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Notice of meeting and agenda

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Policy and Sustainability Committee

10.00 am Tuesday, 1st November, 2022

Dean of Guild Court Room - City Chambers

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The law allows the Council to consider some issues in private. Any items under "Private Business" will not be published, although the decisions will be recorded in the minute.

Contacts

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THE CITY OF EDINBURGH COUNCIL

1. Order of Business

1.1 Including any notices of motion and any other items of business submitted as urgent for consideration at the meeting.

2. Declaration of Interests

2.1 Members should declare any financial and non-financial interests they have in the items of business for consideration, identifying the relevant agenda item and the nature of their interest.

3. Deputations

3.1 If any

4. Minutes

5. Forward Planning

6. Business Bulletin

7. Executive Decisions

8. Routine Decisions

9. Motions

Nick Smith

Service Director, Legal and Assurance

Committee Members

Councillor Cammy Day (Convener), Councillor Alan Beal, Councillor Marco Biagi, Councillor Kate Campbell, Councillor Sanne Dijkstra-Downie, Councillor Phil Doggart, Councillor Joan Griffiths, Councillor Kevin Lang, Councillor Lesley Macinnes, Councillor Adam McVey, Councillor Jane Meagher, Councillor Alys Mumford, Councillor Ben Parker, Councillor Frank Ross, Councillor Alex Staniforth, Councillor Mandy Watt and Councillor Iain Whyte

Information about the Policy and Sustainability Committee

The Policy and Sustainability Committee consists of 17 Councillors and is appointed by the City of Edinburgh Council.

This meeting of the Policy and Sustainability Committee is being held in the City Chambers, High Street, Edinburgh and virtually by Microsoft Teams.

Further information

If you have any questions about the agenda or meeting arrangements, please contact Jamie Macrae, Committee Services, City of Edinburgh Council, Business Centre 2.1, Waverley Court, 4 East Market Street, Edinburgh EH8 8BG, Tel 0131 553 8242 / 0131 529 4264, email jamie.macrae@edinburgh.gov.uk / matthew.brass@edinburgh.gov.uk.

A copy of the agenda and papers for this meeting will be available for inspection prior to the meeting at the main reception office, City Chambers, High Street, Edinburgh.

The agenda, minutes and public reports for this meeting and all the main Council committees can be viewed online by going to the Council's online Committee Library.

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Minutes

Policy and Sustainability Committee

10.00 am, Tuesday 30 August 2022

Present

Councillors Day (Convener), Beal, Biagi, Campbell, Dijkstra-Downie, Doggart, Griffiths, Lang, Macinnes, McVey, Meagher, Mumford, Parker, Frank Ross, Staniforth, Watt and Whyte.

1.   Deputations - Petition for Consideration: Twinning Edinburgh with Gaza City

Requests for Deputations had been received from Derby and Derbyshire Friends of Hebron, Gaza Sky Geeks, Mayor of Gaza City, Dundee-Nablus Twinning Association and Take my Hand, in respect of Item 7.2 on the Agenda for the meeting – Petition for Consideration: Twinning Edinburgh with Gaza City.

Decision

To agree not to hear the deputations.

2.   Petition for Consideration: Twinning Edinburgh with Gaza City

Details were provided on a valid petition entitled 'Twinning Edinburgh with Gaza City' which had been received.

The Committee agreed not to hear from the petitioner.

Motion

1)   Notes that, as set out in the report by the Interim Executive Director of Corporate Services, the Council agreed in 2019 the principle that no new twinning should take place.

2)   Committee therefore agrees to ask the Edinburgh Partnership to consider whether there are any activities or projects which may be mutually beneficial and its members would wish to work with the people of Gaza on.

- moved by Councillor Day, seconded by Councillor Meagher

Amendment 1

Committee notes the positive relationships between Edinburgh and other Cities around the world in sharing knowledge and collaborating on issues to support organisations within Edinburgh develop further.

Committee agrees to request that the Edinburgh Partnership discuss this matter, including establishing if any partner could take a lead role in any relationship and set out what any relationship based on humanitarian support could entail.

Committee notes a report would come back to committee once those discussions have concluded and agrees the petitioner and the organisation listed on the petition are not involved in any future processes, instead engaging with organisations like trade unions and established inclusive organisations such as the Scottish Parliament's Cross-Party Group on Palestine and the Westminster All-party Parliamentary Group in in Westminster.

- moved by Councillor McVey, seconded by Councillor Campbell

Amendment 2

Committee:

1) notes the petition and thanks the petitioners for submitting it to the committee.

2) notes that the agreed 2021 Edinburgh International Framework focused on maintaining existing twinning arrangements rather than forming new twinning partnerships.

3) recognises the importance, particularly post Brexit, of Edinburgh strengthening its economic, social and cultural ties with other cities internationally, and notes that it is almost 30 years since Edinburgh entered into any new twinning arrangement.

4) equally recognises the resource implications of servicing existing twinning arrangements and from entering into any new agreements.

5) therefore agrees that the review of the international framework in this term of the Council should include a) a holistic review of the opportunities, risks and cost implications from Edinburgh twinning with additional cities, b) a strategic analysis of where Edinburgh would benefit most from new twinning arrangements and c) consultation with city partners and stakeholders.

6) agrees that the question of whether Edinburgh should twin with any new cities should be considered as part of this wider and comprehensive work.

- moved by Councillor Lang, seconded by Councillor Dijkstra-Downie

Amendment 3

1) notes that the ongoing occupation of Gaza and Palestine is unacceptable, with Palestinians living in what is effectively an apartheid state and Gaza under a siege which killed 44 Palestinians, 16 of them children, only this month.

2) notes that criticism of the Israeli government's actions should not be seen as criticism of the Israeli people.

3) notes that formal solidarity with the Palestinian people contributes to international recognition of Palestine which will be crucial in advancing peace in the region.

4)   notes that LGBT+ rights should be considered in any twinning or similar and that Edinburgh council should use any such position to encourage the advancement of LGBT+ rights in Gaza and Palestine more generally.

5)   notes that while 'twinning' has been suspended, solidarity with Palestine is a special case for the reasons given above.

6)   therefore calls for a report within three cycles detailing how Edinburgh might twin with Gaza, or another similar arrangement might be concluded, with emphasis on solidarity with the oppressed people of Palestine and the promotion of Human Rights within Palestine.

- moved by Councillor Staniforth, seconded by Councillor Mumford

Amendment 4

Notes that the Council agreed in 2019 that no new twinning activity should take place.

Committee therefore agrees that the issues raised do not merit further action.

- moved by Councillor Whyte, seconded by Councillor Doggart

In accordance with Standing Order 22(12), Amendment 1 was adjusted and accepted as an addendum to the motion, Amendment 2 was accepted as an addendum to the motion and Paragraph 4 of Amendment 3 was adjusted and accepted as an addendum to the motion.

Voting

The voting was as follows:

For the Motion (as adjusted)   -   12 votes
For Amendment 3   -   3 votes
For Amendment 4   -   2 votes

(For the Motion (as adjusted: Councillors Beal, Biagi, Campbell, Day, Griffiths, Lang, Macinnes, McVey, Meagher, Frank Ross and Watt.

For Amendment 3: Councillors Mumford, Parker and Staniforth.

For Amendment 4: Councillors Doggart and Whyte.)

Decision

To approve the following adjusted motion by Councillor Day:

1)   To note that, as set out in the report by the Interim Executive Director of Corporate Services, the Council agreed in 2019 the principle that no new twinning should take place.

2)   To therefore agree to ask the Edinburgh Partnership to consider whether there were any activities or projects which may be mutually beneficial and its members would wish to work with the people of Gaza on.

3)   To note the positive relationships between Edinburgh and other cities around the world in sharing knowledge and collaborating on issues to support organisations within Edinburgh develop further, and to establish if any partner could take a

lead role in any relationship and set out what any relationship based on humanitarian support could entail.

3) To agree the petitioner and the organisation listed on the petition would not be involved in any future processes, instead engaging with organisations like trade unions and established inclusive organisations such as the Scottish Parliament's Cross-Party Group on Palestine and the Westminster All-party Parliamentary Group in in Westminster.

4) To note the petition and thank the petitioners for submitting it to the committee.

5) To note that the agreed 2021 Edinburgh International Framework focused on maintaining existing twinning arrangements rather than forming new twinning partnerships.

6) To recognise the importance, particularly post-Brexit, of Edinburgh strengthening its economic, social and cultural ties with other cities internationally, and notes that it is almost 30 years since Edinburgh entered into any new twinning arrangement.

7) To equally recognise the resource implications of servicing existing twinning arrangements and from entering into any new agreements.

8) To therefore agree that the review of the international framework in this term of the Council should include a) a holistic review of the opportunities, risks and cost implications from Edinburgh twinning with additional cities, b) a strategic analysis of where Edinburgh would benefit most from new twinning arrangements and c) consultation with city partners and stakeholders.

9) To agree that the question of whether Edinburgh should twin with any new cities should be considered as part of this wider and comprehensive work.

10) To note that LGBT+ rights should be considered in any twinning or similar and that Edinburgh council should use any such position to encourage the advancement of LGBT+ rights.

(Reference - Report by the Interim Executive Director of Corporate Services, submitted.)

Declaration of Interests

Councillor Biagi made a transparency statement in respect of the above item as an employee of Tommy Shepard MSP.

3. Minutes

Decision

To approve the minute of the Policy and Sustainability Committee of 7 June 2022 as a correct record.

4.   Policy and Sustainability Committee Work Programme

The Policy and Sustainability Committee Work Programme for 30 August 2022 was presented.

Decision

To note the Work Programme.

(Reference – Work Programme 30 August 2022, submitted.)

5   Policy and Sustainability Committee Rolling Actions Log

Details were provided of the outstanding actions arising from decisions taken by the Committee.

Decision

1)   To agree to close the following actions:

Action 2 - City of Edinburgh Council – Motion by Councillor Main – Recycling in Schools.

Action 3 – Recycling and Waste Collection in Schools

Action 6 – Update on the Edinburgh Health and Social Care Older People Joint Inspection Improvement Plan

Action 9 - Our Future Work Strategy - Progress Update

Action 10 - Petition for Consideration - Twinning Edinburgh with Gaza City

Action 11 - Future Policy Agenda

2)   To ask for an update and expected completion date for Action 1 – Business Case for the Management Transfer of Secondary School Sports Facilities to Edinburgh Leisure – Update Report.

3)   To otherwise note the Rolling Actions Log.

(Reference – Rolling Actions Log, submitted.)

6.   Business Bulletin

The Policy and Sustainability Committee Business Bulletin for 30 August 2022 was submitted.

Decision

To note the Business Bulletin.

(Reference – Business Bulletin 30 August 2022, submitted.)

7.   Police Scotland - Edinburgh City Division Scrutiny Report April-December 2021

An update was provided for April to June 2022 on Police Scotland's Edinburgh City Division city-wide plans, policies and performance.

Decision

To note the update.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

8. Edinburgh Slavery and Colonialism Legacy Review Report and Recommendations

The Policy and Sustainability Committee had agreed a set of actions to address historic racial injustice and stem modern day discrimination.

Details were provided on the background and milestones of the independent Edinburgh Slavery and Colonialism Legacy Review, as detailed in the Review Group's report (Appendix 1 to the report by the Executive Director of Place) together with indicative resource requirements and next steps in progressing the Review Group's recommendations.

Decision

1) To thank the Review Chair, Professor Sir Geoff Palmer, and members of the Review Group and Advisory Group, for their commitment in undertaking the independent Edinburgh Slavery and Colonialism Legacy Review.

2) To welcome their report (Appendix 1 to the report by the Executive Director of Place) and recognise the work and emotional labour required to produce it.

3) To endorse the 10 recommendations made by the Review Group, all of which supported delivery of the Edinburgh and Lothians Equalities Framework 2021-2025.

4) To agree to progress the actions outlined in the action plan (Appendix 2 of the report). For the medium and longer term actions, it was proposed to bring forward proposals for delivery of these in future reports to the relevant Committee once the actions and associated implications had been further developed.

(References – Policy and Sustainability Committee of 23 July 2020 (item 10); report by the Executive Director of Place, submitted.)

9. Council Budget 2022/23 – Poverty Reduction and Climate Emergency Measures

An update on progress of delivery of specific actions and resources agreed in the Council's 2022/23 budget for poverty reduction and to address the climate emergency was provided.

Motion

1) To note the progress made to date in delivery of additional poverty and cost of living support measures agreed in the 2022/23 Council Revenue Budget.

2)   To note that further options on measures to support families with the rising cost of living were considered by Council on 25th August.

3)   To note that an annual report on progress towards delivery of all actions included within the Council's End Poverty in Edinburgh Delivery Plan would be considered by committee in November 2022.

4)   To note the progress made to date in delivery of resources allocated in the 2022/23 budget for climate emergency measures.

- moved by Councillor Day, seconded by Councillor Watt.

Amendment 1

1)   To note the progress made to date in delivery of additional poverty and cost of living support measures agreed in the 2022/23 Council Revenue Budget.

2)   To note that further options on measures to support families with the rising cost of living were considered by Council on 25th August.

3)   To note that an annual report on progress towards delivery of all actions included within the Council's End Poverty in Edinburgh Delivery Plan would be considered by committee in November 2022.

4)   To note the progress made to date in delivery of resources allocated in the 2022/23 budget for climate emergency measures.

5)   To request that officers create a dedicated 'cost of living' section on the Council website, which is accessible from the homepage, providing details on the help available directly from the Council, and signposting to other useful information, support and services.

- moved by Councillor Lang, seconded by Councillor Beal

Amendment 2

1)   To note the progress made to date in delivery of additional poverty and cost of living support measures agreed in the 2022/23 Council Revenue Budget.

2)   To note that further options on measures to support families with the rising cost of living were considered by Council on 25th August.

3)   To note that an annual report on progress towards delivery of all actions included within the Council's End Poverty in Edinburgh Delivery Plan would be considered by committee in November 2022.

4)   To note the progress made to date in delivery of resources allocated in the 2022/23 budget for climate emergency measures.

5)   To note with concern that increased energy costs will impact across all sectors this coming Winter and that the Council should play its part in reducing its own energy use and encouraging reductions by others as reduced demand helps limit cost increases and reduces emissions.

6) To note that the German Government aims to cut energy use by 20% this winter through several energy-saving measures that will come into force from 1 September including:

- Public buildings heated to a maximum 19C
- No heating in corridors in public buildings
- No illumination of monuments and public buildings
- Shop doors cannot be permanently open
- No lighting in shop windows or on billboards after 10pm

7) To agree that the Council should begin a similar energy saving programme in its own buildings taking advice as necessary from its contacts with the German Consul, Eurocities partners and others on how best to implement such a plan. Further that the Council use its local partnerships with business, public and the third sector to encourage energy saving as a useful measure to reduce costs and emissions within the City through an energy use Summit.

- moved by Councillor Whyte, seconded by Councillor Doggart

In accordance with Standing Order 22(12), Amendment 1 was accepted as an addendum to the Motion and Amendment 2 was adjusted and accepted as an addendum to the motion.

Decision

To approve the following adjusted motion by Councillor Day:

1) To note the progress made to date in delivery of additional poverty and cost of living support measures agreed in the 2022/23 Council Revenue Budget.

2) To note that further options on measures to support families with the rising cost of living were considered by Council on 25th August.

3) To note that an annual report on progress towards delivery of all actions included within the Council's End Poverty in Edinburgh Delivery Plan would be considered by committee in November 2022.

4) To note the progress made to date in delivery of resources allocated in the 2022/23 budget for climate emergency measures.

5) To request that officers create a dedicated 'cost of living' section on the Council website, which was accessible from the homepage, providing details on the help available directly from the Council, and signposting to other useful information, support and services.

6) To note with concern that increased energy costs would impact across all sectors this coming Winter and that the Council should play its part in reducing its own energy use and encouraging reductions by others as reduced demand helped limit cost increases and reduce emissions.

7)   To note that the German Government aimed to cut energy use by 20% this winter through several energy-saving measures that would come into force from 1 September including:

- Public buildings heated to a maximum 19C
- No heating in corridors in public buildings
- No illumination of monuments and public buildings
- Shop doors cannot be permanently open
- No lighting in shop windows or on billboards after 10pm

8)   To agree that the Council should begin a similar energy saving programme in its own buildings taking advice as necessary from its contacts with the German Consul, Eurocities partners and others on how best to implement such a plan. Further that the Council use its local partnerships with business, public and the third sector to encourage energy saving as a useful measure to reduce costs and emissions within the City through the Edinburgh Partnership.

(References – Policy and Sustainability Committee of 7June 2022 (item 4); report by the Interim Executive Director of Corporate Services, submitted.)

Declaration of Interests

Councillor McVey made a transparency statement in respect of the above item as a Board member of Energy for Edinburgh.

10.   Annual Performance Report 2021/22

Details were provided on the council performance in 2021/22 against the three priorities and fifteen outcomes in the [Business Plan (Our Future Council, Our Future City)](#) aligned to the [Planning and Performance Framework](#).

Motion

1)   To note the Annual Performance Report for the 2021/22 financial year.

2)   To note the Annual Complaints Report 2021/22 (Appendix B to the report by the Chief Executive)

3)   To refer the report by the Chief Executive to the City of Edinburgh Council for consideration

- moved by Councillor Day, seconded by Councillor Watt

Amendment

1)   To note the Annual Performance Report for the 2021/22 financial year.

2)   To note the Annual Complaints Report 2021/22 (Appendix B to the report by the Chief Executive)

3)   To refer the report by the Chief Executive to the City of Edinburgh Council for consideration.

4)	That the service performance implications outlined in these reports be considered in full in relation to the ongoing work to construct a new Council Business Plan.

5)	That examples of good practice elsewhere highlighted in the LGBF be used to consider future policy actions for service improvement (e.g. Glasgow's consistently better performance on attainment of pupils from Level 5 SIMD) and that these be taken account of relative to performance differences with other large Councils and not just the three major cities in Scotland.

- moved by Councillor Doggart, seconded by Councillor Whyte

In accordance with Standing Order 22(12) the amendment was adjusted and accepted as an addendum to the motion.

Decision

To approve the following adjusted motion by Councillor Day:

1)	To note the Annual Performance Report for the 2021/22 financial year.

2)	To note the Annual Complaints Report 2021/22 (Appendix B to the report by the Chief Executive)

3)	To refer the report by the Chief Executive to the City of Edinburgh Council for consideration.

4)	That the service performance implications outlined in these reports be considered in full in relation to the ongoing work to construct a new Council Business Plan.

5)	That relevant examples of good practice elsewhere highlighted in the LGBF be used to consider future policy actions for service improvement (e.g. Glasgow's consistently better performance on attainment of pupils from Level 5 SIMD) and that these be taken account of relative to performance differences with other large Councils and not just the three major cities in Scotland.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

## 11.	Local Government Benchmarking Framework 2020/21 – Edinburgh Overview

Details were provided on the analysis of the 2020/21 benchmarking data provided by the Scottish Local Government Benchmarking Framework (LGBF) and reflects the impact of the first year of Covid-19. In summary, the report showed the impact of Covid-19 across services in Edinburgh during 2020/21.

Motion

To note the report by the Interim Executive Director of Corporate Services which set out the detailed analysis of the LGBF benchmarking framework dataset for the 2020/21 financial year.

- moved by Councillor Day, seconded by Councillor Watt

Amendment

1)   To note the report by the Interim Executive Director of Corporate Services which set out the detailed analysis of the LGBF benchmarking framework dataset for the 2020/21 financial year.

2)   That the service performance implications outlined in these reports be considered in full in relation to the ongoing work to construct a new Council Business Plan.

3)   That examples of good practice elsewhere highlighted in the LGBF be used to consider future policy actions for service improvement (e.g. Glasgow's consistently better performance on attainment of pupils from Level 5 SIMD) and that these be taken account of relative to performance differences with other large Councils and not just the three major cities in Scotland.

- moved by Councillor Doggart, seconded by Councillor Whyte

In accordance with Standing Order 22(12) the amendment was adjusted and accepted as an addendum to the motion.

Decision

To approve the following adjusted motion by Councillor Day:

1)   To note the report by the Interim Executive Director of Corporate Services which set out the detailed analysis of the LGBF benchmarking framework dataset for the 2020/21 financial year.

2)   To agree that the service performance implications outlined in these reports be considered in full in relation to the ongoing work to construct a new Council Business Plan.

3)   To agree that examples of good practice elsewhere highlighted in the LGBF be used to consider future policy actions for service improvement (e.g. Glasgow's consistently better performance on attainment of pupils from Level 5 SIMD) and that these be taken account of relative to performance differences with other large Councils and not just the three major cities in Scotland.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

12   Consultation Policy Annual Review

Details were provided on the findings of the first annual review of the consultation policy and supporting Consultation Advisory Panel process which proposed changes to the policy and recommendations as part of a process of continuous improvement.

Decision

1)   To note the findings from the first annual review of the Council's consultation policy which came into full effect from August 2021.

2)   To approve the proposed changes to the Council's consultation policy and process improvement recommendations, following the review of the policy.

(References – report by the Interim Executive Director of Corporate Services, submitted.)

13. Sustainable Food Update

Details were provided on the results of Forever Edinburgh's The Story Never Ends campaign together with a summary overview of the Marketing Plan for targeting Inbound Leisure Visitors in 2022.

Motion

1)   To note the progress made on the first year of implementation of Growing Locally, the Council's first Food Growing Strategy.

2)   To approve the proposed approach to allocation of resources under the Council's Sustainable Food Budget.

3)   To note the progress made on the development of Edinburgh's second Sustainable Food City Plan and the timetable for implementation.

4)   To note Edinburgh's Sustainable Food Places Silver accreditation which was awarded in June 2022.

- moved by Councillor Day, seconded by Councillor Watt

Amendment

1)   To note the progress made on the first year of implementation of Growing Locally, the Council's first Food Growing Strategy.

2)   To approve the proposed approach to allocation of resources under the Council's Sustainable Food Budget.

3)   To note the progress made on the development of Edinburgh's second Sustainable Food City Plan and the timetable for implementation.

4)   To note Edinburgh's Sustainable Food Places Silver accreditation which was awarded in June 2022.

5)   Notes that plant-based foods have a significant role to play in tackling climate change and as part of a sustainable food system.

6)   Notes that, worldwide, 18 cities have signed up to the Plant Based Treaty which aims to halt the widespread degradation of critical ecosystems caused by animal agriculture and to promote a shift to sustainable plant-based diets, as well as many other organisations and politicians from all Parties across the UK.

7)   Notes that Council passed a motion in March 2022 (8.8) for a report on the implications for the council if it were to endorse this treaty, and further notes that this report is currently being developed for completion in Autumn 2022.

8) Agrees that learnings from that report around plant-based food systems should help to inform the Council's Growing Locally strategy, with a renewed focus being given to plant-based food systems therein.

9) Further agrees that the Council should encourage greater detail and consideration of plant-based food systems to be included as part of the second Sustainable Food City plan, working with partners to achieve this.

10) Agrees that specific detail about the above is included in all reports about the strategies going forward.

- moved by Councillor Parker, seconded by Councillor Staniforth

In accordance with Standing Order 22(12), the amendment was accepted as an addendum to the motion.

Decision

To approve the following adjusted motion by Councillor Day:

1) To note the progress made on the first year of implementation of Growing Locally, the Council's first Food Growing Strategy.

2) To approve the proposed approach to allocation of resources under the Council's Sustainable Food Budget.

3) To note the progress made on the development of Edinburgh's second Sustainable Food City Plan and the timetable for implementation.

4) To note Edinburgh's Sustainable Food Places Silver accreditation which was awarded in June 2022.

5) To note that plant-based foods had a significant role to play in tackling climate change and as part of a sustainable food system.

6) To note that, worldwide, 18 cities had signed up to the Plant Based Treaty which aimed to halt the widespread degradation of critical ecosystems caused by animal agriculture and to promote a shift to sustainable plant-based diets, as well as many other organisations and politicians from all Parties across the UK.

7) To note that Council passed a motion in March 2022 (8.8) for a report on the implications for the council if it were to endorse this treaty, and further note that this report was currently being developed for completion in Autumn 2022.

8) To agree that learnings from that report around plant-based food systems should help to inform the Council's Growing Locally strategy, with a renewed focus being given to plant-based food systems therein.

9) To further agree that the Council should encourage greater detail and consideration of plant-based food systems to be included as part of the second Sustainable Food City plan, working with partners to achieve this.

10) To agree that specific detail about the above was included in all reports about the strategies going forward.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

14. 2030 Climate Strategy – Environmental Assessment Consultation and Annual Review

The Council had approved the publication of the 2030 Edinburgh Climate Strategy while acknowledging that both the Strategy and the Implementation Plan would need to operate as a 'live document' that would need to be reviewed at key points, including to take account of the outcome of the Strategic Environment Assessment (SEA) that was underway.

Details of the findings of the SEA are provided in a draft environmental report (attached at Appendix 1 to the report by the Interim Executive Director of Corporate Services) which was now ready for consultation.

Decision

1) To note that the Climate Strategy and the Implementation plan were live documents that when published last year, the Committee agreed would be reviewed at key points and to take account of findings of the Strategic Environmental Assessment being undertaken.

2) To approve for consultation the draft environmental report (attached at appendix 1 to the report by the Interim Executive Director of Corporate Services).

3) To note that while the consultation process on the environmental report would be focussed on the statutory partners, the consultation would also be open to the key city partners and the public, offering an opportunity for wider feedback.

4) To note that outcomes from the consultation process would be accommodated in an update to the 2030 Climate Strategy and implementation plan and a final Environment Report, all of which would be brought to Committee in November 2022.

5) To note that elements of the strategy and implementation plan might be subject to further prioritisation to reflect recent changes in local government resourcing and capacity.

