reviewed over 4 years		3	On Target	3	H1 24/25: On Target Children Services, Education Plan and CLD Partnership Plan Reviewed
SMP.23 /27.PO V.01.09	Deliver the living well in Central Dalkeith and Woodburn placed based approach	H1 24/25: On Target Shaping Places for Wellbeing work concluded which informs the Living Well in Woodburn Plan. The Final Consultation on the Living Well Plan will be concluded by November 2024. The Woodburn Hub renaming ceremony has taken place.	50%	Evaluate improved outcomes completed Approach delivered and evaluated		0	On Target	0.5	H1 24/25 On Target Final consultation on the Living Well in Woodburn underway and draft actions being progressed

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP.23 /27.PO V.01.10	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.	H1 24/25: On Target A further session has been held with the local employability partnership on health and social care and associated opportunities as well as piloting a new NHS Gateway for paid work experience. Next steps are to agree a further strategic planning session to support the drivers of child poverty which is cross cutting.	40%	Target: 2 sessions per year No of recommendations implemented		2	On Target	2	H2 23/24: On Target 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 households

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP.23 /27.PO V.02.01	Ensure equitable access to income maximisation and debt advice across Midlothian, including financial referral pathways	H1 24/25: On Target Income Maximisation Review Report completed and action planning underway	75%	Review carried out and report with recommendations disseminated to key stakeholders Implementation plan developed and actioned		1	On Target	1	H2 23/24: On Target 3 year target
SMP.23 /27.PO V.02.02	Manage benefits effectively and deal with lifestyle changes through a variety of support measures	H1 24/25: On Target Midlothian accounts for approximately 2% of the National Volumes in terms of population and expected benefit take up for Social Security Scotland Benefits. Due to previous Partnership promotion and marketing of benefit	50%	Anti poverty measures will be targeted at people over 50	Midlothian – 755 CWHP payments issued (2.49%) 23/24 Midlothian - 6285 WHP payments issued (1.5%)	100%	On Target	100%	H1 24/25 On Target A number of initiatives have supported those 50+ including outreach CAB at food pantries, promotion of credit unions, DWP 50 plus focus and employability supports

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		<p>take up this has ranged between 2 to 3.2% across benefit types depending on priority/targeted activity – rates have more recently dropped to closer to 2% so still meeting expectations but the impact of a joined-up approach is clear. * SCP figures reflect the extension to age 16</p> <p>Other factors impacting may include general loss of underlying benefit entitlement – as Partners report this coincides with the move to Universal Credit</p> <p>SCP May to July 15, Best Start Grant May to July 23, FSP 25</p>							

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		<p>Dalkeith and Penicuik CAB Statistical Return indicates:</p> <p>The statistics for the period from 1.04.2024 to 30.09.2024 for the two Midlothian CABx</p> <p>Client financial gain is £3,218,286.91</p> <p>Number of clients =2758</p> <p>Number of contacts with clients to provide advice =8425</p> <p>Main themes benefits, debt and utilities</p>							
SMP.23 /27.PO V.02.03	Increase the uptake of children, young	H1 24/25: On Target joint work has taken place to promote	50%	Best Start Grants – baseline 790; target 830		830	On Target	1,113	H1 24/25: Best Start Grants – baseline 790; target

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	people and family benefits	benefits through outreach and messaging. MFIN has worked to improve the quality of information available to organisations to support their clients with common enquiries							830, YTD July 23 1451, YTD July 24 1113
				Educational Maintenance Allowance – baseline 3.2%			Data Only	5%	On Target: The number of young people claiming EMA is increasing currently at 5%
		https://www.thirdsectormidlothian.org.uk/mva/projects-partnerships/midlothian-financial-inclusion-network-mfin/		Bus Passes – 11,486 (65.9%) baseline		70%	Off Target	62.3%	Off Target: Currently bus passes are at 62.3% however we would expect this to rise shortly as the S1 forms are about to be issued to those who have not applied.
				Free school meals			Data Only	15.4%	H1 24/25 On Target As we have only half way through the year and it is likely to increase.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
				School Clothing Grants – baseline 16.1%; Scottish Child Payment			Data Only	15.2%	H1 24/25 On Target as only half way through the year and more application are likely.
SMP.23 /27.PO V.02.04	Increase access to affordable credit and savings amongst lower income Midlothian residents through increasing local membership of Capital Credit Union	H1 24/25: On Target The number of Capital Credit Union members in 2022/23 was 3,358. As at the end of September, the number of members is now 3,733. This represents an increase of 11%, the target was 5%.	85%	Increase the number of Capital Credit Union members from the 2022-23 figures Target – increase members by 5%		5%	On Target	11%	The number of Capital Credit Union members in 2022/23 was 3,358. As at the end of September, the number of members is now 3,733. This represents an increase of 11%.
SMP.23 /27.PO V.02.05	Review the changing needs of those experiencing debt and those accessing the	H1 24/25: On Target Signposting information has been updated for those applying to the welfare fund.	50%	1 review completed With recommendations		100%	Off Target	50%	Signposting information has been updated.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
	Scottish Welfare Fund to consider additional supports or sign post to existing services better								
SMP.23 /27.PO V.02.06	Increase poverty awareness amongst Midlothian based workers through training programmes	H1 24/25: On Target CLLE, in partnership with the Welfare Rights Team and Dalkeith CAB, have been delivering training on promoting use of the “Worrying About Money” leaflet to ensure consistency in signposting across the council and to highlight other community based cost of living supports. Frontline council departments have been prioritised – CLLE, Housing,	50%	New measure Target – 4 training sessions per year 4 8 12 (cumulative)August 25 August 26 August 27		4	On Target	4	CLLE, in partnership with the Welfare Rights Team and Dalkeith CAB, have been delivering training on promoting use of the “Worrying About Money” leaflet to ensure consistency in signposting across the council and to highlight other community based cost of living supports. Frontline council departments have been prioritised –