6) To note that individual programs and actions in the 2030 Climate Strategy continued to undergo Strategic Environmental Assessments, and Integrated Impact Assessments, as appropriate.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

15. Regulation of Investigatory Powers (Scotland) Act 2000: Outcome of IPCO Audit and General Update

An update was provided on the outcome of an inspection by the Investigatory Powers Commissioner's Office (IPCO), which took place on 22 February 2022, with respect to surveillance powers and their use by the Council. The inspection had found that the Council had discharged all recommendations from previous inspection reports and had a high standard of compliance with its duties under the Act.

Details were provided on minor amendments reflecting corporate structure changes which had been made to policies on Directed Surveillance and the use of Covert Human Intelligence Sources.

Decision

1) To note the positive outcome of the IPCO inspection.

2) To agree the proposed revised policies on Directed Surveillance and the use of Covert Human Intelligence Sources.

(Reference – report by the Chief Executive, submitted.)

16. Update on Recycling and Waste Collection in Schools

The Committee had approved an approach to be taken to enhance the recycling and waste collections in schools in Edinburgh by creating a simple and consistent system across all Council school sites.

An update was provided on the improvements to infrastructure and communications which had been made to enhance the recycling provision in schools in Edinburgh.

Motion

1) To note the improvements which had been made to the infrastructure and communications to enhance the recycling provision in schools.

2) To note that a Waste Compositional Analysis had been undertaken to monitor current recycling rates and would be repeated in the Autumn to measure the impact of the changes introduced in May 2022.

- moved by Councillor Day, seconded by Councillor Griffiths

Amendment

1) To note the improvements which have been made to the infrastructure and communications to enhance recycling provision in schools.

2) To note the lack of detail in the report and guidance for schools around measures they can take to prevent, re-use and reduce waste in the first instance, in line with the waste hierarchy.

3) To agree that detail about the waste hierarchy should be added into the "Guidance for Schools and Facilities Teams" document, and as part of the wider support communications for the project.

4)   To note that a Waste Compositional Analysis had been undertaken to monitor current recycling rates and will be repeated in the Autumn to measure the impact of the changes introduced in May 2022.

5)   To request an update to the first Committee after the Waste Compositional Analysis has been undertaken in Autumn to report on the impact of changes made, including detail about the steps taken to embed the waste hierarchy into the project, as described in 3) above.

- moved by Councillor Parker, seconded by Councillor Mumford

In accordance with Standing Order 22(12), the amendment was accepted in place of the motion.

Decision

To approve the amendment by Councillor Parker.

(References – Policy and Sustainability Committee of 6 October 2020 (item 24); report by the Executive Director of Place, submitted.)

17.   EnerPHit Tranche 1 Programme

Details were provided on the proposal for the first steps that the Council's operational estate would need to make towards achieving the 2030 Net Zero Carbon Target. The proposal was to deliver a five-year retrofitting programme to 12 Council operational buildings to an EnerPHit informed approach/standard utilising Council capital funding supplemented by a revenue contribution of up to £10m from the Scottish Government's 'Green Growth Accelerator' programme.

Motion

1)   To approve the initiation of the EnerPHit Tranche 1 Programme - a five-year (2022/23 to 2027/28) programme to retrofit 12 Council operational buildings to an EnerPHit informed approach/standard.

2)   To note that the estimated total cost of the EnerPHit Tranche 1 Programme based on the latest completed feasibility reports is £61.83m. Of this, £60.85m has already been included in the Council's Sustainable Capital Budget Strategy 2022-32, which assumes £10m of revenue funding from the Scottish Government's Green Growth Accelerator programme.

3)   To note the contribution the programme will make to long-term sustainability and Net Zero Carbon ambitions of the Council and that the programme will act as a pathfinder and exemplar for future Council operational buildings retrofit programmes.

- moved by Councillor Day, seconded by Councillor Watt

Amendment

Committee welcomes the report and planned works as part of the EnerPHit Tranche 1 Programme.

Committee reaffirms commitment to the Council's 2030 climate strategy which itself includes a commitment to a Just Transition (p11, 2030 Climate Strategy).

Therefore, Committee regrets that the "Building Selection Best Value Matrix" and methodology used to select the buildings for Tranche 1 of the programme fails to include consideration about how choice of buildings contributes to a Just Transition in the city (4.5.5, p24 and 10.4 Appendix D, p66).

Consequently, committee requests that consideration of this is added to the "Building Selection Best Value Matrix" for Tranche 2 of the programme, with specific detail about this consideration included in future reports about the programme to the committee.

- moved by Councillor Parker, seconded by Councillor Mumford

In accordance with Standing Order 22(12), the amendment was accepted as an addendum to the motion.

Decision

To approve the following adjusted motion by Councillor Day:

1)   To approve the initiation of the EnerPHit Tranche 1 Programme - a five-year (2022/23 to 2027/28) programme to retrofit 12 Council operational buildings to an EnerPHit informed approach/standard.

2)   To note that the estimated total cost of the EnerPHit Tranche 1 Programme based on the latest completed feasibility reports was £61.83m. Of this, £60.85m had already been included in the Council's Sustainable Capital Budget Strategy 2022-32, which assumed £10m of revenue funding from the Scottish Government's Green Growth Accelerator programme.

3)   To note the contribution the programme would make to long-term sustainability and Net Zero Carbon ambitions of the Council and that the programme would act as a pathfinder and exemplar for future Council operational buildings retrofit programmes.

4)   To welcome the report by the Executive Director of Place and planned works as part of the EnerPHit Tranche 1 Programme.

5)   To reaffirm the commitment to the Council's 2030 climate strategy which itself included a commitment to a Just Transition (p11, 2030 Climate Strategy).

6)   To therefore, regret that the "Building Selection Best Value Matrix" and methodology used to select the buildings for Tranche 1 of the programme failed to include consideration about how choice of buildings contributed to a Just Transition in the city (4.5.5, p24 and 10.4 Appendix D, p66 of the report by the Executive Director of Place).

7)   Consequently, to request that consideration of this be added to the "Building Selection Best Value Matrix" for Tranche 2 of the programme, with specific detail about this consideration included in future reports about the programme to the committee.

(Reference –report by the Executive Director of Place, submitted.)

18. Update on the Edinburgh Health and Social Care Older People Joint Inspection Improvement Plane

An update on progress made on the remaining outstanding actions associated with the Joint Inspection of Older People's Services in 2016, following a Progress Review carried out by the Joint Inspection Team in 2021 was provided.

Decision

1) To note the report by the Chief Officer, Edinburgh Health and Social Care Partnership, which summarised the current status of remaining outstanding actions from the Joint Inspection of Older People's Services Progress Review of 2021.

2) To note that no further formal scrutiny was planned by the Joint Inspection Team in relation to this inspection, and that progress overall had been assessed as positive.

3) To note that the Edinburgh Integration Joint Board had agreed that all further review and scrutiny in respect of this inspection had concluded.

4) To agree that any remaining actions would be managed by the Chief Officer of the Edinburgh Integration Joint Board as part of business as usual and that no further 6-monthly updates to the Policy and Sustainability Committee were required.

(Reference – report by the Chief Officer, Edinburgh Health and Social Care Partnership, submitted.)

19. Edinburgh Integration Joint Board Savings and Recovery Programme 2021-22 Closure Report

An update was provided on the end of year position for the Edinburgh Integration Joint Board's (EIJB) 2021/22 Savings and Recovery Programme, focusing on the City of Edinburgh Council's (CEC) elements of the programme.

Decision

To note the end of year position of the 2021/22 Savings and Recovery Programme.

(Reference – report by the Chief Officer, Edinburgh Health and Social Care Partnership, submitted.)

20. Conference – Next Steps for the Children's Care System in Scotland and Implementing The Promise

Approval was sought for the attendance of Councillor Kumar at the Conference – Next Steps for the children's care system in Scotland and implementing The Promise on 26 October 2022 at a cost of £260 plus VAT.

Motion

To authorise the attendance of Councillor Griffiths at the Conference – Next Steps for the children's care system in Scotland and implementing The Promise on 26 October 2022.

- moved by Councillor Griffiths, seconded by Councillor Day

Amendment

To authorise the attendance of Councillor Kumar at the Conference – Next Steps for the children's care system in Scotland and implementing The Promise on 26 October 2022.

- moved by Councillor McVey, seconded by Councillor Campbell

In accordance with Standing Order 22(12), the amendment was accepted as an addendum to the motion.

Decision

To approve the following adjusted motion by Councillor Day:

To authorise the attendance of Councillors Griffiths and Kumar at the Conference – Next Steps for the children's care system in Scotland and implementing The Promise on 26 October 2022.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

21. McCrae's Battalion Trust: Commemorative Service at Contalmaison Cairn – 1 July 2022

Details were provided on the invitation by McCrae's Battalion Trust for the Council

to attend the annual commemorative ceremony. This year the necessary booking had been made with the Trust, however, on this occasion the individual concerned was unable to travel to Contalmaison and an alternative arrangement had been made with the Trust to lay the wreath on the City's behalf. The required cost still required to be met.

Decision

To approve retrospectively expenditure of £748 on attendance at the Commemorative Service at Contalmaison on 1 July 2022, whilst noting that the individual concerned was unable to attend.

(Reference - report by the Chief Executive, submitted.)

22. Employment Policy Updates (Special Leave Policy and Bicycle Policy

Details were provided on The Special Leave Policy which had been updated to reflect a legislative change in parental bereavement and continued to outline the Council's provisions for Special Leave available to all employees. It also addressed both the

Statutory entitlements and other forms of leave available to support colleagues when they require time off work to deal with issues arising in their life outside of work and in addition had signposted to provisions available to colleagues who were going through gender reassignment.

The Bicycle Policy which had been established in 1997 was no longer fit for purpose and had been superseded by the Business Travel Guidance and other individual initiatives for colleagues.

Decision

1) To approve the new Special Leave Policy which had minor updates.

2) To approve the removal of the Bicycle Policy.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

23. Employment Policies Relating to 'Conduct'

As part of the findings from the Independent Inquiry and Whistleblowing Culture Review in 2021, a number of employment policy recommendations were made including the recommendation to review conduct related employment policies and, where appropriate to revise.

Details were provided on the refreshed policies of Disciplinary for Teaching Staff, Local Government Disciplinary and Personnel Appeals Committee – Disciplinary Appeals Policies.

Decision

1) To approve the Disciplinary Policy for Teaching Staff.

2) To approve the Disciplinary Policy for Local Government Disciplinary.

3) To approve the policy for Personnel Appeals Committee – Disciplinary Appeals.

4) To note that these policies had been reviewed and revised to address the recommendations agreed following the Independent Inquiry and Whistleblowing Culture Review by Susan Tanner QC, with Pinsent Mason in 2021.

(Reference – report by the Interim Executive Director of Corporate Services, submitted.)

24. Bord Na Gaidhlig – response to consultation on the draft National Gaelic Language Plan 2023-28

A summary was provided of the Council's response to Bord Na Gaidhlig's consultation on the draft National Gaelic Language Plan 2023-28 which specified a range of areas where further consideration was required including funding implications and the need to allow for local democratic accountability in the development of actions to respond to national level aims.

Decision

To note the response to Bord Na Gaidhlig's consultation on a draft National Gaelic Language Plan 2023-28, approved by the Chief Executive in consultation with the Leader under urgency provisions set out in A4.1 of the Committee Terms of Reference and Delegated Functions so as to meet the consultation deadline.

(Reference – report by the Chief Executive, submitted.)

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Work Programme

Policy and Sustainability Committee

1 November 2022

	Title / description	Purpose/Reason	Routine / Executive	Lead officer	Directorate	Progress updates	Expected date
1	Council Asbestos Policy	3 Year Review	Routine	Chris Lawson	Corporate Services	Annual	October 2024
2	Council Fire Safety Policy	3 Year Review	Routine	Chris Lawson	Corporate Services	Annual	June 2024
3	Council Health and Safety Policy	3 Year Review	Routine	Chris Lawson	Corporate Services	Annual	December 2023
4	Council Water Safety Policy	3 Year Review	Routine	Chris Lawson	Corporate Services	Annual	June 2024
5	Council Smoke Free Policy	3 Year Review	Routine	Chris Lawson	Corporate Services	Annual	December 2023
6	Gaelic Language Plan 2018-22	Monitoring Report	Executive	Eleanor Cunningham	Corporate Services	Annual	February 2023
7	Welfare Reform	Annual Update	Routine	Sheila Haig	Corporate Services	Annual	January 2023

	Title / description	Purpose/Reason	Routine / Executive	Lead officer	Directorate	Progress updates	Expected date
8	Edinburgh Integration Joint Board	Progress Report	Executive		Chief Officer, Edinburgh Health and Social Care Partnership	6-monthly	February 2023
9	Energy Management Policy for Operational Buildings - Annual Report.	Progress report	Executive	Gareth Barwell	Place	Annual	December 2022
10	Policy Assurance Statement – Customer Services	Annual report	Executive	Nicola Harvey	Corporate Services	Annual	November 2022
11	Policy Assurance Statement - Human Resources (HR)	Annual report	Executive	Katy Miller	Corporate Services	Annual	November 2022
12	Policy Assurance Statement - Legal and Assurance	Annual report	Executive	Nick Smith	Corporate Services	Annual	November 2022
13	Contact Centre Performance	Update report	Executive	Nicola Harvey	Corporate Services	Annual	January 2023
14	Digital and Smart	Annual report	Executive	Nicola Harvey	Corporate	Annual	January 2023

	Title / description	Purpose/Reason	Routine / Executive	Lead officer	Directorate	Progress updates	Expected date
	City Strategy				Services		
15	Chief Social Work Officer's Annual Report	Annual report	Executive	Jackie Irvine	Education and Children's Services	Annual	November 2022
16	Diversity and Inclusion Strategy	Annual update	Executive	Katy Miller	Corporate Services	Annual	October 2022
17	Police Scotland Update	Annual plan	Executive	Jamie Macrae	Corporate Services	Annual	October 2022
18	Police Scotland – City of Edinburgh Division Update	Quarterly Update	Executive	Jamie Macrae	Corporate Services	Quarterly	January 2023
19	Fire and Rescue Service	Annual plan	Executive	Jamie Macrae	Corporate Services	Annual	January 2023
20	Carbon Impact of the Council's International Travel	Annual Report	Executive	Paula McLeay	Corporate Services	Annual	June 2023
21	End Poverty in Edinburgh Delivery Plan 2020-30	Annual Report	Executive	Chris Adams	Corporate Services	Annual	Autumn 2022

	Title / description	Purpose/Reason	Routine / Executive	Lead officer	Directorate	Progress updates	Expected date
22	2030 City Target Monitoring Approach	Annual Report	Executive	Claire Marion	Corporate Services	Annual	November 2022
23	Appointments to Working Groups	Annual Report	Executive	Jamie Macrae	Corporate Services	Annual	January 2023
24	Corporate Performance updates	Bi-Annual Update	Executive	Edel McManus	Corporate Services	Bi-annual	March 2023
25	Annual Performance report and LGBF report	Annual	Executive	Edel McManus	Corporate Services	Annual	August 2023
26	Council Emissions Reduction Plan (CERP)	Annual Update	Executive		Corporate Services	Annual	November 2022
27	Edinburgh Economy Strategy	Annual Progress	Executive	Chris Adams	Place	Annual	March 2023
28	EIJBs Savings and Recovery Programme	Bi-annual Update	Executive		Chief Officer, Edinburgh Health and Social Care Partnership	Bi-annual	March 2023

	Title / description	Purpose/Reason	Routine / Executive	Lead officer	Directorate	Progress updates	Expected date
29	20-Minute Neighbourhoods	Annual Update	Executive		Place	Annual	November 2022

Policy and Sustainability Committee Upcoming Reports   **Appendix 1**

Report Title	Directorate	Lead Officer
17 NOVEMBER 2023		
End Poverty in Edinburgh Delivery Plan 2020-30	Corporate Services	
Annual Report on the Public Bodies Climate Change Duties 21/22	Corporate Services	
Annual Report on Council Emissions Reduction Plan Progress	Corporate Services	
2030 City Net Zero Target Annual Report	Corporate Services	
Climate Strategy and Environmental Impact Update	Corporate Services	
Climate Change Adaptation Update	Corporate Services	
Corporate Performance updates - Bi-annual Update	Corporate Services	
Plant Based Treaty Report - Response to a Motion by Councillor Burgess	Corporate Services	
Council Business Plan	Corporate Services	
Response to Motion by Councillor Lang - COVID-19 and Council Services	Corporate Services	
20 Minute Neighbourhoods – Annual Report	Corporate Services	

JANUARY 2023		
Energy Management Policy for Operational Buildings – Annual Report	Place	Gareth Barwell
City of Edinburgh Council - Barriers to Elected Office – Response to a Motion by Former Councillor Main	Chief Executive	
Enterprise Risk Management Policy – Report by the Interim Executive Director of Corporate Services	Corporate Services	
Risk Appetite Statement – Report by the Interim Executive Director of Corporate Services	Corporate Services	
Agreement on Time Off and Provision of Facilities for Trade Union Representatives	Corporate Services	

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Rolling Actions Log

Policy and Sustainability Committee

1 November 2022

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
1	04.10.16	[Business Case for the Management Transfer of Secondary School Sports Facilities to Edinburgh Leisure – Progress Report](#)	That an update report be submitted to Committee in 6 months.	Chief Executive (for Education and Children's Services)	April 2022		**Recommended for closure** Community access to sports facilities at Wester Hailes High School and Leith Academy was transferred to Edinburgh Leisure on 1st April 2022. **Update 9 July 2020** With the instigation of the Covid-19 lockdown and other measures in place, the transfer of the two schools was put on

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
	25th						hold on the 25th March 2020.

The last 2 schools to transfer WHEC and Leith Academy will not do so until Edinburgh Leisure is back up and running and they are able to be transferred.

Update 25 June 2020

To agree that a final report be submitted to Committee. |
| 2 | 03.08.21 | Youth Work in Community Centres and Other Locations | To agree to receive a further report on the youth work strategy in October. | Executive Director of Education and Children's Services | September 2022 | | **Recommended for closure**

A report was submitted to the Education, Children and Families Committee in |

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
							September 2022
							Update – June 2022
							A report is to be submitted to the Education, Children and Families Committee in August 2022
							Update – October 2021
							The full report will be submitted at a later date when Council officers and partners are better placed to provide an informed report, following the Scottish Government launch the National Youth Work Strategy in early 2022. An update will be included on the

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
							Business Bulletin in November.
3	05.10.21	In-house Service Provision - Response to a motion by Councillor Day	To note the work being undertaken by officers and request a further update in 3 cycles to look at opportunities to bring services in house from the hard FM contract during 2021/22 financial year.	Executive Director of Place	1 November 2022		**Recommended for closure** On the agenda for 1 November 2022.
4	16.12.21	City of Edinburgh Council - Improving Accessibility and Inclusion for Edinburgh Citizens and Visitors - Motion by Councillor Lezley Marion Cameron	Council calls for a report to the Policy and Sustainability Committee within three cycles setting out progress on improving the accessibility and inclusion of Edinburgh; how this is being achieved; and what further steps Council can take to work with its partners to improve the accessibility of major attractions, public services and amenities	Executive Director of Place	1 November 2022		**Recommended for closure** On the agenda for 1 November 2022.

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			which are not in the Council ownership.				
5	17.03.22	City of Edinburgh Council - Barriers to Elected Office – Motion by Councillor Main	1) Council requests a short report, giving a breakdown of the numbers of candidates and elected councillors by gender and by under-represented groups to Policy and sustainability Committee, (or the relevant Committee) at the first meeting after the 5th May election, to inform discussions and further action to be taken. 2) Council requests that this report includes details of work that could be undertaken at a Council level to	Chief Executive	January 2023		**Update August 2022** An update was provided on the Business Bulletin for this meeting.

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			meet our collective commitment to increase the diversity of the councillor group and to ensure that CEC is a representative democratic body serving all of Edinburgh's communities.				
6	30.06.22	City of Edinburgh Council – Motion by Councillor McFarlane - Prevention of Drug Deaths	Calls on the Council to work with partners in health and criminal justice to provide a report to the Policy and Sustainability Committee in two cycles into the feasibility of supporting an official Overdose Prevention Centre trial in the City.	Chief Officer, Edinburgh Health and Social Care Partnership	1 November 2022		**Recommended for closure** On the agenda for 1 November 2022.
7	25.08.22	City of Edinburgh Council - Independent Review and Whistleblowing	To request a report from the Interim Executive Director of Corporate Services to Policy and Sustainability Committee by January 2023	Interim Executive Director of Corporate Services	January 2023		

Page 42

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
		Culture Review Update	at the latest, with an outline roadmap of the route to full implementation				
8	25.08.22	City of Edinburgh Council - Keep Safe Spaces - Motion by Councillor Nicolson	To agree to commission a report to return to Policy and Sustainability Committee in October 2022 on how best to deliver a significant expansion of Keep Safe Spaces, focusing in particular on areas that were currently underserved. The report should also recommend additional ways to promote and raise awareness of the scheme.	Executive Director of Place	January 2023		**Update – October 2022** The Interim Service Director for Housing and Homelessness has been in touch with Councillor Nicolson and agreed further follow up with other Council services. A report will follow to the next Policy and Sustainability Committee.
9	25.08.22	City of Edinburgh Council- Warm and Welcoming Public Spaces – Motion by Councillor Jenkinson	Requests the development of a deliverable plan presented to the Policy and Sustainability Committee on 1 November which will set out how the Council would	Executive Director of Place	1 November 2022		**Recommended for closure** On the agenda for 1 November 2022.

Page 43

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
		And Cost of Energy Crisis – Motion by Councillor Hyslop	work with city partners to promote access to free of charge 'Warm and Welcoming' public spaces where Edinburgh citizens can keep warm and comfortable this coming winter and where they can receive support and advice services to help alleviate food and fuel poverty."				
10	25.08.22	City of Edinburgh Council - COVID-19 and Council Services – Motion by Councillor Lang	To agree that a report should be submitted to the Policy and Sustainability Committee within one cycle which a) lists all the services which are either not being provided or only being provided on a significantly restricted basis as a result of COVID-19, b) provides the	Chief Executive	17 November 2022		

No	Date	Report Title	Action		Action Owner	Expected completion date	Actual completion date	Comments
				reasoning and rationale for continuing these restrictions, and				
			c)	gives an indicative timetable for these outstanding services returning to normal levels of delivery				
11	25.08.22	City of Edinburgh Council – Air Quality in Primary Schools – Motion by Councillor Caldwell	1)	To agree that relevant officers update the Policy and Sustainability Committee in two cycles of the Air Quality in Schools work carried out and any analysis on the impact since November 2021 including an update on how the Scottish Government funding was spent.	Executive Director of Place	17 January 2023		

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			2) To agree to a report to the Policy and Sustainability Committee in three cycles on the feasibility of rolling out suitable HEPA Air Purifiers to all primary schools managed by the City of Edinburgh Council. This might be included in the 'Air Quality in Schools update' in point 1) if it was ready by that time.	Executive Director of Place	21 March 2023		
12	25.08.22	City of Edinburgh Council – Extreme Heat, Climate Adaptation and Resilience – Motion by Councillor Parker	Requests a report to Policy & Sustainability committee within 2 cycles which: a) provides an update to the work of Edinburgh Adapts on climate resilience; and	Executive Director of Place	17 January 2023		

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			b) outlines measures to accelerate efforts to adapt the city including detail on, but not limited to: • Increasing greenspace and canopy cover to keep temperatures down • Reviewing management and maintenance of public parks, in particular the frequency of grass cutting and tree watering • Measures to restrict barbequing in parks and open spaces during				

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			periods of extreme heat				
			• Reviewing and changing the fabric of buildings in the city, including exploring the possibility of introducing restrictions around material choices for new builds				
			• Provision of water points and public toilets				
			• Provision of benches and other rest points				
			• Measures to limit private vehicle use during				

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			periods of extreme heat • Public health messaging and interventions such as sunscreen for children and other vulnerable residents • Guidance around flexibility within the work and school day, and guidance for safe working temperatures for Council employees and others.				
13	30.08.22	Rolling Actions Log	To ask for an update and expected completion date for Action 1 – Business Case for the Management	Executive Director of Education and Children's	1 November 2022		**Recommended for closure** Community access to

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			Transfer of Secondary School Sports Facilities to Edinburgh Leisure – Update Report	Services			sports facilities at Wester Hailes High School and Leith Academy was transferred to Edinburgh Leisure on 1st April 2022.
14	30.08.22	Update on Recycling and Waste Collection in Schools	To request an update to the first Committee after the Waste Compositional Analysis has been undertaken in Autumn to report on the impact of changes made, including detail about the steps taken to embed the waste hierarchy into the project, as described in the "Guidance for Schools and Facilities Teams" document, and as part of the wider support communications for the project.	Executive Director of Place	August 2022		**Recommended for closure** Report went to committee in August 2022.
15	22.09.22	City of Edinburgh Council –	1) To agree officers would engage with	Executive	1 November		**Recommended for**

Page 50

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
		Transient Visitor Levy – Motion by Councillor Day	Scottish Government officials and provide an update at the Policy and Sustainability Committee at its meeting on 1 November 2022 including a timeline of the process. 2) To further agree that this report should contain details about the potential revenue raised through using this scheme to its fullest extent, and outline what steps would be needed to ensure that the Council was in a position to initiate a scheme and collect income once legislation was in	Director of Place	2022		**closure** On the agenda for 1 November 2022.

No	Date	Report Title	Action	Action Owner	Expected completion date	Actual completion date	Comments
			place.				

Business Bulletin

Policy and Sustainability Committee

10.00am, Tuesday 1st November 2022

Dean of Guild Courtroom, City Chambers, High Street, Edinburgh

·EDINBVRGH·
THE CITY OF EDINBURGH COUNCIL

Policy and Sustainability Committee

Convener:	Members:	Contact:
Convener: Councillor Cammy Day	Councillor Cammy Day (Convener) Councillor Jule Bandel Councillor Alan Beal Councillor Marco Biagi Councillor Steve Burgess Councillor Kate Campbell Councillor Sanne Dijkstra-Downie Councillor Phil Doggart Councillor Joan Griffiths Councillor Kevin Lang Councillor Lesley Macinnes Councillor Adam McVey Councillor Jane Meagher Councillor Claire Miller Councillor Frank Ross Councillor Mandy Watt Councillor Iain Whyte	Jamie Macrae, Committee Officer Matthew Brass, Assistant Committee Officer

Recent News	Background
Digital and Smart City Strategy The progress on the key deliverables of the Digital and Smart City Strategy to date are contained within the Implementation plan. The deliverables are contained within our single programme of work and the technology roadmap as detailed in the strategy. The existing strategy will be updated and revised during 2023, taking into account the changes in technologies used since the last revision, current industry and sectoral best practice and linkages with the Scottish Government's Digital Strategy, "A changing nation: how Scotland will thrive in a digital world". We will also be undertaking a Digital Maturity Assessment in conjunction with the Local Government Digital Office prior to this revision to help identify areas requiring additional focus and transformation.	Contact: Nicola Harvey Service Director: Customer and Digital Services Corporate Services
Scottish Fire and Rescue Service Update Area Commander Matt Acton has recently taken up the Local Senior Officer (LSO) post for the Scottish Fire and Rescue Service (SFRS) in Edinburgh. Having previously worked in a variety of roles within the City of Edinburgh throughout his 29-year fire service career, most recently as the Group Commander for Service Delivery, Matt is well placed to understand the challenges and opportunities that exist for the city. With a focus on partnership working, we look forward to establishing effective working relationships with our partners as we look to build on existing, and create new, opportunities to enhance public safety, build on youth engagement and other community focussed workstreams. There have been a number of recent staff changes within the Edinburgh LSO Management Team. Matt is joined in his team by the recent appointment of Group Commander Gavin Gray, who leads the Prevention and Protection Team for the City, and also Group Commanders Andy Anderson and Kevin McCusker, who led on the Service Delivery aspects across the eight Community Fire Stations which serve the City of Edinburgh. The SFRS in Edinburgh continues to invest in its property and fleet to help meet the climate challenge. The recent refurbishment of McDonald Road Community Fire Station and the construction of a new Museum of Scottish Fire Heritage is nearing completion and the work to replace our fleet with new frontline appliances across Edinburgh is complete.	Contact: Matt Acton Area Commander Scottish Fire and Rescue Service

Policy and Sustainability Committee – Page 3 of 4

Forthcoming activities:

Page 56

Policy and Sustainability Committee

10:00am, Tuesday, 01 November 2022

Pay gap update 2022

Item Number	
Executive/routine	Executive
Wards	
Council Commitments	

1. Recommendations

1.1 The Policy and Sustainability Committee is recommended to review and note the content of the 2022 update on organisation gender, ethnicity and disability pay gaps.

Richard Carr

Interim Executive Director of Corporate Services

Contact: Katy Miller, Head of Human Resources

E-mail: katy.miller@edinburgh.gov.uk | Tel: 0131 469 5522

Policy and Sustainability Committee

Pay gap update 2022

2.   Executive Summary

2.1   The Council is currently bound by duties arising from the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to publish gender pay gap information. Our next statutory report is due in 2023.

2.2   Reporting was expanded last year to include pay gaps for ethnicity and disability (and long-term health conditions). This paper provides an update on gender, ethnicity, and disability pay gaps.

2.3   Key points to note from the 2022 update are (mean average pay gaps):

- The gender pay gap reduced to 3.2% (from 3.8%)
- The disability pay gap reduced to 5.0% (from 7.0%)
- The ethnicity pay gap increased to 15.2% (from 14.1%)

2.4   Critical to enable the analysis of this data is the improvement of the quantity and quality of employee data held for protected characteristics, which we continue to improve.

3.   Background

3.1   Closing our workforce pay gaps requires a clear understanding of the issues that drive the differences in pay and pay gap data informs steps required to improve our pay gap position. Some determining factors influencing pay gaps are driven by our internal practices, some by external dynamics and it must be recognised that whilst some can be addressed in the shorter to mid-term others are challenging in their nature.

3.2   A range of positive activities have taken place in this space since we reported last year with further actions planned to further support increased diversity, equality, and inclusion within the organisation.

4. Main report

4.1 A definition of pay gaps and how they're calculated, can be found in Appendix One and details of the scope of pay gap reporting in Appendix Two.

4.2 Understanding our workforce profile:

Gender	Ethnicity	Disability	Part-time	Age
100% disclosure rate	**81% disclosure rate**	**78% disclosure rate**	**100% disclosure rate**	**100% disclosure rate**
70% female 12.9k employees	**4% minority ethnic** 715 employees	**3% disabled** 517 employees	**42% part-time** 7.8k employees	
30% male 5.5k employees	**77% white** 14.1k employees	**76% no disability** 13.8k employees	**58% full-time** 10.8k employees	

Gender

70% female 12.9k employees	
30% male 5.5k employees	

Ethnicity

Ethnicity	Total
Other ethnic group	0.7%
Caribbean or Black	0.1%
African	0.8%
Asian	1.6%
Mixed or multiple ethnic groups	0.6%

Categories – as per Scottish census

Disability

Disability	Total
Limited a little	1.0%
Limited a lot	1.8%

Categories – as per Scottish census

Part-time

Part-time	Total
Female	52%
Male	21%

Full-time	Total
Female	48%
Male	79%

Age

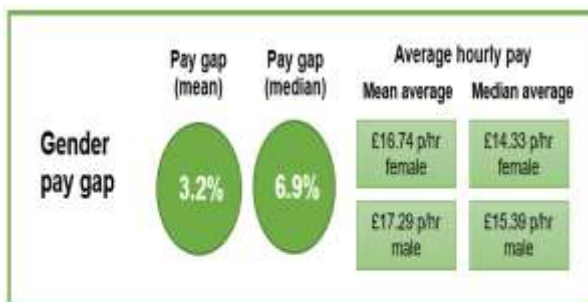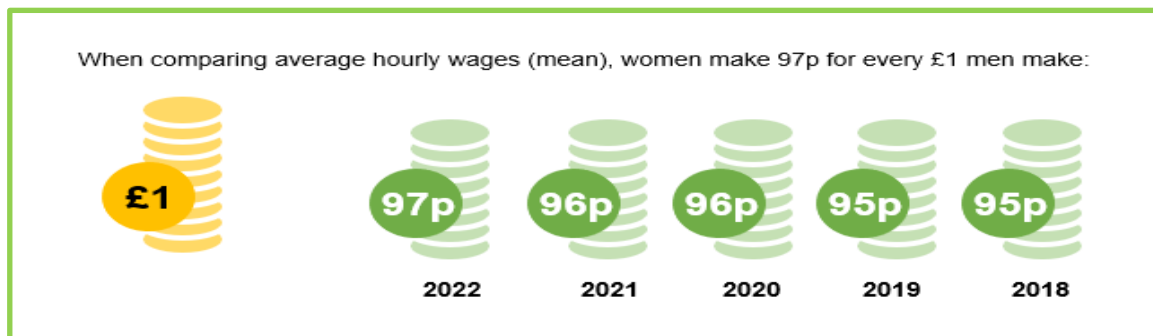| Age	Total
Under 21 years	1%
21 to 29 years	11%
30 to 39 years	23%
40 to 49 years	25%
50 to 59 years	28%
60 to 64 years	10%
Over 65 years	3%

4.3 To drive up disclosure rates we have compelled external applicants for posts to provide their equalities data which has been automatically transferred to our HR system on successful appointment. We also ran a comprehensive campaign for existing colleagues to complete their equalities data. This has resulted in disclosure rates improving by up to 20.5% since November 2020. By increasing our understanding of the workforce profile, we're better able to see the equalities profile of colleagues in relation to posts and grades.

4.4 Benchmarking our pay gaps in relation to wider national statistics shows:

- Our gender pay gap of 3.2% is lower than the UK average of 11.5%, and lower than the Scottish national average of 10.1% (Close the Gap). Our part-time gender pay gap of 16.1% is lower than the Scottish national average of 26.9% (Close the Gap)
- Our race/ethnicity pay gap (15.2% mean, 15.9% median) is higher than the Scottish national average of 10.3% (Office of National Statistics)
- Our disabled/long term health condition pay gap (5.0% mean, 5.0% median) is lower than the Scottish national average of 18.5% (Trades Union Congress).
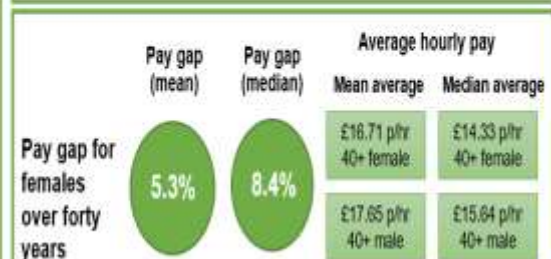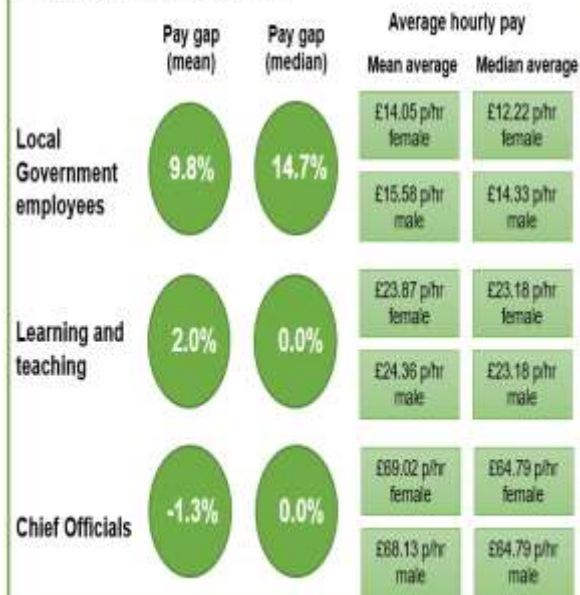
Gender pay gap 2022 – Further analysis

4.5 Gender pay gap analysis compares the pay of females to that of males. (Current requirements for gender pay gap reporting mean that gender must be reported in a binary way, recognising only men and women, and we are therefore unable to report non-binary or other identities in this report.)

4.6 The mean gender pay gap reduced to 3.2% (from 3.8% in 2021). This means for every £1 earned by a male colleague, a female colleague earns 97p (up from 96p last year). The median gender pay gap increased marginally to 6.9% (from 6.7% in 2021).

When comparing average hourly wages (mean), women make 97p for every £1 men make:

	£1	97p	96p	96p	95p	95p
		2022	2021	2020	2019	2018

Gender pay gap

	Pay gap (mean)	Pay gap (median)	Average hourly pay	
			Mean average	Median average
Gender pay gap	3.2%	6.9%	£16.74 p/hr female / £17.29 p/hr male	£14.33 p/hr female / £15.39 p/hr male

Quartile analysis

Workforce profile
70% female 12.9k employees
30% male 5.5k employees

Quartile	Female	Male	Total contracts	Min £	Max £
Lower quartile	78%	22%	4,648	£9.91	£11.55
Lower middle quartile	68%	32%	4,522	£11.56	£14.41
Upper middle quartile	62%	38%	4,698	£14.47	£21.96
Upper quartile	73%	27%	4,472	£21.97	£95.91

Pay gap by workforce group

	Pay gap (mean)	Pay gap (median)	Average hourly pay	
			Mean average	Median average
Local Government employees	9.8%	14.7%	£14.05 p/hr female / £15.58 p/hr male	£12.22 p/hr female / £14.33 p/hr male
Learning and teaching	2.0%	0.0%	£23.87 p/hr female / £24.36 p/hr male	£23.18 p/hr female / £23.18 p/hr male
Chief Officials	-1.3%	0.0%	£69.02 p/hr female / £68.13 p/hr male	£64.79 p/hr female / £64.79 p/hr male

	Pay gap (mean)	Pay gap (median)	Average hourly pay	
			Mean average	Median average
Pay gap for part-time females	16.1%	29.6%	£15.11 p/hr PT female / £18.02 p/hr FT male	£11.70 p/hr PT female / £16.61 p/hr FT male

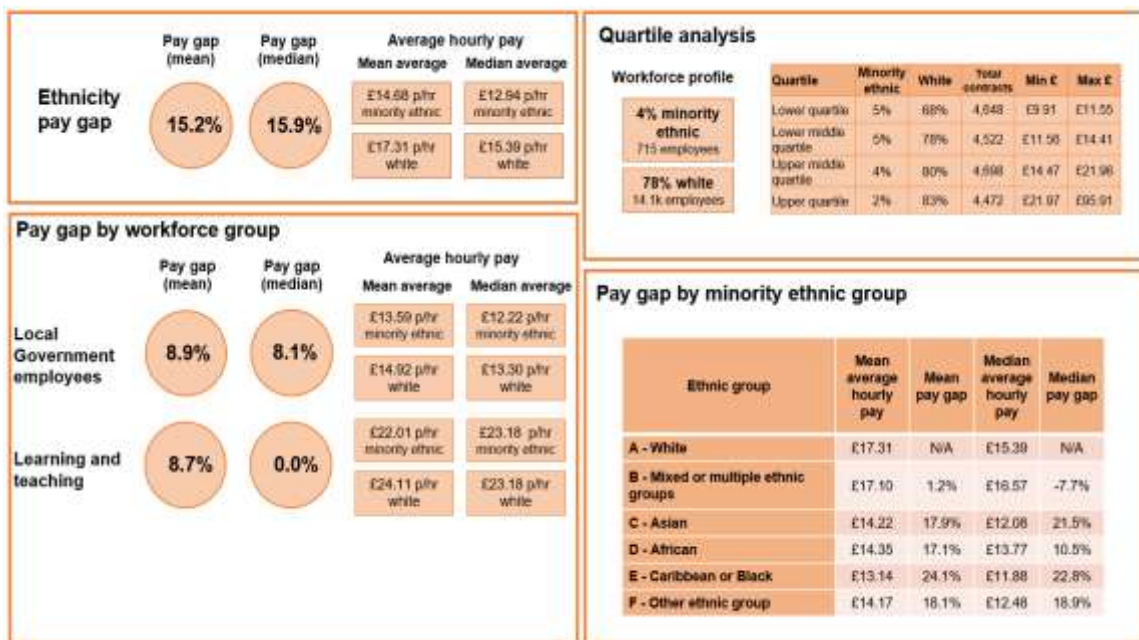|	Pay gap (mean)	Pay gap (median)	Average hourly pay	
			Mean average	Median average
Pay gap for females over forty years	5.3%	8.4%	£16.71 p/hr 40+ female / £17.65 p/hr 40+ male	£14.33 p/hr 40+ female / £15.64 p/hr 40+ male

4.7 The mean gender pay gap for part-time females and full-time males reduced to 16.1% (from 20.5% in 2021).

4.8 The mean gender pay gap for females over forty years of age continued to narrow to 5.3% (from 6.7% in 2021).

4.9 There's a positive mean average pay gap for females under forty years of age. The pay gap for this group is -1.6% (-2.6% in 2021).

4.10 The mean gender pay gap for Local Government Employees (LGEs) continued to narrow to 9.8% (from 10.6% in 2021). This is partly attributable to consolidation of the Scottish Local Government Living Wage in April 2021 and is also linked to the 2021/22 national pay agreement.

4.11 The gap for LGE grade one reduced to 1.7% (from 3.8% in 2021). Gaps in LGE grades ten to twelve increased marginally, which is linked to recent female recruitment senior roles; we expect to see the gaps further close through annual pay progression.

4.12 Gaps continue to persist in LGE grades three and five, driven by working time payments (WTP), where part time (female) working patterns tend to attract lower WTP earnings compared with full time (male) working patterns. Overall, we have a significantly higher part-time female workforce than part-time male workforce. The density of part-time (female) employees is higher at the lower end of the pay structure.

4.13 The mean gender pay gap for the Teaching workforce continued to reduce this year to 2.0% (from 2.3% in 2021).

4.14 The mean gender pay gap for Chief Officials improved this year and there's now a pay gap bias in favour of females at -1.3% (from 4.0% in 2021). This means for every £1 earned by a *female* colleague, a *male* colleague earns 99p. This change reflects a greater female density in this group following recruitment to the new structure, which was reviewed in 2021. It should be noted there was one vacancy at the Executive Director level at the time of pay gap analysis.

4.15 The proportion of men and women across the pay quartiles is less consistent across the lower and upper middle quartiles. In this year's data we see no change in the proportion of females in the lowest quartile. The higher concentration of female workforce in the lowest paid quartile and a low male representation in this quartile is a contributor to the organisation gender pay gap.

4.16 Analysis of horizontal segregation shows higher concentrations of females in the care, school support and business support occupational groups which tend to be lower paid and part-time roles. (See appendix Three).

4.17 Analysis of vertical segregation shows higher concentrations of females in the less than £20K and £40K to £49,999 salary brackets, with fewer females in the upper salary brackets. (See appendix Four).

Ethnicity pay gap 2022

4.18 Ethnicity pay gap analysis compares the pay of white colleagues and that of colleagues from other ethnic backgrounds.

When comparing average hourly wages (mean), minority ethnic employees make 85p for every £1 white employees make:

£1

85p — 2022

86p — 2021

Ethnicity pay gap

	Pay gap (mean)	Pay gap (median)	Average hourly pay — Mean average	Average hourly pay — Median average
Ethnicity pay gap	15.2%	15.9%	£14.68 p/hr minority ethnic / £17.31 p/hr white	£12.94 p/hr minority ethnic / £15.39 p/hr white

Quartile analysis

Workforce profile: 4% minority ethnic (715 employees), 78% white (14.1k employees)

Quartile	Minority ethnic	White	Total contracts	Min £	Max £
Lower quartile	5%	68%	4,648	£9.91	£11.55
Lower middle quartile	5%	78%	4,522	£11.56	£14.41
Upper middle quartile	4%	80%	4,698	£14.47	£21.96
Upper quartile	2%	83%	4,472	£21.97	£95.91

Pay gap by workforce group

	Pay gap (mean)	Pay gap (median)	Average hourly pay — Mean average	Average hourly pay — Median average
Local Government employees	8.9%	8.1%	£13.59 p/hr minority ethnic / £14.92 p/hr white	£12.22 p/hr minority ethnic / £13.30 p/hr white
Learning and teaching	8.7%	0.0%	£22.01 p/hr minority ethnic / £24.11 p/hr white	£23.18 p/hr minority ethnic / £23.18 p/hr white

Pay gap by minority ethnic group

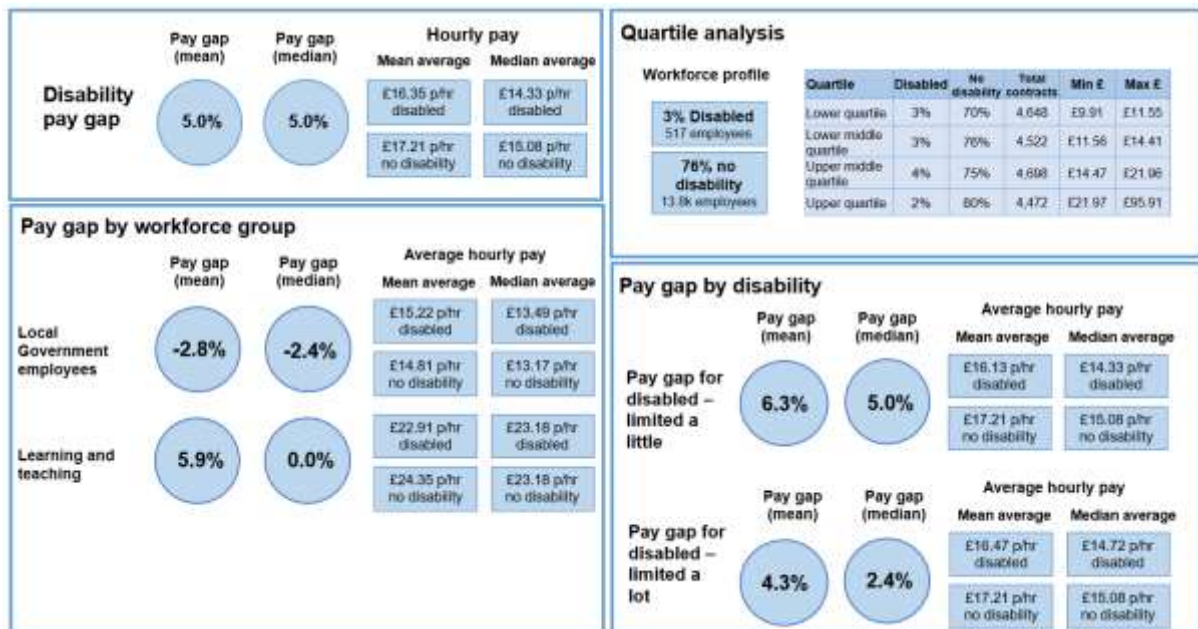| Ethnic group	Mean average hourly pay	Mean pay gap	Median average hourly pay	Median pay gap
A - White	£17.31	N/A	£15.39	N/A
B - Mixed or multiple ethnic groups	£17.10	1.2%	£16.57	-7.7%
C - Asian	£14.22	17.9%	£12.08	21.5%
D - African	£14.35	17.1%	£13.77	10.5%
E - Caribbean or Black	£13.14	24.1%	£11.88	22.8%
F - Other ethnic group	£14.17	18.1%	£12.48	18.9%

4.19 Ethnicity pay gap analysis should be considered in the context that we hold data for 81% of our total workforce population for this protected characteristic. Whilst this level of data capture gives confidence that the observed pay gap outputs are meaningful, we'll achieve greater validity of our outputs as our level of data capture increases.

4.20 Positively we saw an increase in the number of colleagues who identify as minority ethnic across our workforce since our last pay gap report. Observed changes should be considered in the context that the percentage of colleagues identifying as minority ethnic increased from 3% in 2021 to 4% in 2022.

4.21 A deeper dive of new start data shows the majority of new Local Government Employee appointments were at the grade one to four level, and there was limited recruitment of minority ethnic colleagues into more senior grades. Over the previous 12 months we've taken a number of steps to attract applications from a broader and more diverse population and have worked with local organisations including AMINA (Muslim Women's Resource Centre), CRER (Coalition for Racial Equality and Rights), and ELREC (Edinburgh & Lothians Regional Equality Council) in order to reach a more diverse population, particularly in respect of the minority ethnic population.

4.22 The mean ethnicity pay gap increased to 15.2% (from 14.1% in 2021). This means that for every £1 a white colleague earns, a minority ethnic colleague earns 85p. The median average pay gap for this group increased to 15.9% (from 14.6% in 2021).

4.23 The mean ethnicity pay gap sits at 8.9% for LGEs and 2.0% for learning and teaching. Pay gap analysis for the Chief Official population is not possible due to limited numbers.

4.24 A breakdown of pay gap by minority ethnic group shows that this varies between groups, with the widest gap observed for those identifying as Caribbean or Black (mean gap of 24.1%) and a much smaller gap existing for mixed or multiple ethnic groups (mean gap of 1.2%).

4.25 Analysis of vertical segregation shows higher concentrations of minority ethnic colleagues in the less than £20K and £20K to £29,999 salary brackets, with less colleagues in the upper salary brackets, and no colleagues in the greater than £80K bracket.

4.26 Analysis of horizontal segregation shows higher concentrations of minority ethnic colleagues in the care, school support, business support, and catering, cleaning, and facilities management occupational groups, which tend to be lower paid and part-time roles.

4.27 The proportion of minority ethnic colleagues across the pay quartiles is less consistent across the lower and upper quartiles. The higher proportion of minority ethnic workforce in the lowest paid quartile, and a low representation in the upper quartile, contribute to the ethnicity pay gap.

4.28 There's clearly more to be done in this area and in response to the change observed in our ethnicity pay gap in 2022, we'll continue to closely monitor and analyse recruitment trends with a particular focus on increasing the diversity at the more senior levels of our organisation.

Disability Pay Gap

4.29 The disability pay gap compares the pay gap between employees who identify as having a disability or long-term health condition, and those employees who do not.

When comparing average hourly wages (mean), disabled employees make 95p for every £1 employees with no disability make:

£1   95p   93p
      2022   2021

Disability pay gap

	Pay gap (mean)	Pay gap (median)	Hourly pay Mean average	Median average
Disability pay gap	5.0%	5.0%	£16.35 p/hr disabled / £17.21 p/hr no disability	£14.33 p/hr disabled / £16.08 p/hr no disability

Pay gap by workforce group

	Pay gap (mean)	Pay gap (median)	Average hourly pay Mean average	Median average
Local Government employees	-2.8%	-2.4%	£15.22 p/hr disabled / £14.81 p/hr no disability	£13.49 p/hr disabled / £13.17 p/hr no disability
Learning and teaching	5.9%	0.0%	£22.91 p/hr disabled / £24.35 p/hr no disability	£23.18 p/hr disabled / £23.18 p/hr no disability

Quartile analysis

Workforce profile
3% Disabled 517 employees
78% no disability 13.8k employees

Quartile	Disabled	No disability	Total contracts	Min £	Max £
Lower quartile	3%	70%	4,648	£9.91	£11.55
Lower middle quartile	3%	78%	4,522	£11.56	£14.41
Upper middle quartile	4%	75%	4,698	£14.47	£21.96
Upper quartile	2%	80%	4,472	£21.97	£95.91

Pay gap by disability

	Pay gap (mean)	Pay gap (median)	Average hourly pay Mean average	Median average
Pay gap for disabled – limited a little	6.3%	5.0%	£16.13 p/hr disabled / £17.21 p/hr no disability	£14.33 p/hr disabled / £16.08 p/hr no disability
Pay gap for disabled – limited a lot	4.3%	2.4%	£16.47 p/hr disabled / £17.21 p/hr no disability	£14.72 p/hr disabled / £16.08 p/hr no disability

4.30 The disability pay gap analysis should be considered in the context that we hold data for 78% of our total workforce population for this protected characteristic. Whilst this level of data capture gives some level of confidence that the observed pay gap outputs are meaningful, we'll achieve greater validity of our outputs as our level of data capture increases.