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		Libraries, Contact Centre, Revenues and Arrears and Registrars.							CLLE, Housing, Libraries, Contact Centre, Revenues and Arrears and Registrars.
SMP.23 /27.PO V.02.07	Support Employees on low income	H1 24/25: Midlothian Council have actively supported staff through the following actions: promoted the Worrying About Money Leaflet, Home Energy Scotland, British Gas Gas Grant, Change Works, Capital Credit Union and Money Advice Scotland. In addition there has been a focus on pension credit, child tax credit, promotion of food pantries and food banks. MC has also offered through Lothian Pension Fund	50%						

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		and Affinity Connect free financial wellbeing and pension planning workshops.							

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

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP.23 /27.PO V.03.01	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	H1 24/25: On Target Cost of Living Task Force funding central food storage pantry facilitate and development officer. SLA completed and work underway. In addition Shared Prosperity Funding has increase access to food through Cyrenian's food funded provision with extended pantries including a new one in Danderhall Library.	50%	Target: Funding secured Baseline 3 pantries		3	On Target	3	H2 24/25 On Target with Cost of Living Funding and Shared Prosperity
				Baseline – 2110 (2022/23) Target maintain levels of financial supports Collate impact statements and feedback			Data Only	N/A	As from April 2024 (Midlothian/National Implementation only from 1/11/24) Carers allowance will sit with Social Security Scotland and not DWP, and from year 3/4 so will Older peoples disability Payment – which will replace Attendance Allowance (we are currently already responsible for Adult Disability Payment for working age individuals) – only the State Pension part of this objective will remain with DWP by the end of the timeline for this plan.

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
									<p>The Strategy within Social Security Scotland for Benefit take up now sits within the National Engagement team who will continue to run targetted campaigns at relevant points each year. The Local Delivery Service continue to support local community events to promote take up and assist with applications.</p> <p>Management information is published to Local Authority level Quarterly</p> <p>The number of Capital Credit Union members in 2022/23 was 3,358. As at the end of September, the number of members is now 3,733. This represents an increase of 11%.</p>

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
									<p>MFIN has worked to improve the quality of information available to organisations to support their clients with common enquiries</p> <p>https://www.thirdsectormidlothian.org.uk/mva/projects-partnerships/midlothian-financial-inclusion-network-mfin/</p> <p>The stats for the period from 1.04.2024 to 30.09.2024 for the two Midlothian CABx</p> <p>Client financial gain is £3,218,286.91</p> <p>Number of clients =2758</p> <p>Number of contacts with clients to provide advice =8425</p>

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP.23 /27.PO V.03.02	Maintain networks of trusted partners to provide a cash first and dignified support for food and fuel	H1 24/25: On Target Cost of Living Task Force extended cash first funding and network of trusted partners extended to include 4 schools. Woodburn, Danderhall, Hawthornden and Lasswade.	50%						

Outcome 4: Challenge Poverty

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
SMP23 27POV 04.01	Undertake campaigns or demonstrations or influence decision makers through evidence and joint action to fundamentally challenge poverty	H1 24/25: A Risks Paper has been produced outlining the changing funding landscape and some risk reducing measure suggested and presented to the Community Planning Board. Letters of Concern by the Chair of Community Planning and Poverty Champion have been produced and submitted to key national decision makers. The Audit Scotland Report transformation in Councils is being presented for discussion and action at the Community Planning Board in December 2024 which	50%	Reduce Poverty by influencing decision makers	Baseline: March 2021 - 198, March 2022 – 170, March 2023 TBA	Yes		Yes	Approximately 4 key influencing actions have taken place including reports, letters of concern, presentations and research

Action Code	Action	Action update	Action Progress	Indicator	Baseline	Indicator Target	Status	Indicator Value	Indicator Progress
		has a key focus on prevention.							