4.31 Using the Government Statistical Service (GSS) harmonised definition of disability, 19% of people of working age were disabled in 2020. Women were more likely to be disabled than men, at 24% and 19%, respectively (Family Resources Survey). Three percent of our workforce identify as having a disability or long-term health condition. It should be recognised that some colleagues may not identify as being disabled, even if they fall within the legal definition of this.

4.32 The mean average pay gap for employees with a disability or long-term health condition reduced to 5.0% (from 7.0% in 2021). This means that for every £1 earned by a non-disabled employee, a disabled employee earns 95p. The median average pay gap for this group is the same as the mean average, at 5.0%.

4.33 The mean disability pay gap sits at -2.8% for LGEs and 5.9% for learning and teaching. This means there's a positive pay gap bias in favour of disabled colleagues for the LGE workforce. Pay gap analysis for the Chief Official population is not possible due to limited numbers.

4.34 A breakdown of pay gap by nature of disability shows that this varies between groups, with the widest gap observed for those identifying as disabled and limited a little (mean gap of 6.2%) and a smaller gap existing for disabled and limited a lot (mean gap of 4.3%).

4.35 Analysis of vertical segregation shows higher concentrations of disabled colleagues in the £30K to £39,999 and £20K to £29,999 salary brackets, with less colleagues in the upper salary brackets, and no colleagues in the greater than £70K bracket.

4.36 Analysis of horizontal segregation shows higher concentrations of disabled colleagues in the business support and professional/technical occupational groups.

4.37 The proportion of disabled colleagues across the pay quartiles is less consistent across the upper middle and upper quartiles. Low representation of the disabled workforce in the upper paid quartile contributes to the disability pay gap.

What are we doing to close the pay gaps?

4.38 A range of positive activities have continued to happen in support of increased diversity, equality, and inclusion, a flavour of which is provided below.

✓ We've compelled external applicants for posts to provide their equalities data which has been automatically transferred to our HR system on successful appointment and we ran a comprehensive campaign for existing colleagues to complete their equalities data. This has resulted in disclosure rates improving by up to 20.5% since November 2020. By increasing our understanding of the workforce profile, we're better able to see the equalities profile of colleagues in relation to posts and grades.

✓ We've completed a third round of external benchmarking using the Employers Network for Equalities and Inclusion TIDE benchmarking tool and evidenced steady progress. This provides focused prioritisation of actions in the short, medium and longer term.

- ✓ We consolidated the Scottish Local Government Living Wage into our pay structure in April 2021. At this time, grades one to four of the pay structure were redesigned to improve base pay for 4.5K of our lowest paid colleagues (predominantly female and part-time), which also improved pay differentials to encourage attraction, retention, and career progression. Further work needs to be undertaken to address aspects of our pay structure which continue to create pay gaps.
- ✓ There's regular engagement with colleague networks and external partners and specialist organisations to help us identify and address potential barriers to attraction, recruitment, and retention with a view to ultimately reducing occupational segregation, both vertical and horizontal.
- ✓ We've focused strongly on learning and development as a means of raising awareness about equalities issues for all colleagues, including recruiting managers, to increase understanding of issues such as unconscious bias in the workplace. We'll continue to look at completion and evaluation and will ensure we continue to develop the content on our learning platform.
- ✓ We've launched an 18-month reverse mentoring programme for our Corporate Leadership Team (CLT) to help raise their awareness of issues experienced in the workplace by ethnic minority colleagues and colleagues with a disability or long-term health condition. We'll evaluate this programme and consider extension beyond the current participants.
- ✓ We've collaborated with other local authorities via SPDS in pursuit of a more consistent approach to gender, ethnicity and disability pay gap reporting.
- ✓ Specifically we look as to how we can further extend our recruitment approach and process, ensuring we are maximising our reach to diverse candidates and are drilling down on best practices in recruitment; particular in relation to ethnicity.
- ✓ A review of the organisation's structure and roles at the Chief Official level took place in the summer of 2021. Recruitment to vacancies in the structure resulted in further female appointments at this level, supporting a reduction in the gender pay gap for this group.

5. Next Steps

5.1 Continue to progress the identified activities and provide the next statutory report to Committee in October 2023.

5.2 Continue to focus on delivering the commitments and outcomes in the Council's Diversity & Inclusion Strategy and Plan.

6. Financial impact

6.1 None

7.   Stakeholder/Community Impact

7.1   In developing the Diversity and Inclusion strategy and plan we have engaged with a number of stakeholders including elected members, Trade Unions and external organisations.

8.   Background reading/external references

8.1   Diversity and Inclusion Strategy Update to Policy and Sustainability Committee, November 2022

8.2   Close the Gap | Statistics

8.3   https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours

8.4   https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019

8.5   Disability pay gaps in the UK - Office for National Statistics (ons.gov.uk)

8.6   https://democracy.edinburgh.gov.uk/documents/s8995/Item%207.13%20-%20Diversity%20and%20Inclusion%20Strategy.pdf

8.7   Family Resources Survey: financial year 2019 to 2020 - GOV.UK (www.gov.uk)

9.   Appendices

Appendix 1: What are pay gaps and how are they calculated?

Appendix 2: Groups in scope for pay gap reporting

Appendix 3: Workforce profile – horizontal segregation

Appendix 4: Workforce profile – vertical segregation

Appendix One: What are pay gaps and how are they calculated?

A "pay gap" is not the same as "equal pay". Equal pay is the equal payment of men and women for undertaking the same work. Men and women are paid equally for doing equivalent jobs across the organisation.

Pay gap analysis shows the difference in average hourly rate between one group and another, e.g. women and men (the gender pay gap).

Pay gap analysis is expressed as a percentage. A pay gap is calculated by working out the difference between the average hourly rate between one group and another. Pay gap analysis captures the mean average and median average hourly rates and resulting pay gaps:

Terminology	Description
Mean average	The mean of a group of values is the sum of all values added together and divided by the number of values in the set.
Mean pay gap	The mean pay gap is a measure of the difference between one group's mean hourly wage and another group's mean hourly wage.
Median average	The median of a group of values is calculated by ranking all values in order, from the highest to the lowest, and taking the value in the middle.
Median pay gap	The median pay gap is the difference between one group's median hourly wage and another group's median hourly wage.

Quartile analysis

A pay quartile represents a quarter, or 25%, of the workforce, ranked by pay. The pay quartiles are then broken down by gender. This is then compared in relation to the organisational gender profile which is 70% female and 30% male.

Vertical segregation
Vertical segregation denotes the situation whereby opportunities for career progression for a particular protected characteristic are limited. Our data for vertical segregation looks at populations in the salary bandings of:

Less than £20K, £20K to £29,999, 30K to £39,999, £40K to £49,999, £50K to £59,999, £60K to £69,999, £70K to £79,999, more than £80K.

Horizontal segregation

Horizontal (occupational) segregation occurs when one demographic group is over-represented or under-represented among different kinds of work or different types of jobs. Our data for horizontal segregation looks at populations in the following way:

Group	Example roles in group
Business Support	Business Support Administrator; Transactions Administrator
Care	Social Care Worker; Social Care Assistant; Residential Care Officer
Catering, cleaning, and (FM)	Cleaning Operative; Cook; Facilities Technician
Frontline Public Services	Waste and Cleansing Operative
Leadership	Service Director, Head of Service; Service Manager Head Teacher
Manager	Business Manager; Team Leader
Professional/ Technical	Engineer; Housing Officer; Policy Adviser
School Support	Pupil Support Assistant; Early Years Practitioner; Early Years Officer
Teacher	School Teachers

Appendix Two : Groups in scope for pay gap reporting

The Council has three separate pay and grading structures:

Group	Pay and grading structure
Local Government Employees	Grades one to twelve, using national SJC pay structure, underpinned by Capital job evaluation scheme.
Teachers	Scottish Negotiating Committee for Teachers (SNCT) national grades/salaries, jobs sized in accordance with SNCT approach.
Chief Officials	Nationally agreed grading structure underpinned by Korn Ferry job evaluation scheme.

The scope of the organisation's pay gap analysis is:

Data Scope	Groups and payments
Employees Groups in Scope	LGE, Chief Official, Teaching
Employee Groups Excluded	Agency
Contracts in Scope	Permanent, Fixed Term, temporary, apprentice, trainee
Contracts Excluded	Casual, supply
Payments in Scope	Basic Pay, Working Time Payments, Contractual Overtime
Payments Excluded	Allowances, Salary Sacrifice, Overtime (claims)

This year's reporting reflects a total of 18,340 contracts in place at 31 March 2022, with a headcount of 17,628.

Appendix 3: Workforce profile – Horizontal segregation

Horizontal (occupational) segregation occurs when one demographic group is over-represented or under-represented among different kinds of work or different types of jobs. The below tables show occupational segregation for the protected charactersitics of gender, ethnicity and disability.

Occupation	Gender				Ethnicity				Disability			
	% female	% male	Total female	Total male	% minority ethnic	% white	Total minority ethnic	Total white	% disabled	% no disability	Total disabled	Total no disability
Business Support	77.3%	22.7%	942	276	5.2%	78.7%	63	958	5.8%	74.1%	71	903
Care	77.9%	22.1%	1,259	357	6.9%	73.3%	111	1,185	2.5%	75.1%	41	1,214
Catering, cleaning & FM	69.8%	30.2%	1,203	521	5.0%	72.2%	87	1,245	2.0%	74.2%	34	1,279
Frontline Public Services	22.9%	77.1%	408	1,370	2.0%	73.9%	36	1,314	2.8%	71.0%	49	1,263
Leadership	66.3%	33.7%	379	193	1.0%	87.9%	6	503	1.6%	83.4%	9	477
Manager	63.1%	36.9%	1,130	660	2.9%	86.7%	52	1,552	3.3%	83.5%	59	1,495
Professional /Technical	58.2%	41.8%	1,361	976	3.9%	78.7%	91	1,839	4.7%	76.6%	110	1,790
School Support	91.9%	8.1%	3,134	275	5.4%	70.6%	185	2,408	2.2%	72.7%	74	2,479
Teacher	78.0%	22.0%	3,040	855	2.2%	79.9%	84	3,113	1.8%	75.6%	70	2,946

Appendix 4: Workforce profile – Vertical segregation

Vertical segregation denotes the situation wherby opportunites for career progression for a particular protected characteristic are limited. The below teables show vertical segregation for the protected charateristics of gender, ethnicity and disability.

Salary	Gender				Ethnicity				Disability			
	% female	% malek	Total female	Total male	% minority ethnic	% white	Total minority ethnic	Total white	% disabled	% no disability	Total disabled	Total no disability
Less than £20k	78.6%	21.4%	3,644	992	5.1%	69.3%	237	3,215	2.3%	70.6%	107	3,275
£20K - £29,999	64.7%	35.3%	3,681	2,008	5.0%	75.6%	284	4,300	3.1%	73.3%	176	4,170
£30k - £39,999	63.0%	37.0%	2,031	1,191	3.2%	81.5%	104	2,627	4.2%	78.9%	134	2,543
£40k - £49,999	75.4%	24.6%	2,701	880	2.1%	81.8%	74	2,928	2.1%	79.8%	75	2,857
£50k - £59,999	68.1%	31.9%	547	256	1.2%	87.5%	10	703	2.5%	82.4%	20	662
£60k - £69,999	68.5%	31.5%	189	87	1.8%	83.7%	5	231	1.8%	83.0%	5	229
£70k - £79,999	56.5%	43.5%	39	30	1.4%	88.4%	1	61	0.0%	85.5%	0	59
More than £80k	38.1%	61.9%	24	39	0.0%	82.5%	0	52	0.0%	81.0%	0	51

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Policy and Sustainability Committee

10.00am, Tuesday, 1 November 2022

In-house Service Provision (Hard Facilities Management) - Response to motion by Councillor Day

Executive/routine	Routine
Wards	All
Council Commitments	

1. Recommendations

1.1 It is recommended that Committee notes the contents of the report and discharges the motion by Councillor Day in respect of in-house service provision for Hard Facilities Management (FM) services.

Paul Lawrence

Executive Director of Place

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Report

In-house Service Provision (Hard Facilities Management) - Response to motion by Councillor Day

2.   Executive Summary

2.1   This report presents a response to the motion from Councillor Day, which was approved by Policy and Sustainability Committee on 5 October 2021.

3.   Background

3.1   On 5 October 2021, the Policy and Sustainability Committee approved the following motion from Councillor Day: *To note the work being undertaken by officers and request a further update in 3 cycles to look at opportunities to bring services in house from the hard FM contract during 2021/22 financial year.*

3.2   On 29 March 2022, an update on progress was included in the business bulletin to Policy and Sustainability Committee.

4.   Main report

4.1   Hard FM services is the collective term for repairs and maintenance which consists of:

- Statutory inspections and certifications;

- Reactive Repairs;

- Planned Preventative Maintenance (PPM); and

- Minor works.

4.2   The Council has over 660 operational buildings and other non-operational assets such as statues and monuments across an estate covering approximately 670,000m2. Each building and site has an ongoing requirement for Hard FM services.

Hard Facilities Management (FM) Services Contract

4.3   The contracts for the delivery of Hard Facilities Management (FM) Services, awarded to MITIE Technical Facilities Management Ltd and Skanska Construction UK Ltd, went live on 1 October 2021. The total aggregate value of these contracts

is up to £18m per annum, subject to the annual Council revenue budget setting process. The contracts were awarded for a period of seven years, with the option to extend for a further three years subject to satisfactory performance reviews.

4.4   The key overall requirement is to deliver services to maintain a safe and usable estate, within the annual budget.

4.5   The mobilisation remained on programme throughout the pandemic. This contract, commenced on 1 October 2021, and represents a significant step change in driving the Council towards best-in-class delivery of Hard Services within the available financial resources. With such a change, there is a need for a different approach and culture within the Hard Services team.

4.6   With a service of such scale and complexity, some mobilisation elements are still ongoing. For example, work is ongoing on the full technology integration of the Council's AMIS (Asset Management Information System) to the equivalent systems of the two service partners which will bring a significant increase in building and asset information, along with real time visibility on the progress of reactive repairs and cost transparency.

Current in-sourcing activities

4.7   To address the above, an organisational review of the current service is ongoing to create a new model for service delivery. This review is focused on formally incorporating both reactive and planned maintenance, and addressing life safety audit outputs, and the need for extensive contract management. The proposed structure, subject to the formal review process, will increase in the in-house team from 29 to circa 55 employees by ceasing the use of external support and using the funding to pay for this to create more internal jobs. An interim structure is in place, pending the final review, which includes acting up and secondment arrangements, agency staff and use of framework contracts.

4.8   The service has faced significant recruitment challenges, and this continues to be the biggest risk identified in preparing for the organisational review. An overview of the proposed changes are as follows:

4.8.1   Contract Management – nine new roles covering governance, financial control, planning and performance to ensure delivery of contract deliverables with transparency and control. It also includes a planning team, which not only considers hard services works access across the estate buildings, but also access needs within the wider Place directorate, including asset surveying and asset management works, ensuring a co-ordinated and aligned approach with stakeholders;

4.8.2   Life Safety – five new roles (plus four new roles in 2021 for delivery of a water quality service to Housing Services). The Council's fire, asbestos and water teams will all see increased resource levels as per previous internal audit recommendations; and

3

4.8.3 Operational – 12 new roles across fabric, engineering and controls services. This will meet the demands of an expanding and complex estate and represents clear alignment to the contract structure in relation to statutory/planned activities, repair works and minor works projects.

4.9 The procurement of the current contract delivery model was undertaken to ensure best value. However, there are further opportunities for change which officers are exploring which could further increase the potential use of in-house resources. These include:

4.9.1 Janitorial Service – (Facilities Technicians): As part of the Hard Services operating model, technicians will continue to be upskilled to provide front line health and safety checks and minor repairs thus reducing the need for contractor support. Critical spares such as light bulbs, filters etc are being purchased and stored locally in support, to minimise disruption and Health and Safety (H&S) risks; and

4.9.2 Building Energy Management Systems (BEMS): The Council's heating, ventilation and air conditioning is managed in most instances via a BEMS. This consists of sensors and local controls connected to a central front-end management system. For many years the management of the data within these systems and the upkeep of them has been fully outsourced. The repair and maintenance of these systems is highly specialist and is included within the current contractor role, particularly as the requirements are seasonal and are critical in times of defects in cold weather etc. However, it is proposed that the current BEMS monitoring and Helpdesk including data management is brought in house (in 2023 once internal resources in place) to allow a holistic energy management service supplemented by information from the 3,000+ CO_2/Heating/Humidity sensors installed in teaching spaces over 2022. This will also support the Council in managing energy demand reduction to achieve its zero carbon targets.

Implications of further in-sourcing

4.10 There are a number of principal reasons why the service is unable to consider further in-house transfer of scope at this time.

4.11 Following the award of additional budget for planned maintenance in 2018, a review was undertaken on the best way to deliver future services for the Council.

4.12 The service requires variable capacity and flexibility to meet continually changing demands and therefore resources need to have the ability to meet this with 24/7/365 capacity.

4.13 To ensure best value, the workforce need to deliver on a 'peak and trough' basis whereby peak demand and crisis management is met (this is particularly the case for planned works in our school estate where large amounts of resource are required for defined period of time), but not carry the cost burden during annual trough phases. In addition, the annual budget setting requires changes to the overall maintenance strategy with re-prioritisation of key requirements within

4

available budget, with flexibility at pace essential. Having fixed labour costs for certain activities, as would be in the case of in-house provision of those tasks, would mean that this could reduce the flexibility available to the Council.

4.14 The resource and infrastructure required for any expansion of an in-house delivery model of Hard Services also needs to be considered in context. It is currently extremely challenging to recruit to many of the technical roles that exist within our current in-house organisational structure.

4.15 Historically, there have been many challenges recruiting into vacancies within the service and with the ongoing organisational review, current vacancies are, by necessity, mainly being covered though agency and procurement framework resources due to a lack of candidate interest.

4.16 Recent benchmarking (Appendix 1), completed in conjunction with the Council's Human Resource consultancy team confirms that, for current roles and potential future traditional trades roles (for in-house scope transfer), general base pay is below the external market in seven of the 10 roles benchmarked and this does not include other financial benefits offered by private organisations. In comparison with similar scale local authorities, average pay in six of the eight roles showed a lower average salary.

4.17 The key requirement for our Hard FM services resourcing model is that it would have to significantly scale up to cover for peaks, holiday cover, sickness absence, training, etc. Further, any vacancies would directly impact deliverables of the service and, most likely, lead to a model reliant on agency staff, overtime and contractor support to fill operational gaps. Any sizeable increase in in-house scope would also impact on key Council services such as Human Resources, Finance, Procurement and Business Support, where this support is currently provided through Skanska and Mitie's organisations as part of their contract scope and the associated cost.

4.18 In terms of infrastructure, an in-house model would also require a significant increase in fleet vehicles, which would require a review of Fleet Services' support capacity. This would also have a knock on impact in terms of depot capacity requirements, stores operations and the provision of tools and equipment.

5. Next Steps

5.1 Continue the skills review for the Janitorial technician staff, maximising the available potential to upskill staff and use in-house resource to perform specified repairs consistently across the estate, ensuring these repairs are managed within AMIS to enable objectives and value to be measured.

5.2 Progress the BEMS monitoring and Helpdesk in-house transfer, including the 3,000+ CO_2/Heating/Humidity sensors installed in teaching spaces over 2022.

5.3   Progress the organisational review for Hard FM services that will create circa 26 new in-house roles pending the formal review outcome.

6.   Financial impact

6.1   Upskilling and training of Janitorial staff will be contained within the FM annual budget.

6.2   A Service review will be required to address future ongoing costs of monitoring the 3000+ new sensors against the Scottish Government funding provided.

6.3   The Hard FM services organisational review business case has been approved, and the staffing costs are contained within the overall service budget.

7.   Stakeholder/Community Impact

7.1   The service will need to ensure the effective engagement of employees, recognised trade unions, service users and suppliers as part of the next steps.

8.   Background reading/external references

8.1   Hard Facilities Management Services Delivery Partners – award of contract. Report to Finance and Resources Committee, 20 May 2021.

9.   Appendices

9.1   Appendix 1 - External Salary and Local Authority Benchmarking comparison.

6

External Salary Benchmarking:

Job Title	City of Edinburgh Grade	City of Edinburgh Average Salary	Benchmark Average Salary	Variance	Summary – City of Edinburgh versus Exernal Market
Plumber	6	£29,521	£28,807	£714	Slightly higher than market
Advanced Plumber	6	£29,521	£32,765	-£3,244	Lower than market
Electrician	6	£29,521	£32,109	-£2,588	Lower than market
Approved Electrician	6	£29,521	£33,426	-£3,905	Lower than market
Joiner	6	£29,521	£30,430	-£909	Slightly lower than market
Technical Support Officer (M&E)	7	£35,231	£31,730	£3,501	Higher than market
Fabric Surveyor	8	£41,862	£40,113	£1,749	Higher than market
Mechanical & Electrical Engineer	8	£41,862	£45,147	-£3,285	Lower than market
Fabric Manager	9	£49,855	£50,245	-£390	Slightly lower than market
Engineering Manager	9	£49,855	£54,861	-£5,006	Lower than market

Local Authority Benchmarking:

Job Title	City of Edinburgh Grade	City of Edinburgh Average Salary	Council 'A'	Council 'B'	Council 'C'	Council 'D'	Summary – City of Edinburgh versus Comparable Councils
Plumber	6	£29,521	£25,957	£29,317	£32,015	£30,029	Below for a major city
Advanced Plumber	6	£29,521	£28,301	£29,317	£32,015	£31,533	Below for a major city
Electrician	6	£29,521	£25,957	£29,317	£32,015	£30,029	Below for a major city
Approved Electrician	6	£29,521	£28,301	£29,317	£32,015	£31,553	Below for a major city
Joiner	6	£29,521	£25,788	£29,317	£32,015	£29,483	Below for a major city
Technical Support Officer (M&E)	7	£35,231		£34,201		£34,201	In line with benchmark
Fabric Surveyor	8	£41,862					
Mechanical & Electrical Engineer	8	£41,862		£41,627	£38,760	£41,627	In line with benchmark
Fabric Manager	9	£49,855					
Engineering Manager	9	£49,855	£62,264	£52,023		£52,023	Below the benchmark

7

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Policy and Sustainability Committee

10.00am, Tuesday, 1 November 2022

Response to Motion by Councillor Cameron - Improving Accessibility and Inclusion for Edinburgh Citizens

Executive/routine	Executive
Wards	All
Council Commitments	

1. Recommendations

1.1   It is recommended that Policy and Sustainability Committee:

1.1.1   Note the actions being taken by the Council and its agencies to improve accessibility and inclusion in Edinburgh for citizens and visitors;

1.1.2   Note that the Consultation Advisory Panel (CAP) has been strengthened, as set out in paragraph 4.21; and

1.1.3   Discharge the motion from the Council on 16 December 2021 titled Improving Accessibility and Inclusion for Edinburgh Citizens.

Paul Lawrence

Executive Director of Place

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Report

Response to Motion by Councillor Cameron - Improving Accessibility and Inclusion for Edinburgh Citizens

2. Executive Summary

2.1 This report responds to a motion approved by the Council on 16 December 2021 on Improving Accessibility and Inclusion for Edinburgh Citizens.

3. Background

3.1 On 16 December 2021 the Council approved the following adjusted motion titled Improving Accessibility and Inclusion for Edinburgh Citizens and Visitors.

- The City of Edinburgh Council was committed to Edinburgh becoming a safer, more accessible, and inclusive city for Edinburgh residents and visitors.

- To note recent policy and project development and implementation which had been designed to improve accessibility and inclusivity, including, the citywide A Board ban which was designed to significantly reduce trip hazards and the enhancement of the dropped kerb programme, as well as the agreement to provide 4,500 new homes within the house building targets which would be wheelchair accessible or adaptable.

- To note current bin collection arrangements limited access to the public footpath for people with a disability and others, including parents with buggies, in many of the capital's streets, particularly in residential areas.

- To also note that in order to achieve the real benefits of Equality Impact Assessments, they needed to be designed with the input of people with lived expertise of the barriers that the assessments and recommendations intended to remove.

- To call for Equality Impact Assessments to be undertaken, in respect of proposals pertaining to the temporary and permanent use of buildings, parks, land, public facilities and amenities, bus stop closures and pavement parking in the Council ownership which would affect citizen and visitor access to these.

- Equality Impact Assessments of such proposals, temporary and permanent, should consider and clearly set out in reports, how proposals would impact on improving the accessibility and inclusion of the city to Edinburgh citizens and visitors.

- To call for a report to the Policy and Sustainability Committee within three cycles setting out progress on improving the accessibility and inclusion of Edinburgh; how this was being achieved; and what further steps Council could take to work with its partners to improve the accessibility of major attractions, public services and amenities which were not in the Council ownership.

4.   Main report

4.1   The first section of this report gives an overview of the Equality and Diversity Framework and the Integrated Impact Assessment (IIA) which the Council and its partners use to assess the impact of proposals on equalities.

Equality and Diversity Framework

4.2   The Council's Equality and Diversity Framework 2021 to 2025 sets out how the Council will fulfil its legal duties under the Equality Act 2010 and the Public Sector Equality Duty.

4.3   One of the core aims of the Framework is to ensure that people can access facilities and support communities by improving accessibility of buildings, services and communications.

4.4   The Framework also includes outcomes in relation to providing warm and affordable homes. This includes actions to improve accessibility such as making 10% of social rented housing wheelchair accessible.

Integrated Impact Assessments

4.5   The Council uses an Integrated Impact Assessment (IIA) to meet the requirements of the Equality Act 2010, human and children's rights conventions, Fairer Scotland Duty 2018 and the Climate Change (Scotland) Act 2009.

4.6   The IIA is an integral part of the Council's decision-making process, enabling it to identify and address any unintended consequences of its decisions. The scope of potential impacts includes equalities and diversity, human rights, the environment and the economy.

4.7   The IIA process is designed to include data and evidence about the needs and experiences of people with protected characteristics and those vulnerable to experiencing poverty and ill health in the context of the work being considered.

4.8   The input of people with lived experience is generally achieved through: published research; service knowledge of communities and citizens receiving a service; including data on services; and the findings of previous relevant consultation and engagement exercises. This can also include direct discussion with people with

protected characteristics, but the most effective, proportionate approach to gathering evidence is determined on a case by case basis.

4.9 The Council's Consultation Policy supports the IIA process by increasing the effective use of feedback gathered through consultations, including the potential impact of proposals on protected characteristic groups. It is designed to ensure that stakeholder mapping has been carried out and that methods of engagement are inclusive and proportionate.

4.10 A completed IIA is published in advance of the relevant committee meeting, its findings summarised in the committee report and a link provided to the published assessment. Published integrated impact assessments are available on the Council's website.

4.11 Elected Members have a key role in scrutinising the quality of the IIA, including the evidence used to support the assessment, and in ensuring that the findings have informed the proposal in a transparent way.

Support for Council Officers and Elected Members

4.12 An Equality, Diversity and Rights (EDR) Advisors' Network was set up across the Council in 2018. EDR Advisors use knowledge of their service area together with learning from IIA training to support colleagues to carry out IIAs.

4.13 EDR Network Members are supported by a programme of additional learning and development, delivered by in-house topic experts and by the Equality and Rights Network (EaRN). Topics have included - Equality and Diversity Awareness, British Sign Language, Disability Awareness and Human Rights.

4.14 Training on the IIA process is available to all relevant staff, and is provided on a regular basis, with around five training sessions delivered each year.

4.15 Training on the Equalities and Rights Framework and on the IIA process is also provided to Elected Members. The training provides an understanding of equalities legislation, the Council's Equality and Diversity Framework 2021-25 and the IIA process, enabling them to play an effective scrutiny role to ensure equality considerations are included in the Council's work. At the time of writing the report the training was scheduled for October.

Continuous Improvement

4.16 Effective use of the IIA process will allow any disconnect between proposed actions and strategies and the stated objectives of the proposals to be identified and addressed, for example, through mitigating actions or changes to proposals. This can be supported through staff training, as noted above, as well as Elected Member scrutiny through the committee process.

4.17 The IIA process was considered in 2020 as part of an internal audit of the Council's Policy Management Framework. This process led to a number of actions being taken to raise awareness of the requirements among all policy developers, revising the policy template to improve clarity and improving links to guidance and sources of support.

4.18   As requested in the motion, IIAs will be undertaken in respect of the proposals pertaining to the temporary and permanent use of buildings, parks, land, public facilities and amenities, bus stop closures and pavement parking in the Council ownership which would affect citizen and visitor access to these. Responsibility for ensuring these are undertaken to a high standard rests with Service Directors and Executive Directors. As noted, Elected Members play an essential scrutiny role at committee.

4.19   There is a wide range of actions being undertaken or planned across the Council to improve accessibility and inclusion in Council services. A summary of key policies is provided below.

The Council's Approach to Improving Accessibility and Inclusion for Edinburgh Citizens

4.20   The Council's Consultation Policy requires that all public consultations are self-assessed against risk criteria. High-assessed consultations are considered by the Consultation Advisory Panel (CAP) composed of accredited consultation professionals, senior managers from across the Council, and the communications service.

4.21   In addition to the assessment of impacts made by the IIA, this process gives additional consideration to stakeholders' needs, specifically around consultation activity. This ensures that the consultation activity is undertaken in a way that appropriately recognises, encourages and values the views of those impacted by changes, especially in relation to protected characteristics. The CAP process has been further strengthened to encourage services to include stakeholders in conducting an IIA where appropriate, and to challenge services where this has not happened. This process is supported by a programme of skills training for key officers, delivered by the Consultation Institute.

4.22   The Council's Sustainable Procurement and Commercial Strategy 2020-25 includes actions to ensure equalities considerations and requirements are incorporated in contact and grant conditions.

Improving Mobility

4.23   The City Mobility Plan (CMP), which was approved in February 2021, sets out the Council's strategic approach to the sustainable, safe and effective movement of people and goods around Edinburgh up to 2030. Sustainability, equality, accessibility, placemaking, health and wellbeing all sit at the core of the CMP.

4.24   The CMP sets out nine objectives and 49 policy measures supported by an Implementation Plan, which together direct the delivery of detailed actions and action plans across Council key services.

4.25   The City of Edinburgh Council has adopted the seven-point Equal Pavements Pledge – a campaign endorsed and supported by RNIB, Living Streets, Sustrans and others. The Equal Pavements Pledge seeks to improve the accessibility of streets for all, by reducing street clutter, retaining and improving accessibility

functions such as drop kerbs and Blue Badge parking bays, and working with disabled experts.

4.26 While, at present, there is no legislation to prevent pavement parking this is being monitored by Council's Transport and Environment Committee, and a report on legislative changes in respect of pavement parking is expected in 2023, once the Scottish Parliament have considered this further.

20 Minute Neighbourhoods

4.27 The Council's 20 Minute Neighbourhood Strategy 'Living Well Locally', was approved on 10 June 2021. This focusses on finding ways for residents to access most of their daily services and amenities in a single 20-minute round trip by foot, cycle, wheel or public transport.

4.28 An annual capital budget of £400,000 has been established in the Capital Investment Programme to deliver accessibility improvements across the existing operational properties. Improving access to services in local areas in line with the 20 Minute Neighbourhood principles has been established as an action in the Council's Business Plan.

Women's Safety in Public Places

4.29 Recognising that many women and girls do not feel safe in public places, the Council are carrying out public consultation to find out what makes particular areas and places feel safe or unsafe for people.

4.30 Views are being sought from Edinburgh residents, particularly women and girls, who live, work and/or study in Edinburgh on where they feel safe, unsafe, and what would help them to feel safe when out and about. The online survey closed on 20 September 2022. Focus groups are also being held to make sure that a more diverse group of Edinburgh residents can contribute and to help gain a deeper understanding of people's experiences.

4.31 There is a lot of evidence that improving the safety of public places for women and girls, contributes to improving public safety for everyone. Therefore, all residents are likely to benefit from this exercise.

4.32 Findings will be reported to the Edinburgh Community Safety Partnership to inform current city approaches and to make recommendations for improving women's and girls' safety in public places in future.

Planning and Building Standards

4.33 All planning applications within the city are assessed against the development plan. Both the current Edinburgh Local Development Plan (LDP) and the proposed City Plan 2030 encourage accessibility both within and to new developments. Safe and convenient access and movement in and around development is to be promoted, having regard especially to the needs of people with limited mobility or special needs.

4.34 The Building Regulations are set by Scottish Government but are administered by the Council as Building Standards verifier for this Council's area. Among other

things, the Building Regulations secure the health, safety, welfare and convenience of persons in or about buildings and of others who may be affected by buildings. The regulations require access to and within buildings. These are supported by Technical Handbooks which set out clear guidance on how designers can meet the regulations. Only if the regulations are met will a building warrant be granted, and a completion certificate accepted by the Council.

Council Estate

4.35   A refreshed Council Property Strategy is being prepared over the next 12 months and will include details on the approach to improving accessibility in the operational estate.

4.36   For the Council's operational portfolio, the Council follows Building Standards (Scotland) Regulations which make provision for Accessibility. Guidance on Accessibility is embedded in the Technical Handbook. Every new building or building undergoing renewals or upgrades will have to demonstrate accessibility is achieved before being granted a Building Warrant to proceed.

4.37   For the Council's new build operational buildings, British Standard BS 8300 1 & 2, for External and Internal Environments design is used as the Council's approach with regards to Accessibility. Accessibility requirements are typically embedded into a new build project's Authority Construction Requirements (ACR).

4.38   However, it is important to recognise that The Council has around 600 buildings in its operational estate with a diverse portfolio of different building types and building ages. Typically, older and 'heritage' buildings offer the biggest challenges in terms of making them fully accessible due to their existing building form and construction, with some simply not physically possible to adhere fully to the current accessibility standards even with accessibility improvements.

Housing

4.39   The City of Edinburgh Council was one of the first local authorities to set a minimum Wheelchair Accessible Homes target for its Affordable Housing Supply Programme (AHSP) delivered by the Council and Registered Social Landlords (RSLs); with 10% of all social rented homes to be fully wheelchair accessible.

4.40   The majority of new build properties funded through the AHSP are designed to meet the Housing for Varying Needs Standard (HFVN) which sets out good practice on the design of housing to achieve flexibility and suitability for people of all abilities. Around 11% of the homes to be approved in the current Strategic Housing Investment Plan are specifically designed for specialist housing, including amenity, supported and fully wheelchair accessible homes.

4.41   However, it is important to recognise that Edinburgh has the oldest housing in Scotland, with almost half (48%) of homes built before 1945 (Scottish House Condition Survey 2016-18). This poses significant challenges for upgrading homes. In addition, 66% of homes in Edinburgh are flats, compared to the Scottish average of 36% (Scottish House Condition Survey 2016-18), increasing the challenges in relation to adaptations and provision of accessible homes from existing stock.

4.42   The reality for Edinburgh is that demand for social housing is significant and helping households with mobility and or complex needs within this context is challenging. Social housing makes up only 15% of the housing stock in Edinburgh, compared to the Scottish average of 23%. It is important that households consider the range of housing options in Edinburgh that may be suitable for their household. An online housing options checker that will help households identify potential options based on their circumstances is planned as phase two of the IT improvements following the implementation of the online housing application.

Communication and information (accessibility of information/services) for citizens

4.43   A number of actions are in place to make sure that information on what help is available from the Council, and how to get it are accessible, and that the services themselves are too.

4.44   The Council is committed to delivering services that are simple to access and straightforward to use. Service user feedback highlights the need for a blended approach that offers online/self service options as well as telephone and face to face service delivery. Local office teams continue to help citizens progress a wide range of service requests and similar support is available from the Council's contact team. This is a vital part of the Council's ongoing service approach, and officers will continue to work with relevant bodies, such as Social Security Scotland, Citizen Advice, Job Centre Plus etc, to ensure that citizens receive comprehensive and knowledgeable support.

4.45   Online services continue to be popular, allowing citizens to self-serve at a convenient time. However it is important that no one is excluded from Council services. As well as providing direct access to services, local office teams are trained to provide practical support on how to use computers/smart phones and self-service devices are located in many of the Council's public offices. This approach supports those who may have difficulty using online forms or do not have access to an online device. Council officers are continually improving the online service experience, working with organisations such as Edinburgh Tenant Federation and Citizens Advice to develop intuitive forms.

4.46   Officers are also exploring new ways to make the Council's website and online forms easier to use, including a tool that will translate or speak the content of the website/online forms. ReciteMe is a cloud-based technology toolbar which will be embedded on the Council's website, increasing digital inclusiveness by allowing visitors to customise content so they can consume it in a way that works best for them. The tool also allows styling/customisation to support citizens who experience difficulty stemming from conditions like dyslexia. We are also intending to embed this tool onto the Orb to support colleagues in the Council in the same manner. Work is also underway to create British Sign language videos for essential services - these will be available over the next few months on the Council's website.

4.47   To improve accessibility in our local offices WelcoME has recently been introduced. This is a cloud-based customer service platform solution that enables disabled

visitors to plan assistance in advance of arriving at a venue. WelcoME is now live on the local office webpages, supporting citizens with evident and hidden disabilities to access Council buildings. In addition, the tool will allow staff in the local offices to broaden their knowledge on the various challenges faced by citizens with disabilities, therefore generally providing a more supportive service.

4.48 The Edinburgh Integration Joint Board are also taking a number of actions to ensure that people know what support and services are available and know how to access them. These include:

- Ensuring that the information on their website, social media, blogs are fully accessible;
- Progressing the IJB's British Sign Language (BSL) Plan with actions including:
  - Commissioning BSL videos which describe a range of key EHSCP services and embedding these on the Partnership's website, and further videos are planned;
  - Undertaking a BSL in care settings project which included BSL training for care home staff; and
  - Lyrics for Life EHSCP project on suicide prevention included BSL videos.

4.49 As digital connectivity is increasingly becoming part of everyday life, socially, for learning and work, and for accessing services including banking and utilities, the Council continues to provide support to people to make sure that they can access education, information and services. Examples include:

- Upgrading the computer hardware and infrastructure in libraries, providing enhanced access to devices and printers for all citizens;
- The Empowered Learning project, which is on track to deliver around 41,000 iPads by December 2022 to school pupils; and
- Working in partnership with CityFibre and Openreach to provide super-fast fibre broadband infrastructure to all of Council owned homes, with 15,449 homes connected to date.

Businesses, employers and Employment Opportunities for People with a Disability

4.50 The Council's Business Growth and Inclusion team provide strategic leadership in supporting disabled small business founders and to support businesses to improve access for people with disabilities as well as becoming Disability Confident employers.

4.51 On 22 February 2022, Committee received an update on the Council's support for the small business sector to become more sustainable and accessible. This includes providing accessibility and inclusion training for Business Gateway advisers to enable them to raise awareness of, and appetite for, this within small businesses.

4.52 As reported to Housing, Homelessness and Fair Work Committee on 24 March 2022, the Council recognises the importance of having people employed in fair,

sustainable jobs and the Council Commitments specifically focus on improving access to employment and training opportunities for people with disabilities.

4.53   The Council currently invests around £7m annually to support the most vulnerable citizens who have barriers to employment, including those with disabilities, to access opportunities for employment, education and training.

4.54   The funding enables both the Council and partners through a range of programmes including: Edinburgh Project Search, Targeted Employability Services, and Complex Needs Employability Services. A Supported Employability Services, delivered by the consortium, All in Edinburgh, offer a pan-disability services for anyone with a disability or long term health condition.

Working with Partners to Improve Accessibility and Inclusion for Edinburgh Citizens

4.55   The motion called for this report to explain what further steps Council could take to work with its partners to improve the accessibility of major attractions, public services and amenities which were not in the Council ownership.

4.56   The Council works closely with partners across the city on a daily basis.

4.57   While the Council has no mandate other organisations to improve accessibility and inclusion to their buildings and services, Council officers will continue to work with partners and to provide support and leadership if requested.

4.58   In addition, on 30 June 2022 the Council approved a motion by Councillor Macinnes on an Accessibility Commission. This called for a report on how the Council's engagement with the Edinburgh Access Panel could be strengthened and how the panel's role in shaping Council decisions could be improved.

4.59   The Council also agreed an annual report on accessibility would be presented to Transport and Environment Committee, detailing the steps taken by the Council in the preceding 12 months to address accessibility issues and to set out key priorities for the year to come.

4.60   An initial report on the Accessibility Commission will be presented to Transport and Environment Committee in early 2023.

5.   Next Steps

5.1   The Council will continue to implement the Equality and Diversity Framework 2021 – 2025.

5.2   The actions outlined in this report will continue to be progressed.

5.3   The Council will continue to lead on improving accessibility and inclusion in delivery of services and will seek to support external partners in this, where it is appropriate to do so.

5.4   Improving awareness of Council officers in ensuring that impacts are appropriately captured in Committee reports will be progressed with the next refresh of the Council's reporting writing guidance.

6. Financial impact

6.1 The activities outlined in the report are met from the Council's existing budgets. There are no new financial impacts arising from this report.

7. Stakeholder/Community Impact

7.1 As set in paragraph 4.5, the Council utilises IIAs to assess the impact of any Council policies, strategies and operational service delivery changes. This includes, where appropriate, engaging with people with protected characteristics to identify possible impacts and potential mitigations.

7.2 Council officers are trained in completing IIAs and a rolling programme of training is in place to ensure that new members of staff or people newly involved in preparing IIAs are appropriately trained.

7.3 The Council publishes IIAs on its website

8. Background reading/external references

8.1 Delivering the 20-Minute Neighbourhood Strategy – Policy and Sustainability Committee, 30 November 2021.

8.2 Women's Safety in Public Spaces – Policy and Sustainability Committee, 30 November 2021.

9. Appendices

9.1 None.

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Policy and Sustainability Committee

10am, Tuesday 1 November 2022

Assessing the Feasibility of an Edinburgh Drug Consumption Room

Executive/routine
Wards
Council Commitments

1.   Recommendations

It is recommended that Policy and Sustainability Committee;

1.1.   notes the planned approach to securing a feasibility study of an Edinburgh Drug Consumption Room and agrees to receive the study when completed.

Judith Proctor

Chief Officer – Edinburgh Health and Social Care Partnership

Contact: David Williams

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Report

Assessing the Feasibility of an Edinburgh Drug Consumption Room

2. Executive Summary

2.1 This paper responds to a motion by Councillor McFarlane requesting that the council "work with partners in health and criminal justice to provide a report to the Policy & Sustainability Committee in two cycles into the feasibility of supporting an official Overdose Prevention Centre trial in the City".

2.2 It proposes that an external organisation be commissioned to undertake a feasibility study under the direction of a steering group of local partners. This approach has been agreed within the Alcohol and Drugs Partnership (ADP). The findings are expected to be available by March 2023.

3. Background

Drug related deaths in Edinburgh:

3.1 In 2021 there were 109 drug related deaths in Edinburgh, an increase from 95 in 2020 and the highest ever number in a single year in Edinburgh (source NRS, *Drug-related deaths in Scotland in 2021*) .

Drug Related Deaths in Edinburgh and Scotland, 2010- 2021

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Scotland	485	584	581	527	614	706	868	934	1,187	1,280	1,339	1,330
City of Edinburgh	47	48	57	64	71	69	90	84	95	96	92	109

2
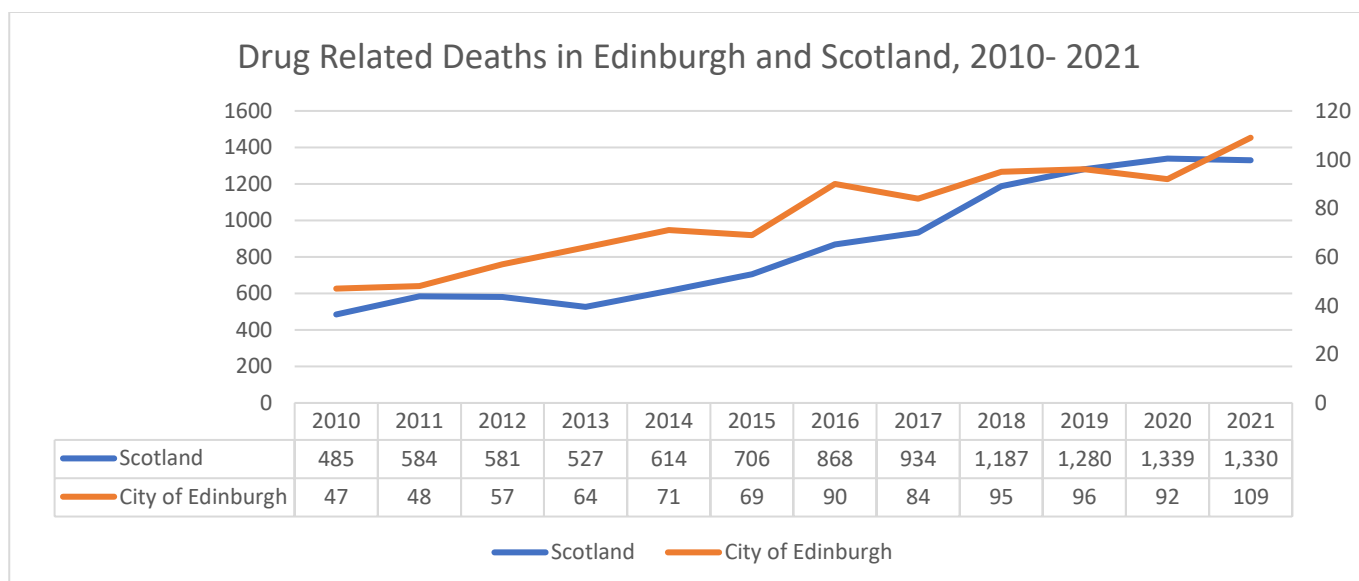
3.2   At its 20th June meeting, the City of Edinburgh Council debated the prevention of Drug Deaths and agreed that it "Calls on the Council to work with partners in health and criminal justice to provide a report to the Policy & Sustainability Committee in two cycles into the feasibility of supporting an official Overdose Prevention Centre trial in the City.".

Drug Consumption Rooms (DCR)

3.3   Note re terminology: there are various terms used for similar services: Safer Injecting Facilities; Supervised Injecting Facilities, Safer Injecting Spaces, Drug Consumption Rooms, Overdose Prevention Centres, etc. By whatever name, they are supervised, legally sanctioned (or tolerated) facilities where individuals can consume their own drugs, supervised by trained people who can intervene to prevent overdose. They also usually offer pathways to other interventions to reduce harm.

3.4   Development of DCRs is explicitly supported by Scottish Government strategy and is recommended by the Drugs Deaths Task Force. Evidence of the impact of Drug Consumption Rooms (DCRs) is well established internationally (e.g. 180320atisn12038doc2_0.pdf (gov.wales) – where DCR are easily accessible in in areas of concentrated public injecting, rates of drug related deaths (DRD) fall. There are prima facie indications that this would apply in Edinburgh, specifically:

3.4.1   In the city centre, particularly for the homeless population: although most (81%) of DRDs in Edinburgh are of people who have permanent housing, a significant proportion occur in temporary accommodation (18 deaths in Lothian in 2021) or in public places (5 deaths in Lothian in 2021). Local providers of homeless services, the police and the ambulance service, among others indicate that management of high risk intoxication is a profound challenge - introducing DCRs is known to address this (they have a 100% record of preventing DRD within them and do attract high risk drug users to their safer premises)

3.4.2   and/ or in Leith (EH6 has one of the highest concentrations of ambulance call outs for overdose in Scotland) and initial geographical analysis of DRDs indicates a significant cluster of deaths there.

3.6   There are indications of support from the professional community for the development of a DCR and from the community of drug users: 81% of Edinburgh injectors interviewed as part of the 2017-18 Needle Exchange Surveillance Initiative (source: private correspondence with authors of national research on DCRs)

4.   Main report

4.1   Prior to potentially creating a DCR in Edinburgh a number of factors would need to be better established:

4.1.1   Clear, quantifiable evidence of need, acceptability and potential impact of a DCR. Glasgow have established a clear need for a DCR to address public injecting in their city centre through a public health needs assessment. ("Taking away the chaos": a health needs assessment for people who inject drugs in

public places in Glasgow) but there is no comparable evidence base in Edinburgh.

    4.1.2   A clear, agreed, options-appraised, costed model, including potential location, evaluated against such criteria as:

        4.1.2.1   Density of need and accessibility

        4.1.3   Acceptability to living experience

        4.1.4   Co-location with suitable services

        4.1.5   Co-location with services that need similar staffing complement

        4.1.6   Premises themselves suitable and trauma-informed

        4.1.7   Acceptability for other users of the building

        4.1.8   Cost/ benefit compared to funding more traditional models of care: DCRs are highly resource intensive (opening for long hours with high staffing levels for safety) and have very localised effects. Evidence of potential benefit would need to be strong to justify diversion of resource from other priorities.

        4.1.9   Finances and resource – the Edinburgh Alcohol and Drugs Partnership (EADP) and Edinburgh Integration Joint Board (EIJB) would need to consider very carefully any potential funding sources and the opportunity costs involved.

        4.1.10   Stakeholder commitment and reputational challenges. The ADP and Chief Officers Group(COG) would need to support any proposal fully. Police Scotland has already taken a national position supporting DCRs where needed.

        4.1.11   Legal assurance: DCRs are legally complex as they entail allowing drug use on a premises (in apparent contravention of the Misuse of Drugs Act).

4.2   Glasgow Health and Social Care Partnership (GHSCP) and the Scottish government are testing the legal options; alongside partners in the Crown Office and Procurator Fiscal Service and Police Scotland. Glasgow are working to develop a service specification which would enable the Lord Advocate to provide assurance the prosecution would not be considered in the public interest. They have now provided information which they feel meet the specific criteria set out by the Lord Advocate in her statement to the Justice Committee on November 3 last year (link here, relevant part is top right of page 20).

4.3   Regardless of other considerations, Edinburgh would not be able to proceed with a Drug Consumption Room until Glasgow's more advanced process is completed and

4

the legal issues are clearer. However, it would be possible and consistent with the EADP strategy to initiate a feasibility study.

4.4   The focus of such a study would be on identifying a model consistent with local need and facilities. It would also identify the costs entailed and possible sources of funding through Scottish Government, EADP and other routes. The study would define options for Edinburgh to potentially act if the legal situation becomes clearer (through the work by Glasgow).

4.5   Neither the EADP nor NHS Lothian Public Health has the capacity to deliver the type of needs assessment required. However, the EADP is able to develop a brief for the work and it could be secured by commissioning it from an external agency The EADP structure and the COG provides a governance structure for commissioning the study and responding to its findings. However, timelines for such a study would be substantially longer than 2 months.

5.   Next Steps

5.1   The EADP executive agreed to proceed with the feasibility study at their 6 of September meeting (minutes not yet ratified). The EADP officers have issued invitations to a steering group in the week commencing the 24 of October. Invitees include:

- Harm Reduction Team (REAS, NHSL)
- Edinburgh Locality Substance use services (EHSCP)
- Police Scotland
- Lived and Living Experience representation
- Inclusive Edinburgh (CEC)
- One or more homeless providers (Streetwork, Cyrenains, Salvation Army)
- Substance Use voluntary sector (Turning Point Scotland)
- Scottish Government Drugs Policy Unit
- NHS Lothian Public Health

5.2   Expected timescales for the work are approximately:

- Weeks 1- 4: establish steering/ stakeholder group and develop brief
- Weeks 5-8 Secure provider for the work
- Weeks 8-16: research:
- Weeks 16-20: Reporting and dissemination

5.3   The findings of the feasibility study are thus expected to be available in March 2023. They will be made available to the EADP, the COG and City of Edinburgh Council.

6.   Financial impact

6.1   The cost of securing the feasibility study can be met from EADP funding. The cost of a DCR would be part of the feasibility study. The procurement approach for securing the study will be agreed within the steering group and it is expected that City of Edinburgh Council (CEC) procurement will support the process.

7.   Stakeholder/Community Impact

7.1   Consultation with current and former drug users and their families will be an important component of the feasibility study.

8.   Background reading/external references

See links within the paper.

9.   Appendices

6

Policy and Sustainability Committee

10.00am, Tuesday, 1 November 2022

Response to composite motion - Warm and Welcoming Spaces and Cost of Energy Crisis

Executive/routine	Executive
Wards	All
Council Commitments	

1. Recommendations

1.1 Policy and Sustainability Committee is asked to note the draft action plan to promote "Warm and Welcoming" public spaces where citizens can keep warm and comfortable in the coming winter months and where they can receive support and advice to help alleviate food and fuel poverty.

Paul Lawrence

Executive Director of Place

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Report

Response to composite motion - Warm and Welcoming Spaces and Cost of Energy Crisis

2.   Executive Summary

2.1   This report responds to the motion by Councillor Jenkinson on how the Council will work with partners to promote access to warm and welcoming public spaces this winter and on how access to advice and support will be signposted.

3.   Background

3.1   It is well documented that the cost-of-living crisis will affect a high proportion of residents, with estimated costs for energy bills rising significantly over the coming months. The simultaneous increasing costs of food and fuel will serve to maximise the negative impact on people, and it is expected that communities currently experiencing challenging socio-economic conditions will be the hardest hit.

3.2   Many local authorities have recognised these challenges, especially that of rising energy bills, and are looking to provide as much support as possible during the winter months. On 25 August 2022, Council agreed a report on Cost of Living Support which noted the substantial actions undertaken by the Council to address the cost of living crisis.

3.3   Also on 25 August 2022, the Council also approved a composite motion by Councillor Jenkinson, seconded by Councillor Hyslop on the promotion of access to warm and welcoming public spaces. The approved motion was as follows - Council:

3.3.1   Acknowledges that the cost-of-living crisis is currently hitting thousands of Edinburgh households and that this crisis is only expected to worsen with the Bank of England currently projecting inflation could climb as high as 15% in Q4 2022;

3.3.2   Notes that the average price of household energy bills increased by 54% in April and are projected to rise again in October by upwards of 70% pushing thousands more of our residents into fuel poverty;

3.3.3   Acknowledges that the impact of rising domestic energy and food price inflation will very likely adversely affect the health and well-being of many of our citizens, with unfortunately some having to choose between heating their

homes or eating this winter and the real threat to life this poses in our communities;

3.3.4 Recognises that local authorities have a duty of care to their citizens, to promote and protect their well-being and to do what they can to prevent any avoidable harm; and

3.3.5 Requests the development of a deliverable plan presented to the Policy & Sustainability Committee on 1 November which will set out how the Council will work with city partners to promote access to free of charge 'Warm and Welcoming' public spaces where Edinburgh citizens can keep warm and comfortable this coming winter and where they can receive support and advice services to help alleviate food and fuel poverty.

4. Main report

Draft Action Plan

4.1 As recognised within the approved motion, there is a network of partners who are providing warm and welcoming spaces, support and advice to citizens across the city.

4.2 The draft action plan (Appendix 1) seeks to build the work of the Council, partners, the third sector and voluntary organisations into a comprehensive and co-ordinated guide to the support available for citizens.

4.3 It also recognises that these services should be available locally to mitigate against travelling costs by providing access to necessary support, including warm and welcoming spaces, within local communities.

4.4 The action plan has four key themes:

4.4.1 Partnership Working;

4.4.2 Warm and Welcoming Spaces;

4.4.3 Resources, Information and Awareness; and

4.4.4 Communications.

Partnership Working

4.5 Conversations with partners and other service providers are focused on how best to work together to maximise the impact of existing provision in order to better address the needs of those struggling with rising costs.

4.6 It is recognised that there are areas of work across these organisations which will overlap with the work being taken forward to address the cost of living crisis, and links have already been made to develop a more integrated approach, where appropriate.

4.7 Initial conversations have focussed on the need to share information on the range of existing provision across networks to better ensure that services are meeting the needs of citizens locally.

4.8   The Cost of Living Campaign work, which has been undertaken by the Income Maximisation and Poverty Group alongside the Scottish Government's campaign, has included the development of a Cost of Living webpage which can be accessed from the Council's website homepage https://www.edinburgh.gov.uk/cost-living. There will be a promotions campaign to highlight this online information to citizens, with bespoke training to be delivered for Council staff in warm and welcoming spaces to make them aware of the resource.

Warm and Welcoming Spaces

4.9   In addition to promoting existing resources, work has started on identifying existing spaces that can be reshaped or new spaces created to provide places for people to comfortably dwell within public buildings. For the Council, these will include libraries, some community centres, museums and galleries and neighbourhood offices.

4.10   It is also hoped to include details of community spaces in buildings owned and run by churches, community hubs, third sector and voluntary organisations as an essential part of the network of spaces.

4.11   Recognising the importance of ensuring that people feel comfortable spending time in public spaces, as well as creating spaces which people feel welcomed, officers are also investigating the opportunities to 'activate' spaces so that people are encouraged to participate while there. For example, to attend an activity or event of interest, rather than to solely focus on the provision of a heated space.

Access to Resources, Information and Advice

4.12   There is a significant amount of guidance and advice available, both for independent learning and through advice and support services.

4.13   As part of the action plan, officers will work closely with partners to share information on services and resources which can be promoted widely across the network.

4.14   Specific information resources aimed at supporting people through the winter months will be distributed across wider networks e.g. the Edinburgh Health and Social Care Partnership (EHSCP) "Getting Ready for Winter" booklet will be distributed to individuals and made available within the Council's public buildings and to partners.

4.11   A programme of training to increase awareness of the impact of poverty and of the range of support available for frontline staff is being developed. This will ensure that those who are supporting citizens within the Council's warm and welcoming public spaces have a shared understanding of how best to support and signpost people accessing services without stigmatisation.

Communications

4.12   A Communications Strategy will support the action plan by promoting warm and welcoming spaces and signposting to support and advice available across the city.

4.13　This will delivered in tandem with national campaigns and the work of partner agencies, most notably The Scottish Governments Cost of Living Campaign. Other notable national campaigns include National Stress Awareness Day (2 November), Talk Money Week (7-11 November), and National Self Care Week (14-20 November).

4.13　It is intended to build on existing communication channels and networks to engage citizens in the services and spaces available.

5.　Next Steps

5.1　A series of meetings have and are being arranged with a range of third sector and community organisations to both inform them about Council proposals and to discuss with them their potential involvement in delivering the action plan.

5.2　Delivery of the action plan will be co-ordinated by a dedicated Project Manager and will be supported by individual service areas ensuring they have appropriate delivery arrangements in place and by external organisations.

5.3　The Service Director for Culture and Wellbeing will oversee the implementation of the actions and Policy and Sustainability Committee members will be updated on progress in January and April 2023.

6.　Financial impact

6.1　The Council contribution to the actions outlined in this report will be implemented within existing agreed budgets.

6.2　The current action plan is based on the delivery of services within existing opening hours. Any increase to that offer would incur additional costs for staffing, heating, lighting and materials.

7.　Stakeholder/Community Impact

7.1　The report summarises how the Council will work in partnership with local partners and key stakeholders this winter to promote warm and welcoming public spaces and access to advice and support for citizens experiencing challenges as a result of the cost of living crisis.

7.2　UNISON have raised concerns about potential health and safety impacts in participating community centres. The Council's Health and Safety team have provided general advice on COVID safe arrangements for all workplaces and are developing an updated risk assessment to reflect current guidance and practice. Potential impacts will be monitored throughout the length of the initiative and action taken to address any identified issues.

8. Background reading/external references

8.1 None.

9. Appendices

9.1 Appendix 1: Warm and Welcoming Public Spaces Action Plan 2022/23

Warm and Welcoming Public Spaces - Action Plan 2022/23

Item	Action	Council Lead	When	Status
1.	**Partnership Working**			
1.1	Continue to work with partners, including Community Centre Management Committees, to identify public spaces where citizens can feel warm and welcome this winter.	Head of Community Empowerment	On-going	Initial discussions have taken place and further meetings planned.
1.2	Confirm all support and advice services available throughout the city to support citizens to alleviate food and fuel poverty.	Poverty Prevention and Innovation Lead	By end October 2022	Details of Council advice services collated.
1.3	Engage with Scottish Government's Cost of Living Campaign to ensure consistency and to enable joined up working/promotion of key messages.	Project Manager	TBC	TBC
1.4	Co-ordinate on-going support and activities throughout the winter and promote these through existing partner networks.	Project Manager	On-going	Initial discussions have taken place and further meetings planned
2.	**Warm and Welcoming Public Spaces**			
2.1	Map the identified warm and welcoming spaces geographically and review the provision	Project Manager	November 2022	Underway

Warm and Welcoming Public Spaces - Action Plan 2022/23

Item	Action	Council Lead	When	Status
2.2	Reshape or create spaces in public buildings where people can comfortably dwell	Head of Libraries, Sport and Wellbeing	November 2022	Underway
2.3	Build on existing programmes of activities and events to encourage citizens to spend time in public buildings	Head of Libraries, Sport and Wellbeing	On-going	Underway
3.	**Resources, Information and Awareness**			
3.1	Use existing networks to share information about getting ready for winter and make information available in public buildings	Project Manager	October 2022	'Getting Ready for Winter Leaflet developed for distribution by EHSCP
3.2	Promote information in libraries and other public buildings on alleviating fuel and food poverty and on 'self-help' and sign-post to support available	Project Manager	October 2022	Materials ordered for libraries
3.3	Roll-out programme of training for customer facing Council staff to support citizens seeking information	Poverty Prevention and Innovation Lead	November 2022	TBC
4.	**Communications**			
4.1	Implement a communications plan to promote all warm and welcoming public spaces across the city	Communications Team	November 2022	On-going

Warm and Welcoming Public Spaces - Action Plan 2022/23

Item	Action	Council Lead	When	Status
4.2	Create a dedicated space on the Council website, including the map of spaces, to direct citizens to both advice and support and to spaces.	ICT Team	November 2022	This will be kept updated throughout the winter with information, advice and signposting
4.3	Actively work with local and national partners to promote advice and support services, guidance and warm and welcoming spaces across the city, using existing communication channels	Communications Team	On-going	On-going

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Policy and Sustainability Committee

10.00am, Tuesday, 1 November 2022

Edinburgh Transient Visitor Levy Update

Executive/routine	**Executive**
Wards	**All**
Council Commitments	

1. Recommendations

1.1 Policy and Sustainability Committee is asked to:

1.1.1 Note that the Scottish Government have confirmed their commitment to resume the introduction of a Local Visitor Levy Bill;

1.1.2 Note the current Edinburgh Transient Visitor Levy (TVL) position, agreed by the Council in February 2019;

1.1.3 Note that supporting the introduction of a TVL (Tourist Tax) was again agreed by Council as part of a shared strategic work programme for the next five years on 30 June 2022;

1.1.4 Agree that Council Officers should work with Scottish Government Officials and COSLA to support the development of the legislation for the Local Visitor Levy Bill;

1.1.5 Agree the specific terms of engagement (as set out in paragraph 4.2) and the thematic proposals suggested for TVL revenue priorities that would form the basis of discussions with external stakeholders (as set out in paragraph 4.5);

1.1.6 Note the letter sent by the Leader to Scottish Government (provided in the Appendix 1); and

1.1.7 Note that Council Officers are updating and developing the proposed scope and are identifying supporting proposals for revenue priorities for consideration by Committee at the end of March 2023.

Paul Lawrence

Executive Director of Place

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Report

Edinburgh Transient Visitor Levy Update

2. Executive Summary

2.1 This report provides an update on the work to date and next steps on an Edinburgh Transient Visitor Levy (TVL).

3. Background

Current position of the Transient Visitor Levy

3.1 The Scottish Government agreed for a local discretionary TVL Bill to be introduced in 2020. There was a pre-legislative consultation which started at the end of 2018 and concluded in early 2019. The results from this consultation were published in March 2020. A few days before this publication, the decision was taken by the Scottish Government to temporarily pause the Bill as a consequence of the emergence of the Covid-19 pandemic.

3.2 In early 2022, as part of the Resource Budget announcement, the Scottish Government signalled its intention to resume work on the new Bill. The Scottish Government confirmed the inclusion of the Local Visitor Levy Bill in its September 2022 Programme for Government. Based on experience supporting the Workplace Parking Levy (WPL) regulations, officers have estimated that implementing the Bill and any regulations could take between 12 and 18 months with a further process needing to be undertaken prior to local implementation.

City of Edinburgh Council Activity

3.3 Depending on the final model agreed by the Council following the regulatory processes, an Edinburgh TVL could raise between £5 million and £35 million a year as recurring revenue.

3.4 To advance the City of Edinburgh Council's commitment to make the case to the Scottish Government for the introduction of the Edinburgh TVL, the Council undertook a range of activities to help scope and identify the key issues around TVL. To date, the Council has:

3.4.1 Produced a comprehensive research paper on the potential Edinburgh TVL considered by the Council in May 2018;

3.4.2 Commissioned a survey, using an independent research firm, to test the views of visitor and residents. The findings were reported to the then Corporate Policy and Strategy Committee in October 2018;

3.4.3 Gave evidence to the Scottish Parliament Committee on Culture, Tourism, Europe and External Affairs alongside other Local Government leaders and COSLA on 25 October 2018;

3.4.4 Held over 20 different meetings with stakeholders, and roundtable discussions within the Edinburgh tourism and business sectors, to discuss the issue of a TVL;

3.4.5 Completed a public consultation on the Edinburgh TVL which ran from 15 October to the 10 December 2018;

3.4.6 Agreed on the 7 February 2019 the potential scope of a scheme in Edinburgh;

3.4.7 Agreed that the strategic priorities for any revenue generated as contributing to additional sustainable investment in supporting and managing the impacts of tourism within the city;

3.4.8 Agreed a continued commitment to engage with stakeholders across the city on issues relating to transparent management of funds and administration; and

3.4.9 Submitted written evidence to the Scottish Government's National conversation event on the tourist tax, and their consultation on the Principles of a Transient Visitor Levy.

3.5 The Council has passed several motions relating to the TVL:

3.5.1 In June 2022: Shared Priorities - agreed to support the introduction of a TVL (Tourist Tax) in recognition that there are manifesto commitments which are common across parties;

3.5.2 Local Government Finance – On 25 August 2022 agreed for Council officers to make representation to the Scottish Government to make the case for greater fiscal freedoms for the Council. In particular: welcoming and committing to make full use of new revenue-raising powers such as TVL and WPL as well as seeking to reduce pressures on the city; and

3.5.3 22 September 2022 agreed for a report on the Edinburgh TVL to be presented to the Policy and Sustainability Committee in November 2022, and for the Council Leader to write a letter to the Scottish Government (see Appendix 1).

4. Main report

Working with the Scottish Government in developing the Visitor Levy Bill

4.1 Council officers will work with local stakeholders, COSLA and Scottish Government to develop the TVL legislation, and any subsequent regulations.

4.2 Elected Members are asked to agree that the specific aims of this engagement would be to ensure the legislation:

    4.2.1 Delivers maximum delegation to local decision making and accountability;

    4.2.2 Permits as much local flexibility that recognises variances in local circumstances;

    4.2.3 Builds on current good practice rather than creating new processes and systems;

    4.2.4 Seeks to maximise the efficiency and simplicity of any processes;

    4.2.5 Upholds high quality but proportionate engagement standards; and

    4.2.6 Remains proportionate in terms of checks, balances and controls.

Next steps for the Council

4.3 With the Scottish Government commitment to introduce new legislation, the time is right to consider how the Council might continue to develop its approach to TVL, taking account of the post-Covid context in Edinburgh to shape the scope of the scheme, and the current priorities and opportunities for any revenue generated in more detail.

4.4 An important next stage in the consideration of the policy development for a TVL in Edinburgh is to focus on what impact the fund could have and therefore what types of proposals might be funded from any revenue raised. Guided by the priorities set previously by the Council, officers have prepared an initial list of key thematic areas which would form the basis for revenue priorities. This list would be used as the basis for further internal and external engagement with stakeholders and members.

4.5 The proposed thematic areas which would form the basis for revenue for TVL revenue priorities are:

    4.5.1 Public realm: Waste, cleansing, and greenspace;

    4.5.2 Mobility: addressing congestion, invest in public routes and travel system and services;

    4.5.3 Capital investment in city infrastructure: capitalise revenue and invest in limited number of large scale capital projects in the city;

    4.5.4 Destination Promotion: invest in focussed promotion of Edinburgh including encouraging visitor dispersal out of the city centre;

    4.5.5 Visitor data and analytics: investment in the processing and monitoring of Edinburgh visitor data, improving accessibility and distribution; and

    4.5.6 Cultural activity and infrastructure: invest in supporting and increasing Edinburgh's cultural or event capacity, activity and infrastructure.

4.6 This report also provides an outline of activities that would need to be undertaken by officers, alongside influencing the development of the Bill and supporting legislation. The activities listed below would be undertaken with a view to brining an update to Committee in March 2023:

4.6.1 Review the data following Covid and the significant development and investment in hotels and accommodation that has taken place to support a refreshed robust business case development for consideration by Elected Members;

4.6.2 Progress the development of TVL revenue options - led internally by an officer working group which would bring forward material for political consideration. This group includes the Service Director of Culture and Wellbeing, Service Director of Operational Services, Head of Business Growth and Inclusion and Head of Policy and Insight as well as other relevant officers as needed;

4.6.3 Undertake ongoing engagement with key stakeholders including local industry partners around the scope, spending priorities, implementation and accountability of the Edinburgh scheme; and

4.6.4 Develop a resourcing plan for taking forward the TVL development and implementation.

5. Next Steps

5.1 An updated position on data and refreshed scope of an Edinburgh TVL will be provided to Committee in March 2023, with a supporting proposal for revenue priorities and a resourcing plan.

6. Financial impact

6.1 All recommendations included in this report can be carried out within existing agreed workplans and budgets.

6.2 The revenue raised from a TVL would create additional investment and deliver projects that support the city.

6.3 Resourcing the implementation of a TVL would be the subject of a future Committee report once the legislative requirements on the Council are known.

7. Stakeholder/Community Impact

7.1 The expected stakeholder and community impacts would be informed by further consideration and updates on new sector data including previous results from engagement and consultation activity.

8. Background reading/external references

8.1 None.

9. Appendices

9.1 Appendix 1: Letter from Council Leader to Cabinet Secretary and Deputy First Minister of Scotland.

Appendix 1: Letter from Council Leader to Deputy First Minister of Scotland.

Councillor Cammy Day
Leader of the City of Edinburgh Council

John Swinney

Deputy First Minister

Date: October 2022

Dear Deputy First Minister of Scotland

I welcome the decision by the First Minister of Scotland and the Scottish Government in announcing its intention to deliver a Local Visitor Levy Bill in the September Programme for Government 2022.

Councils need to see more powers like these devolved to local government so that they can be designed and implemented to reflect local circumstance and invest in local improvements.

City of Edinburgh Council is committed to Edinburgh to progress with its well-established plans and as such, I urge the Government to bring forward the TVL legislation at the earliest opportunity and would welcome confirmation of when the local Visitor Levy Bill is planned to be laid in the Scottish Parliament for consideration and the likely timescale for completion?

Could you also provide assurance that the revenue raised from a local visitor levy would be and would remain additional to base grants provided to the Council from Central Government?

I would also like to seek assurance that the proposed legislation would give Council's discretion over how the revenue is spent, allowing councils to agree and be held to account locally for these priorities and decisions. I accept that this may be framed within the context of supporting a sustainable approach to tourism and managing the impacts of tourism within a council area.

I and Council officers look forward to engaging with you and supporting progress on this progressive piece of legislation.

Yours sincerely

Cammy Day
Leader of the City of Edinburgh Council
cc. Tom Arthur, Minister for Public Planning and Community Wealth; Ben MacPherson, Minister for Social Security and Local Government.

Policy and Sustainability Committee

10.00am, Tuesday, 1 November 2022

Edinburgh Biodiversity Action Plan 2022-2027 and Scottish Biodiversity Strategy consultation

Executive/routine	Executive
Wards	All
Council Commitments	

1. Recommendations

1.1 Policy and Sustainability Committee is asked to:

 1.1.1 Approve the updated Edinburgh Biodiversity Action Plan 2022-27 (EBAP) set out in Appendices 1 and 2;

 1.1.2 Note the contribution of the Edinburgh Biodiversity Partnership and multiple Council's services to the development of the updated EBAP;

 1.1.3 Delegate authority to officers to make final graphic design, layout and minor editorial changes to the EBAP before final publication on the Council's website; and

 1.1.4 Note that a response has been submitted to the Scottish Government consultation on the Scottish Biodiversity Strategy. Information on the EBP's response is included in the main report.

Paul Lawrence

Executive Director of Place

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Report

Edinburgh Biodiversity Action Plan 2022-27 and Scottish Biodiversity Strategy consultation

2. Executive Summary

2.1 The Council has a duty to further the conservation of biodiversity under the Nature Conservation (Scotland) Act 2004. This is achieved through the delivery of the Edinburgh Biodiversity Action Plan (EBAP).

2.2 The Edinburgh Biodiversity Partnership (EBP), led by the Council, has prepared an updated Edinburgh Biodiversity Action Plan (EBAP) for 2022-27. This is the sixth EBAP for the city and reflects a long-term commitment to partnership working to protect and increase biodiversity in the city.

2.3 The EBAP seeks to create a city with a connected, high quality natural environment which underpins resilience to the impacts of climate change, contributes to meeting net zero targets through carbon sequestration, and creates healthy places for people.

2.4 In addition, the Scottish Government have carried out a consultation on the next Scottish Biodiversity Strategy, and information on the Council's response to this is included within this report for noting.

3. Background

3.1 The EBP, a group of more than 30 stakeholders, led by the Council, produced the first EBAP in 2000. The EBAP meets the Council's statutory duty under the Nature Conservation (Scotland) Act 2004 for all public bodies to 'further the conservation of biodiversity'. The Council has a further duty under the Wildlife and Natural Environment (Scotland) Act 2013 to report every three years on meeting the duty towards biodiversity.

3.2 The Scottish Government first produced a national strategy for biodiversity in 2004, which was updated in 2013. They are now developing a replacement Scottish Biodiversity Strategy (SBS), along with other programmes such as Nature Networks. A Delivery Plan for the SBS is expected in 2023.

3.3 In 2021, the Council became a signatory to the ['Edinburgh Declaration'](#), which recognises the essential role of local and regional governments in meeting global targets for biodiversity.

3.4 The Scottish Programme for Government 2021/22 includes a requirement for all local authority areas to prepare a Nature Network by 2026. NatureScot are at an early stage of developing national frameworks for Nature Networks and '30x30', and the EBP and the Council are engaged as stakeholders in this work.

3.5 The work of the EBP is city wide and comprises a range of initiatives, projects and core work by the Council and partners. Much of the delivery of the EBAP relies upon local communities, volunteers and specialist volunteer-led bodies. Some of this activity contributes to wider, national programmes to monitor or increase populations of threatened species. All of the work within Edinburgh helps to meet national and international targets on biodiversity conservation.

4. Main report

4.1 This past year has seen increased global focus on the twin climate and nature emergencies. As the COP 15 meeting on Biological Diversity approaches in winter 2022, international, UK and national governments all recognise the need for further ambition to reverse decades of decline in biodiversity and degradation of ecosystems.

4.2 Key national and international commitments to reverse decades of decline in biodiversity and degradation ecosystems include:

4.2.1 To halt biodiversity loss by 2030 and support the recovery of nature by 2045 as set out in the Programme for Government 2021/22;

4.2.2 For each local authority in Scotland to create a Nature Network by 2026, as set out in the Programme for Government 2021/22; and

4.2.3 To meet United Nations commitments to protect 30% of our land and sea by 2030 (the 30x30 target) and deliver the Leaders Pledge for Nature, committed to by the UK Governments in 2020.

4.3 There has rightly been an urgent focus on Edinburgh meeting the 2030 net zero carbon target, following the climate emergency declaration by the Council in 2019. However, it is recognised that biodiversity loss and climate change are linked, sharing many of the same causes and solutions. Restoring wildlife habitats on land and sea also locks up carbon. Carbon sequestration in soils and vegetation can help meet as much as 30% of emission reductions needed to reach net zero targets.

4.4 The updated EBAP 2022-27 has been created by the EBP, and is set out in Appendices 1 and 2 with EBP membership listed in Appendix 3.

4.5 The Plan provides a context to the nature crisis and sets out key activities and actions on habitat management and creation, species conservation, public engagement, monitoring and citizen science survey work. There is also a focus on

strategy and policy work relating to the natural environment, increasingly linked to joint outcomes for climate and nature. For example, linking action for the natural environment to meeting the objectives of the 2030 Climate Ready City Strategy and Implementation Plan, the emerging City Plan 2030, implementation of the Green-Blue Network, Nature Network and other related initiatives.

4.6   The EBAP aligns with related work such as the Edinburgh Adapts Action Plan, which is currently in development.

4.7   Subject to Committee approval, the updated EBAP will replace the current EBAP 2019-21.

Scottish Biodiversity Strategy Consultation

4.8   In view of the now considerable evidence which demonstrates that Scotland continues to experience dramatic declines in biodiversity, the Scottish Government invited views on the proposed new SBS, to halt biodiversity loss by 2030 and reverse it by 2045.

4.9   The overall aim of the new Strategy is to adopt an ecosystem approach, which recognises that nature is a system of many functioning parts that work in balance with each other. It is an ambitious strategy to bring about the transformational change needed to protect and restore terrestrial, freshwater and marine biodiversity in Scotland.

4.10   The consultation contained a series of proposed outcomes, setting out what needed to be done and the conditions that must be in place for broad habitat types to achieve success. Following discussion with members of the EBP, a consultation response was submitted. Key high-level comments include:

   4.10.1   The attention this Strategy gives to the nature crisis brings it in line with the climate crisis and is strongly supported;

   4.10.2   Aligning all policy and legislation to bring about the transformational change required, will be a significant challenge;

   4.10.3   Maintaining clear links between this Strategy and National Planning Framework 4, to ensure biodiversity enhancements form an integral part of the development planning process; and

   4.10.4.   Acknowledging that education is key at all levels, to engage wider society in understanding the nature crisis in the same way net zero is accepted and understood.

4.11   Once the new Strategy has been prepared a Delivery Plan, which supports the high-level objectives, will be published.

5.   Next Steps

5.1   If Committee approve the recommendations in this report, the key next steps include:

5.1.1 Launch the updated Edinburgh Biodiversity Action Plan 2022-27;

5.1.2 Develop a strategic work programme with the EBP, linked to the Green-blue Network, Nature Network and climate adaptation objectives to identify new projects and priorities needed to meet the challenge of the nature and climate crises; and

5.1.3 Input into the development of the Scottish Biodiversity Strategy Delivery Plan and other national workstreams.

5.2 The EBAP will be revised at appropriate points during its five-year duration to ensure that the actions continue to respond to a rapidly changing context of policies, targets, funding, and to deliver the scale of change needed.

6. Financial impact

6.1 There are no financial implications arising from this report.

7. Stakeholder/Community Impact

7.1 Detailed engagement across the EBP and stakeholders has been undertaken throughout the creation of the updated EBAP.

7.2 Engagement with the public and local community groups, for example Friends of Parks and others, is ongoing and will be a renewed focus for the promotion of the new EBAP.

8. Background reading/external references

8.1 Edinburgh Biodiversity Action Plan 2019-21.

8.2 Edinburgh Statutory Biodiversity duty report 2018-2020

8.3 Nature Positive 2030 – Summary Report - Natural England, JNCC, Natural Resources Wales, NatureScot and Northern Ireland Environment Agency (2021)

9. Appendices

9.1 Appendix 1 - EBAP 2022-27 part 1 (Introduction, context).

9.2 Appendix 2 – EBAP 2022-27 part 2 (Action Table).

9.3 Appendix 3 – List of EBP members.

Edinburgh Biodiversity Action Plan 2022-2027

Contents

1.   Introduction

1.1   Edinburgh is a place of great beauty and natural heritage. From the Pentland Hills to the Firth of Forth, there is a wide diversity of habitats and natural places. The dramatic geology of Arthur's Seat and Holyrood Park and river corridors such as the Water of Leith bring nature right into the heart of the city. Some of these places are home to rare and protected plants and animals. The Firth of Forth is of global and national importance for some species of birds. Add to this a recent focus on increasing habitat for pollinators, planting new trees and woodlands, and improving habitat at our seven Local Nature Reserves, and we have a picture of a capital city which is great for wildlife and people.

1.2   The management of these important places for wildlife continues to be central to the Edinburgh Biodiversity Action Plan (EBAP). Fundamentally, the EBAP meets the Council's statutory duty under the Nature Conservation (Scotland) Act 2004 for all public bodies to 'further the conservation of biodiversity'.

1.3   The Plan is produced at a time when the nature and climate crises are at the centre of global and national attention. The Council has declared a climate emergency and set a target of being net zero carbon by 2030. A resilient natural environment is a critical part of the solution to the climate crisis because:

- Soils and vegetation 'lock in' carbon sequestration, and protecting and increasing these carbon stores are essential to meet net zero targets. Studies have shown that carbon sequestration in soils and vegetation can help meet as much as 30% of emission reductions needed to reach the city's net zero target;

- Natural spaces and the increased "greening" of urban areas create resilience against overheating and flooding, and so help us adapt to climate change impacts, as well as many other benefits for health and wellbeing; and

- Improved quality and connectivity in our natural environment, helps our ecosystems have resilience to the impacts of climate change on nature.

1.4   In response to the nature crisis, key national, UK and international targets include:

- To halt biodiversity loss by 2030 and support the recovery of nature by 2045 as set out in the Scottish Programme for Government 2021/22 and a proposed target to be agreed at COP 15;

- For each local authority in Scotland to create a Nature Network by 2026, as set out in the Programme for Government 2021-22; and

- To protect 30% of our land and sea by 2030 (the 30x30 target), a UN target committed to by the UK Government and being taken forward in Scotland by NatureScot.

1.5   The Council has signed the Edinburgh Declaration which recognises the essential role of local and regional governments in delivery of biodiversity outcomes which help to meet global targets.

1.6   New global targets for biodiversity from COP 15 and a refreshed Scottish Biodiversity Strategy are also in production at the time of writing.

1.7   This Plan continues long running programmes to support biodiversity enhancement. It also responds to the current targets and emerging commitments with a framework for action to create a nature positive city by 2030.

1.8   This updated Plan reflects the continued importance of engaging communities and citizens in action for biodiversity. We are fortunate in Edinburgh to have organisations, groups and individuals with a wealth of expertise about species and habitats, to contribute to nature conservation. Many of these are long standing members of the Edinburgh Biodiversity Partnership (EBP). The EBP was created in 1997, is led by the City of Edinburgh Council and chaired by the Royal Botanic Garden Edinburgh.

1.9   The Plan will be revised at appropriate points during its five-year duration to ensure that the actions continue to respond to a rapidly changing context of policies, targets, funding, and to deliver the scale of change needed.

2.   Vision: A Nature Positive City

A Vision for 2050: Edinburgh - The Natural Capital of Scotland

2.1   "To make Edinburgh a greener city with more opportunities for wildlife, enabling people to engage with nature."

2.2   "In 2050 Edinburgh will have a species-rich nature network from the uplands of the Pentland Hills to the coastal waters of the Firth of Forth. It will be an environment abundant in wildlife that is enjoyed and respected by people, making Edinburgh a beautiful place to live, work and visit. Other benefits will be diverse: ensuring climate change resilience; helping to meet net zero through carbon storage; resistance to invasive species; forming a foundation for essential ecosystem services; supporting healthy lifestyles and a vibrant, sustainable economy. People will be able to easily access, learn about and engage with their local biodiversity directly, contributing through conservation action to protect and enhance it."

3.   Why biodiversity matters

3.1   Biodiversity is the variety of life on earth. It underpins all life on earth by providing food, raw materials, clean air and water, nutrient cycling and other essential services. In the last century human impacts have led to large scale loss of biodiversity. In recent decades some habitats have improved, for example water quality in rivers. However, intensive land use, habitat loss and other factors continue to cause declines in some species groups.

3.2 After these decades of decline, creating a resilient natural environment is essential to reverse the nature and climate crises. A high quality natural environment, with functioning and connected ecosystems, is essential for:

- Providing space for habitats and species to recover and thrive
- Adapting to the impacts of climate change by absorbing and slowing flood waters, and cooling urban areas during extreme heat events.
- Supporting carbon reduction through sequestration in vegetation and soils.
- Health and wellbeing benefits
- Allowing other ecosystem services to function, such as air and water purification, nutrient recycling in soils, food production, pollination.

3.3. The solution to some challenges are beyond the scope of this Plan. However, what the EBAP can do is to work to connect, protect, improve and create habitats within Edinburgh, to increase resilient ecosystems which enable species to cope with the pressures placed upon them.

4. State of Nature in Scotland and Edinburgh

Species trends in Scotland

4.1 The last comprehensive assessment of the State of Nature in Scotland was undertaken in 2019[1] and brought together data from Scotland's biodiversity community. Data from recording schemes across Scotland and the UK were used covering 352 species (birds, mammals, butterflies and moths).

4.2 The headline results painted a grim picture of continued species decline, both in terms of distribution and abundance, with a **24% decline in average species' abundance between 1994 and 2016** and a **14% decline in average species' distribution between 1970 and 2015**. Moreover, these declines should be viewed in the context of significant anthropogenic changes in wildlife which had already happened in the 18th and 19th centuries prior to the start of monitoring.

4.3 Another key conclusion of the report was that **wildlife is undergoing rapid change**, with 62% of species showing strong changes in abundance - either increasing or decreasing - in the last 10 years. Thus, there was no lessening in the net loss of nature in Scotland.

Species at risk of extinction in Scotland

4.4 The *2019 State of Nature Report Scotland* revealed that **11% of species in Scotland are classed as threatened with extinction in Great Britain**, based on the 6,413 species assessed using the IUCN's Regional Red List Criteria.

Habitat Trends in Scotland

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[1] https://nbn.org.uk/wp-content/uploads/2019/09/State-of-nature-Report-2019-Scotland-full-report.pdf

4.5 UK Centre for Ecology and Hydrology's (UKCEH) Countryside Survey has been monitoring the changes in Scottish countryside since 1978. The latest Scotland report was published in 2007[2] and provides a summary of changes in habitat condition.

4.6 **Headline findings included:**

- **Plant species richness** declined on average by about 10% in most habitat types between 1998 and 2007.

- Plant species associated with more stable, productive, often nutrient-rich habitats (competitors) increased at the expense of species associated with harsher environmental conditions (stress tolerators) and open, disturbed habitats (ruderals). Species experiencing declines included uncompetitive plants that thrive in grasslands with a short sward that are maintained by low soil fertility or grazing.

- **Grassland:** Improved grassland and acid grassland habitat types increased by 9% and 8%, respectively, between 1998 and 2007. Other grassland habitats showed no change.

- **Woodlands:** Broadleaved woodland habitats increased by 10% between 1998 and 2007, while conifer woodland decreased by 7.1%.

- **Wetlands:** The species richness of streamside habitats declined by 12% between 1998 and 2007. Declines were linked to increasingly rank vegetation (succession) with an increase in competition species. Improvements were however noted in headwater streams between 1998 and 2007 with species richness increasing over the same period. Species sensitive to the effects of nutrient enrichment increased in this habitat type, implying improving water quality. The number of ponds in Scotland increased by 6% between 1998 and 2007.

- **Hedgerows:** between 1998 and 2007 the length of managed hedgerow declined by 7%. A third of managed hedges were in good structural condition in 2007, with signs of improvement noted since 1998.[3]

State of nature in Edinburgh

4.7 Edinburgh hosts a diverse and varied landscape, which in turn supports a wide range of species and habitats, including:

- 6 Sites of Special Scientific Interest (SSSI) designated for biological or mixed interest covering 7,754 ha (almost 10,860 football pitches). This includes Arthur's Seat Volcano SSSI and Duddingston Loch SSSI which are in the heart of the city as well the Firth of Forth SSSI. City of Edinburgh Council total area is 27,304ha.

- 90 Local Biodiversity Sites covering 3,282 ha (or almost 4,597 football pitches[4]).

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[2] https://nora.nerc.ac.uk/id/eprint/7831/1/CS-Scotland-2007-KeyMessages.pdf
[3] https://nora.nerc.ac.uk/id/eprint/7831/1/CS-Scotland-2007-KeyMessages.pdf
[4] Based on a football pitch beiong 7,140 square metres

- Ancient woodland in Edinburgh covers 1067.5 ha (3.9 % of Edinburgh[5]).

- There are 129 ancient, veteran, or notable trees in Edinburgh: 1 ancient tree, 35 veteran trees and 93 notable trees.[6] The single ancient tree is a dead Sycamore, *Acer pseudoplatanus* found in Redford Brae & Laverock Dale Local Biodiversity Site.

- Scotland is an important resource for peatland habitats globally, with blanket bogs covering some 23% of Scotland's land area. In the Edinburgh area, the main area of peatland habitat is centred in the Pentland Hills Regional Park, with around 66.7 ha of Sphagnum bogs recorded in this area[7].

- There are around 121.6 km of rivers in Edinburgh.[8]

- Private gardens are now recognised as valuable wildlife resource and may account for a quarter of the area of a typical city and half its greenspace.[9]

5. Priority habitats and species

5.1 It is important that any plans and proposals, site management, land use changes, take into account and avoid impacts on local priority habitats and species. Any habitat enhancement or creation projects should include suitable priority habitat improvements or extend habitat which can support priority species. Guidance and information to support this will be produced in the life of this plan, in Planning and other types of guidance.

Table 5.1 Priority habitat types for Edinburgh

Broad habitat type	Includes
Coastal & Marine	Subtidal zones, intertidal mudflats, sandflats, rocky shores and islands.
Freshwater and wetlands	Lochs, ponds, reservoirs, rivers, burns, canal, associated riparian habitats, fens and swamps, temporary standing water areas.
Woodlands	Semi natural woodland; ancient and long established woodland inventory sites; broadleaved plantation woodlands; riparian woodlands; ancient and veteran trees; hedgerows.
Grasslands	Semi natural grasslands; unimproved grasslands of all types; native wildflower/grassland meadow areas.
Farmland	Arable field margins; parkland pasture; field boundaries such as hedgerows; farm ponds and wetlands.
Peatlands	Blanket bog, lowland raised bog, fens and mires.
Rock faces	Natural inland and coastal rock faces; man-made rock faces.

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[5] CEC area (not including marine environment) is 27,289 ha

[6] Woodland Trust's Ancient Tree Inventory: https://ati.woodlandtrust.org.uk/

[7] Phase 1 data held by TWIC.

[8] OS Open Rivers (OGL)

[9] http://www.wlgf.org/The%20garden%20Resource.pdf

Urban greenspaces	Parks, cemeteries, gardens, golf courses, allotments, brownfield sites on vacant and derelict land, wildlife corridors such as path networks, transport routes with adjacent vegetation, road verges.

Species

5.2 Priority species for Edinburgh includes protected species and 'notable' species which includes less common species and rarities. An updated list of priority species is reviewed periodically and will be available on the Edinburgh Biodiversity Action Plan page of the Council website: www.edinburgh.gov.uk/biodiversity

6. A Plan for Edinburgh's biodiversity

6.1 This plan includes actions for:

- Green networks

- Blue Networks

- Built environment

- Geodiversity

- Species

6.2 Green networks are defined here as land-based habitats such as woodlands, grasslands, parks and urban greenspace, gardens, farmland, upland, open mosaic habitats etc. Blue networks are water-based habitats such as ponds, rivers and coastal waters. Green and blue networks are interconnected to form all natural, semi-natural and man-made habitats. The relationship between green and blue networks is of particular importance to the water environment, where high quality green-blue habitat connectivity can help reduce pollution and slow water run off during flood events. There is an emphasis on the importance of collaborative work across different habitat types and increasing connectivity between habitats, using an ecosystem approach.

6.3 The principles laid out in The Lawton Review apply here to improve ecological networks; there needs to be more and they have to be **bigger**, **better** and **more** joined up.

6.4 As an Action Plan for an urban area, the importance of the built environment in supporting some of our rarer/more threatened species such as swifts and bats, is recognised. Challenges such as climate change, water management, flooding and pollution impact on the built environment and there are opportunities for creating blue/green infrastructure and other adaptation measures.

6.5 We include the importance of private gardens and their valuable contribution to biodiversity through creating habitat for pollinating insects including bumblebees and butterflies, mammals such as hedgehogs, as well as ponds for amphibians. Food growing areas, such as allotments and community gardens, were found to be the most valuable habitat type for pollinators by the University of Edinburgh Urban Pollinators project, and are promoted by partners in this plan.

7.   People power – citizens, communities and partners delivering for nature

7.1   There are over 30 organisations and groups working as part of the Edinburgh Biodiversity Partnership to increase biodiversity in our city, and to engage communities and volunteers in those efforts. From research organisations such as Royal Botanic Garden Edinburgh and our Universities, to government agencies, environmental and conservation charities, expert species and nature groups, and local communities working in parks and greenspaces, there is a huge resource of people and knowledge committed to improving our city for nature.

7.2   The strength of Local Biodiversity Partnerships is that they bring together organisations who can work together to co-design projects to increase impact and make them more inclusive. Collaboration is now becoming ever more important with the need to plan on a landscape-scale and use an ecosystem approach.

7.3   The majority of conservation effort for priority species in Edinburgh is led by environmental charities or voluntary expert groups. As well as habitat management activities and projects, they carry out regular or ad hoc monitoring which provides species data invaluable for informing priorities and site designations, etc.

7.4   Monitoring and conservation efforts in our Local Nature Reserves, Pentland Hills Regional Park, Holyrood Park and other important places such as the Water of Leith, are co-ordinated by staff, but are completely reliant on significant numbers of volunteers to deliver.

7.5   Across all types of greenspace, from parks to cemeteries, there are community groups and volunteers making positive changes for wildlife and people. This has great advantages for health and wellbeing, both for the active community members and also indirectly for the visitors to the improved urban greenspace.

7.6   We are very fortunate in Edinburgh to work with our regional biological records centre, The Wildlife Information Centre (TWIC). TWIC work with local wildlife recording experts and others, to collate, verify and mobilise ecological data. This data feeds into national records and is also made available under licence to be used in site designations, planning casework, site management and project planning by the Council and others.

7.7   TWIC and other partners also promote wildlife recording to all, through public events, bioblitz events and offer training and support for tools such as iNaturalist.

7.8   Citizen Science (the collection and analysis of data relating to the natural world by members of the general public, typically as part of a collaborative project with professional scientists) and easily-accessible mobile apps and surveys such as BeeWalks, Big Garden Birdwatch and the Big Butterfly Count have resulted in important additional records. Social media can also play an important part by informing people about events, what to look out for and sharing information.

7.9 This joined up effort provides a great outcome for Edinburgh, with access to high quality ecological data from Partnership working.

8. Biodiversity, land use, planning and development in Edinburgh – reversing the ecological crisis

8.1 Planning can play an important part in protecting and enhancing the City's biodiversity.

8.2 Development can help reverse the ecological crisis by:
- Avoiding loss of, or damage to, existing priority habitats, features of ecological value, priority and protected species, and designated sites.
- Increasing biodiversity through enhancement, habitat creation, connectivity to existing habitats and natural areas.

8.3 These measures increase biodiversity and deliver:
- Adaptation and resilience to the impacts of climate change (flooding, overheating)
- Increasing carbon sequestration in vegetation and soils, to support Net Zero targets
- Increasing amenity, health and wellbeing.

8.4 In the programme for government there is a requirement for Nature Networks to be identified at local level. Work has already begun on this in Edinburgh.

8.5 The draft National Planning Framework 4 (NPF4) places a strong emphasis on Planning, doing its part, to reverse the ecological crisis by including policy 3(a) Positive effects for biodiversity. NatureScot has produced draft guidance to support developers implementing this policy, through the development process.

8.6 The draft City Plan2030 also includes policy Env 37 to support delivery of national policy at the local level and the EBAP is a key document to support application.

8.7 The EBAP identifies the priority habitats and species (section 7) which require protection and enhancement at the local level, and the importance of using Nature Based Solution as part of the development process. Also within City Plan 2030 is the Green-blue Network which identifies and includes spatial information on the Edinburgh Nature Network (Figure 8.1).

8.8 The Green Blue Network and Edinburgh Nature Network both map the existing biodiversity/nature network of designated sites and priority habitats. As outlined in section 8 the opportunity sites for expanding and better connecting the biodiversity/nature network are also identified. Development falling within these sites should maximise the positive effects for biodiversity to expand the existing nature network.   Further guidance to support this will be developed.

8.9 The Edinburgh Design Guidance chapter 3 includes the Mitigation Hierarchy, as the starting point of any development consideration of biodiversity, also *BS42020 Biodiveristy -code of practice for planning and development,* provides useful guidance.

8.10 The EBAP also supports projects and initiatives which developers can connect with to ensure their proposals are focused on delivery at the local level.

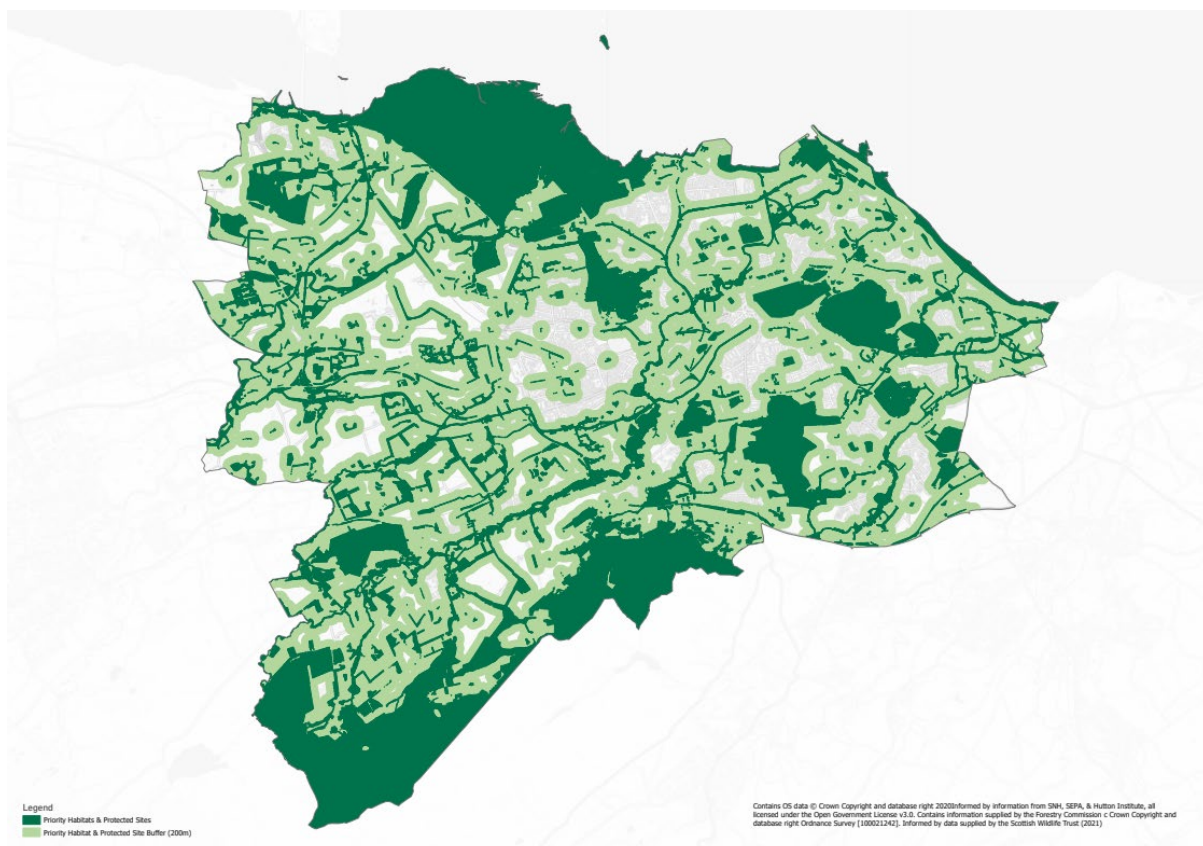**Figure 8.1 Links from EBAP to Planning and Development policy and delivery.**
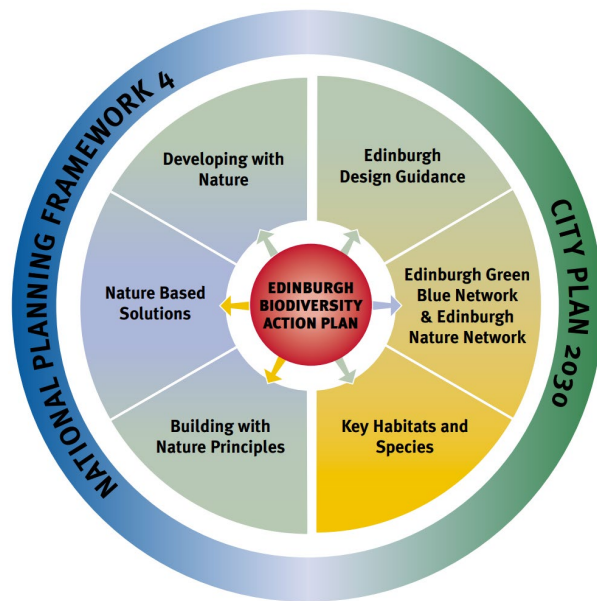
9. A CASE STUDY: Using Edinburgh Biodiversity Partnership data to develop Green-Blue and Nature Networks

9.1 As part of the Council's "Thriving Green Spaces" project, an Edinburgh Nature Network has been developed in partnership with Scottish Wildlife Trust, University of Edinburgh, Edinburgh Biodiversity Partnership members and other stakeholders. The Nature Network focuses on creating a well-connected, healthy, resilient ecosystem supporting Edinburgh's wildlife and people.

9.2 This city-wide Nature Network is a powerful tool that provides a strategic approach to prioritising environmental protection and enhancements, along with nature-based solutions, to tackle the threats of climate change and biodiversity loss. The model was grounded in the invaluable ecological data resource arising from over 20 years of Edinburgh Biodiversity Partnership working to record, map and protect our most important species, habitats and sites. The majority of the Edinburgh Nature Network is based on our large network of designated sites and priority habitats. (Figure 9.1). Mapping these gives the core Nature Network area. To highlight the areas with best potential to increase the connectivity and extent of the Nature Network, a 100m buffer was added based on modelling work by University of Edinburgh. Any opportunities for habitat creation which arise in the buffer zones can deliver an increase in the Nature Network coverage.

9.3   This work has allowed City of Edinburgh Council to be the first Local Authority to produce a Nature Network, which is a requirement of the Scottish Government's latest Programme for Government and must be created by 2026.

9.4   A parallel project looking at flooding and drainage issues, led to the development of a Green-Blue Network for Edinburgh. The Nature Network model was integrated into the Green-Blue Network. Although closely related, the driver for the Green-Blue Network are pressures on the surface water drainage system, and the need to identify where nature based solutions are needed to address flooding issues. The Green-Blue Network has been incorporated into the draft City Plan 2030.

9.5   By combining geographical data with local knowledge and considerations, we can identify opportunities for nature-based solutions and environmental enhancements that provide multiple benefits for both people and wildlife.

9.6   The Edinburgh Biodiversity Partnership will continue to work with both programmes as they enter the delivery phase.

Figure 9.1 Draft Nature Network and 'Green' part of the Green-blue Network

Legend
Priority Habitats & Protected Sites
Priority Habitat & Protected Site Buffer (200m)

Contains OS data © Crown Copyright and database right 2020Informed by information from SNH, SEPA, & Hutton Institute, all licensed under the Open Government License v3.0. Contains information supplied by the Forestry Commission c Crown Copyright and database right Ordnance Survey [100021242]. Informed by data supplied by the Scottish Wildlife Trust (2021)

10. Delivering biodiversity outcomes through joint working

There are several strategic plans and programmes which are closely linked to the Edinburgh Biodiversity Action Plan, through the work of Partners or Council services. These programmes have the potential to deliver significant improvements to the natural environment. They are at different stages of development or delivery, and continued engagement by the Edinburgh Biodiversity Partnership in these programmes will help to ensure opportunities for positive outcomes for biodiversity across the city and delivery of a Nature Positive City (table 10.1).

Each programme and links to this plan are set out below. Progress and outcomes will be reported through annual update reports, and any specific activities reflected as this Plan is refreshed going forward.

In addition there are other more peripheral plans and programmes, but which have the potential to support increased biodiversity (section 10.2).

Table 10.1 Core plans and programmes linked to EBAP

Name	Programme description	Description of links, requirements and opportunities for biodiversity	EBP partners involved	2022 Status
2030 Climate Strategy: delivering a net zero, Climate Ready City:	Overarching strategy for climate change including net zero targets and adaptation requirements.	Natural environment is a critical part of the solution for net zero, through carbon sequestration in soils and habitats, and adapting to the impacts of climate change. Knowledge exchange, capacity building, research and demonstration projects to be developed.	CEC Planning, NatureScot, University of Edinburgh, RBGE.	Strategy published.
Edinburgh Adapts Action Plan	Plan outlining necessary adaptation measures	A resilient natural environment is required for adaptation to the impacts of climate change. Urban overheating is alleviated by cooling and shading from vegetation. Parks, street trees, raingardens, living roofs all provide urban cooling. These examples of nature based solutions also slow water run off during extreme weather events, to reduce flood and pollution risk. They also help reverse the nature crisis.	CEC Planning NatureScot	New plan to be produced by 2023
Climate Change Risk Assessment	City wide modelling of the risks from climate change, report produced summer 2022.	EBP members to review final report to prioritise areas which would benefit from nature based solutions.	CEC, NatureScot, SEPA.	Report produced. Next steps to review report and identify priority areas for NBS.
City Plan 2030 Edinburgh Design Guidance and other associate planning guidance	New Local Development Plan for Edinburgh.	New draft policies on biodiversity included. Once NPF4 is published, and as City Plan progresses, policy wording will be finalised through the plan examination process. Clear links to EBAP priorities and opportunities to deliver the Edinburgh Nature Network and Green Blue Network can be identified when detailed guidance is produced.	CEC Planning	Awaiting NPF4 and City Plan 2030 publication.
Thriving Green Spaces	To create a vision and 30 year strategy for Edinburgh's green environment.	Working together to identify opportunities to increase biodiversity in Edinburgh's parks and greenspaces.	CEC Parks, CEC Planning.	Develop pilot projects. Next phase of funding and staffing

				underway in autumn 2022.
Edinburgh Nature Network	Map and deliver an improved Nature Network for Edinburgh.	Members of the EBP have been involved in the core project group and in the wider stakeholder group. Data on designated sites and priority habitats from EBAP work has been incorporated into the model.	CEC, Scottish Wildlife Trust, all EBP.	Develop projects in priority areas from the Nature Network map outputs.
Green-blue Network	Identify green-blue infrastructure requirements to address drainage and flooding issues.	Members of the EBP have input to the wider stakeholder group. Data on designated sites and priority habitats from EBAP work has been incorporated into the Green Blue Network model.	CEC, SEPA, NatureScot.	Pilot areas identified and funding being sought.
Forest and Woodland Strategy	Requirement of Planning legislation to produce a refreshed strategy to identify areas for protection, management and creation of woodland.	Important to use data and expertise of EBP to protect and expand the woodland areas of greatest ecological value.	CEC, ELGT.	Early stages of development 2022/23
Million Trees & Wee Forests projects	To become a Million Tree City by 2030 and continue to create 'Wee Forests' in parks and schools as part of a national NatureScot project aiming to have one 'Wee forest' for every primary school cluster in Scotland.	Members of the EBP, and relevant Council services, are involved in opportunities and site identification.	CEC, ELGT.	Progressing as part of project plan.

10.2 Peripheral plans and programmes with potential to support biodiversity improvements also include:

- Emerging Streetspace Allocation Framework, as reported to Transport and Environment Committee in October 2022
- Street Design Guidance
- Active Travel Action Plan

- Air Quality Action Plan
- 20 Minute Neighbourhoods Programme

11. Strategic EBAP actions to be developed by Edinburgh Biodiversity Partnership

11.1 In addition to the detailed action programme, some partners have identified potential projects or priority areas which require further development, research or funding.   A brief list is included here and as the EBAP is refreshed and progress reports produced during the life of this Plan, new projects and actions arising from this development work will be included.

11.2 **Projects and priorities for development into outputs and actions**

Workstream for development (funding, resources dependent)	Proposed timescale
Produce an updated list of priority and notable species for publication.	2023
Produce a 'Vision for Nature' aligned with new global targes post-COP 15 and Scottish Biodiversity Strategy, NPF4 production.	2023/4
Guidance on species choices for future climate resilience, for different habitats.	2023/4
Rare plants project refresh. Identify new target species.	2023
Review priority habitats for LNCS site designations gaps – eg Ancient Woodland Inventory sites and other important woodlands.	2023
Edinburgh Nature Network programme review and identify priority projects to align/deliver through EBAP.	2022/3
Review priority habitats and species lists to identify a pipeline of projects and funding sources including Nature Restoration Funding scheme.	2022/23
Establish an inventory of SUDS ponds in Edinburgh to encourage monitoring of biodiversity.	2024
Update the Open Mosaic Habitat survey.	2023/4
Produce guidance and information for different priority habitats, including information linked to climate change risks and opportunities for adaptation and carbon capture.	2024
City wide action framework for biosecurity, pests, diseases and invasive non native species.	2024
Informed by the Climate Change Risk Assessment and other work, develop a joint action list for biodiversity and the next Edinburgh Adapts action plan, to address climate impacts and opportunities for biodiversity and adaptation.	2023
Develop guidance and information around the importance of soils.	2023/4
Identify opportunities for biodiversity enhancements on golf courses. Identify a partner to engage and explore funding for work on golf course. Start with CEC owned sites.	2023/4
Engagement with privately owned LNCS sites, linked to development management briefs.	2022/3
Engagement with large private estate owners on biodiversity opportunities.	2024

Ecosystem health indicators development, including a climate indicator species list.	2023/4
Develop a monitoring scheme for Local Biodiversity Sites/Local Nature Conservation Sites.	2025
Native species reintroductions or naturalisation opportunities.	2024/5
Identify opportunities for 'rewilding' projects in Edinburgh, through the 'Wilding Wee Spaces' project and other opportunities.	2024
Shoreline management plan; green blue network opportunities; development briefs.	2023/4/5

12. Action plan 2022-2027

See Appendix 2: EBAP Part 2 Action Table

Action Number	Topic	Action	Partners
GN1	Green networks	Undertake at least one joint campaign per year to raise awareness and increase engagement with biodiversity conservation across Edinburgh, using social media, events, projects and other means. Focus particularly on private gardens, parks and greenspace and other priority areas of Edinburgh's green network.	Edinburgh Biodiversity Partnership
GN2	Green networks	Raise awareness of the importance of biological recording and wildlife conservation in the Edinburgh area through attendance at public events, including bioblitzes, social media and through running excursions and training workshops.	TWIC, ENHS, Royal Botanic Garden Edinburgh.
GN3	Green networks	Continue to provide a key role for the collection, collation and dissemination of biological records for the Edinburgh area. TWIC will target recording effort on Local Biodiversity Sites in the Edinburgh area through excursions and volunteering. Public wildlife surveys will continue to encourage recording of specific under-recorded taxa.	TWIC
GN4	Green networks	Provide training in species ID and biological recording for new and existing recorders to improve individual's knowledge and skills.	TWIC
GN5	Green networks	Support and encourage the increasing use of new online recording tools such as iRecord, BirdTrack, iNaturalist and others, to continue to increase engagement in recording and availability of data.	TWIC, ENHS, Royal Botanic Garden Edinburgh.
GN6	Green networks	Establish a new wildlife recording project for the Royal Botanic Garden using the iNaturalist platform to enable easy contribution of records by all users.	Royal Botanic Garden Edinburgh
GN7	Green networks	Continue to offer a programme of outdoor learning opportunities and public event programmes that raise awareness of the rich biodiversity across Holyrood Park and the wider City.	Historic Environment Scotland Ranger Service
GN8	Green networks	Develop a suite of ecosystem health measures and indicators based on Scottish Biodiversity Indicators and any relevant targets from the new Scottish Biodiversity Strategy when available, using available datasets relevant to Edinburgh.	TWIC, CEC, EBP, NatureScot
GN9	Green networks	Produce awareness raising materials and online information for parks using e.g. noticeboard posters and QR codes.	CEC Place (Parks)
GN10	Green networks	Support community groups and volunteers to engage in activities which increase biodiversity through habitat improvements or creation, and awareness raising activities in parks and other greenspaces.	CEC Place (Parks)
GN11	Green networks	Include biodiversity awareness material in any Schools and Group education packs produced for Parks. Provide biodiversity information in the Park interpretative materials and signage.	CEC Place (Parks)
GN12	Green networks	Edinburgh Natural History Society will lead a programme of field trips, talks and workshops for people to learn the skills to observe, identify and record natural history. Field trips will be to a variety of habitats within the area. There will be approximately 30 events each year and many will be within the Edinburgh city boundary or nearby.	Edinburgh Natural History Society
GN13	Green networks	Support schools with Learning for Sustainability through the Eco-Schools programme, and other award programmes such as John Muir Award, to include learning about local biodiversity.	CEC Children and Families
GN14	Green networks	Fund 'Wee forest' projects for each cluster of primary schools as part of a Scotland wide programme.	NatureScot
GN15	Green networks	Continue to involve communities in SSSI management where opportunities arise, for example at Wester Craiglockhart Hill SSSI.	NatureScot
GN16	Green networks	Review the Local Biodiversity Sites network across Edinburgh and identify where positive management, projects or management plans should be implemented.	CEC Place (Planning), NatureScot, TWIC, SWT, WOLAG
GN17	Green networks	Identify and assess potential new Local Biodiversity Sites, especially where priority habitats are present and sites are important for habitat network connectivity.	CEC Place (Planning), NatureScot, TWIC, SWT
GN18	Green networks	Engage with local communities and landowners about the ecological importance of Local Biodiversity Sites, with an initial focus on Council owned land.	CEC Place (Planning), CEC Place (Parks), NatureScot, TWIC, SWT
GN20	Green networks	Deliver the Giving Nature a Home initiative in Edinburgh. Work with communities, schools and volunteers to raise awareness of biodiversity and its health benefits in Edinburgh.	RSPB
GN21	Green networks	Provide information, advice and expertise on plant conservation and the maintenance and creation of species-rich habitat.	Royal Botanic Garden Edinburgh
GN23	Green networks	Undertake and record the treatment of Japanese Knotweed and Giant Hogweed on Council owned land across Edinburgh.	CEC Place (Parks)
GN24	Green networks	Provide information about INNS identification and removal as part of training for Council grounds maintenance staff.	CEC Place (Parks)
GN26	Green networks	Delivery of habitat creation projects in parks as opportunities arise, e.g. in West Pilton Park.	Edinburgh Lothian Greenspace Trust

GN27	Green networks	Increase the number of people growing their own food and the number of food growing areas, targeting areas of deprivation.	CEC Place (Parks), Edinburgh Lothian Greenspace Trust
GN28	Green networks	Increase the number of allotment sites/plots in the city and actively encourage the lease of appropriate sites to engaged communities, e.g. Pilton Gardeners, Duddingston Field.	CEC Place (Parks)
GN30	Green networks	Manage and maintain up to 70 urban meadow sites on Council land incorporating mixed floral meadows, native wildflower meadows and grass meadow sites as part of the Edinburgh Living Landscape programme.	CEC Place (Parks)
GN31	Green networks	Encourage and support Friends of Parks and other community groups to deliver biodiversity improvements in their local greenspace, including bird, bee and bat boxes, habitat creation or similar.	CEC Place (Parks), Edinburgh Lothian Greenspace Trust, CEC Localities
GN32	Green networks	Manage and maintain naturalised grasslands in parks and other Council land as part of the Edinburgh Living Landscapes programme.	CEC Place (Parks)
GN33	Green networks	Deliver greenspace projects with wildlife benefits across the city as opportunities arise - e.g. Little France Park, allotments, community gardens etc. including in areas of multiple deprivation.	CEC Place (Parks), Edinburgh Lothian Greenspace Trust
GN34	Green networks	Cyclepath management: Carry out biodiversity enhancement/conservation enhancement projects along Edinburgh's Cyclepath Network.	Edinburgh Lothian Greenspace Trust
GN35	Green networks	Aim to plant up to 50,000 bulbs in naturalised grass annually across the city as part of the Edinburgh Living Landscape programme.	CEC Place (Parks)
GN40	Green networks	Work with the Active Travel team to identify and deliver opportunities for biodiversity enhancements in the Active Travel Action Plan programme.	CEC Place (Placemaking and mobility)
GN41	Green networks	Continue to record all native and alien vascular plants in the wild and public areas of Edinburgh. Contribute to the National Plant Monitoring Scheme. Incorporate the data into the next Atlas of the British and Irish Flora and into the next edition of the Rare Plant Register for Midlothian. Communicate the data to interested parties as required.	Botanical Society of Britain and Ireland
GN42	Green networks	Undertake site condition monitoring for Edinburgh SSSIs.	NatureScot
GN43	Green networks	Restore the species rich grassland at Murder Acre using grazing.	SWT Lothians
GN44	Green networks	Deliver the Million Tree City project to plant an additional 300,000 trees by 2030.	CEC Place (Parks), CEC Localities, ELL, ELGT.
GN45	Green networks	Continue to implement Site of Special Scientific Interest (SSSI) grassland management plan for Holyrood Park as agreed with NatureScot.	Historic Environment Scotland Ranger Service
GN46	Green networks	Manage newly established wildflower meadows in areas of Holyrood Park outwith the SSSI.	Historic Environment Scotland Ranger Service
GN47	Green networks	Continue to offer a programme of volunteer opportunities, training, activities and surveys to enhance the biodiversity and assist in the monitoring of wildlife sightings across Holyrood Park, with all records shared with relevant organisations.	Historic Environment Scotland Ranger Service
GN48	Green networks	Through active management, continue to increase diversity within meadow habitats at the following CEC Natural Heritage sites: Meadows Yard LNR, Craigmillar Castle Park, Hermitage of Braid and Blackford Hill LNR, Easter Craiglockhart Hill LNR, Wester Craiglockhart Hill SSSI, Burdiehouse Burn LNR, Cammo Estate LNR and Bavelaw Marsh SSSI.	CEC Place (Natural Heritage Service)
GN49	Green networks	Monitor and control invasive plant species on CEC Natural Heritage managed sites.	CEC Place (Natural Heritage Service)
GN50	Green networks	Continue to enable community involvement and volunteer participation in the control of INNS on Natural Heritage sites.	CEC Place (Natural Heritage Service)
GN51	Green networks	Manage the moorland of Bonaly Country Park to create a mosaic of habitats, including native woodland.	CEC Place (Natural Heritage Service)
GN52	Green networks	Manage Local Nature Reserves and other natural heritage parks to benefit biodiversity.	CEC Place (Natural Heritage Service)
GN53	Green networks	Liaise with Parks Events team and event organisers to ensure that events are well managed and do not damage any valuable habitats on Natural Heritage Sites.	CEC Place (Natural Heritage Service)
GN54	Green networks	Continue to delivery woodland network expansion projects.	Edinburgh Lothian Greenspace Trust
GN55	Green networks	Identify key woodland projects and sites to direct Scottish Forestry WIAT funding.	Edinburgh Lothian Greenspace Trust
GN56	Green networks	Deliver the 'Treetime' project, to plant new trees in Edinburgh, including park trees, street trees and woodland planting.	Edinburgh Lothian Greenspace Trust
GN57	Green networks	Identify sites or projects which require a woodland management plan and can be funded under Woodlands in and around towns (WIAT).	Edinburgh Lothian Greenspace Trust
GN58	Green networks	Identify sites or projects which would benefit from woodland management as part of the WIAT scheme from Scottish Forestry.	Edinburgh Lothian Greenspace Trust
GN59	Green networks	Continue the woodland engagement project based at Craigmillar Castle Park.	Edinburgh Lothian Greenspace Trust
GN60	Green networks	Identify sites suitable for riparian woodland creation or enhancement.	Edinburgh Lothian Greenspace Trust
GN61	Green networks	Promote the Edinburgh Pollinators Species mix for meadow creation in habitat projects and new developments	CEC Place (Planning), ELL

GN63	Green networks	Increase habitat quality within the botanic garden e.g., by conversion of lawns to "living lawns", with more flowering and less mowing, and the retention of deadwood habitat.	Royal Botanic Garden Edinburgh
GN64	Green networks	Work with community groups, schools and volunteers to take positive action to protect and enhance biodiveristy in Edinburgh through nature on your doorstep actions.	RSPB
GN65	Green networks	Monitor, remove and prevent the spread of Invasive non-native species on Inchmickery.	RSPB, NatureScot, Forth Seabird Group
GN67	Green networks	Produce a surveys checklist for Forestry Commission Scotland woodland grant or felling licence applicants for Edinburgh sites.	Forestry Commission Scotland, CEC Place (Planning), TWIC
GN68	Green networks	Identify opportunities for new greenspace associated with housing development. Use open space quality standards and other natural capital standards.	CEC Place (Planning), RSPB, ELL
GN69	Green networks	Scope and develop a Strategic Management Plan for Holyrood Park in conjunction with partners.	Historic Environment Scotland Ranger Service
GN70	Green networks	Include policies, targets and actions relating to biodiversity, Green-blue and Nature Networks, greenspace and green infrastructure in the Edinburgh Design Guidance, City Plan 2030, Open Space Strategy, Edinburgh Adapts and Climate Ready City plans.	CEC Place (Planning), CEC Chief Executive
GN71	Green networks	Once NPF4 is adopted, continue to work with NatureScot on finalising developing with nature guidance to ensure positive effects for biodiversity is included in new developments.	CEC Place (Planning)
GN72	Green networks	Embed climate change adaptation considerations, and potential responses such as habitat network restoration or creation, into wider land use planning decisions through the use of Forestry and Woodland Strategies, regional land use strategies, Strategic/Local Development Plans and development masterplans.	CEC Place (Planning)
GN73	Green networks	Respond to casework relating to all protected sites, windfarms and other relevant issues.	RSPB, SWT, NatureScot, CEC Place (Planning)
GN74	Green networks	As part of core duties, continue to 1) respond to statutory casework affecting protected sites; 2) respond to statutory windfarm casework; 3) continue to provide Green Infrastructure and biodiversity advice in master planning/major developments; 4) continue to provide management advice and consents for Edinburgh SSSIs (i. facilitate scrub/grassland management at Wester Craiglockhart Hill SSSI and advise on the new management plan; ii. advise on management for revision of Arthur's Seat Volcano SSSI Management Plan).	NatureScot
GN75	Green networks	Increase biodiversity and enrichment of local habitats while creating a large scale, nature-rich urban food growing project at Lauriston Farm.	Edinburgh Agroecology Co-op
BN1	Blue networks	Deliver a programme of clean up events along the Water of Leith, focusing on local community engagement and highlighting links between riparian and coastal litter.	Water of Leith Conservation Trust
BN2	Blue networks	Continue a programme of volunteer, training, patrols and surveys for the Water of Leith to enable the monitoring of wildlife sightings, meadow surveys and river bank habitats and pass all sightings and records to TWIC.	Water of Leith Conservation Trust
BN3	Blue networks	Undertake promotional and awareness raising activities relating to the Firth of Forth SPA. Identify opportunities for interpretation.	FEF, NatureScot, RSPB, CEC Place (Planning)
BN5	Blue networks	As part of annual water course inspections, record locations of INNS and any wildlife features observed.	CEC Place (Flood team)
BN6	Blue networks	Continue to undertake work in relation to the creation of a Marine SPA in the Forth.	NatureScot, Forth Estuary Forum.
BN7	Blue networks	Undertake site condition monitoring for Firth of Forth SSSI as required through the NatureScot national programme.	NatureScot
BN9	Blue networks	Deliver a programme of clean up events along the Water of Leith, focusing on local community engagement and highlighting links between riparian and coastal litter.	WOLCT, CEC Place (Natural Heritage Service)
BN10	Blue networks	Maintain the seven Biodiversity Boost habitat improvement sites along the Water of Leith. Seek funding to extend this network to more sites.	WOLCT, CEC Place (Natural Heritage Service)
BN11	Blue networks	Respond to all opportunities for tree planting, biodiversity improvements, and the creation of new greenspaces connected to the river catchment and to supplement the Edinburgh Million Tree City project. Consult with SEPA on river restoration projects.	WOLCT, CEC Place (Parks), WOLAG
BN13	Blue networks	Act to conserve the coastal sand dunes (a UKBAP Priority Habitat) at Cramond, focusing on the control of invasive species (Japanese rose, bracken, Japanese knotweed, sycamore). Identify any other threats to this habitat such as visitor pressure, fly-tipping and erosion.	CEC Place (Natural Heritage Service)
BN14	Blue networks	Carry out WeBs counts on CEC Natural Heritage sites to help monitor coastal habitat and bird populations.	CEC Place (Natural Heritage Service)
BN15	Blue networks	Manage River Almond woodlands in partnership with Friends group.	CEC Place (Natural Heritage Service)

BN16	Blue networks	Manage Harperrigg, Harlaw, Bonaly and Threipmuir Reservoirs within Pentlands Hill Regional Park in conjunction with Flood Prevention to improve biodiversity where appropriate.	CEC Place (Natural Heritage Service)
BN17	Blue networks	Through SSSI monitoring and site management, take particular account of the habitat requirements of the nationally scarce bryophytes at Balerno Common SSSI (Bavelaw Marsh) which require periodic lowering of the water levels.	NatureScot, CEC Place (Natural Heritage Service), Bavelaw Management Group, WOLAG
BN18	Blue networks	Encourage student research projects on Otters.	CEC Place (Natural Heritage Service)
BN19	Blue networks	Management of the Water of Leith corridor in partnership with Water of Leith Conservation Trust	CEC Place (Natural Heritage Service)
BN20	Blue networks	Deliver the River Almond barriers project by identifying the best solution for improved fish passage on the river, either removal of obstructions or construction/repair of fish passages.	CEC Place (Natural Heritage Service)
BN21	Blue networks	Identify sites suitable for riparian woodland creation or enhancement.	CEC Place (Natural Heritage Service)
BN22	Blue networks	Manage and enhance ponds and wetlands at Cammo canal, Blackford Pond, Easter Craiglockhart Hill to include the investigation of water quality	CEC Place (Natural Heritage Service)
BN23	Blue networks	Deliver the Restoration Forth project to restore seagrass and native oysters to the Forth as part of the Edinburgh Living Landscapes initiative.	Royal Botanic Garden Edinburgh, Marine Conservation Society, Heriot Watt University, ELL
BN24	Blue networks	Identify opportunities to manage and restore wetlands and peatlands for species enhancement and carbon storage, including in upper catchment of Water of Leith.	EBP, WOLAG
BN25	Blue networks	Assess each weir in the lower catchment of the Water of Leith within the context of the catchment remodelling, for heritage value and ecological gain. Devise a programme of work to improve the ecological potential of the river within the context of a cost benefit analysis.	WOLAG, SEPA
BN26	Blue networks	Investigate necessary morphological improvements for Harperrig Reservoir, Murrayburn, and Water of Leith (Poets Burn to Murray Burn to Estuary) with stakeholders and devise a programme of work to improve the ecological potential of the river within the context of a cost benefit analysis.	WOLAG, SEPA
BN28	Blue networks	As part of core duties, continue to provide Natura advice on all casework and licences affecting the Firth of Forth SPA.	NatureScot
BN29	Blue networks	Fulfill the habitat and species actions within the Water of Leith Management Plan.	Water of Leith Action Group, WOLCT, CEC Place (Planning), SEPA
GE1	Geodiversity	Collaborate with partners such as Landowners, CEC Natural Heritage Service, Education Institutes, SRUC, NatureScot, Edinburgh World Heritage, nature conservation and geology groups, and local communities to encourage use of Local Geodiversity Sites for formal and informal education.	Lothian and Borders GeoConservation Committee Lothian and Borders GeoConservation Volunteer Group
GE2	Geodiversity	Promote Local Geodiversity Sites to partners – e.g. within CEC, nature conservation groups, local groups with an interest in geology, local communities.	Lothian and Borders GeoConservation Committee
GE3	Geodiversity	Maintain range of leaflets and posters for the general public, supply to distribution network. Develop further leaflets and web resources etc.	Lothian and Borders GeoConservation Committee, Lothian and Borders GeoConservation Volunteer Group
GE4	Geodiversity	Keep under review Local Geodiversity sites including geomorphological and building stone site and maintain list of potential sites in Edinburgh. Designated further sites as appropriate.	CEC Place
GE5	Geodiversity	Monitor condition of Local Geodiversity Sites using GeoConservation UK site monitoring form to collate and record site visits: Record issues with access, vandalism, vegetation and notify concerns to CEC and landowners.	Lothian and Borders GeoConservation Committee, Lothian and Borders GeoConservation Volunteer Group
GE6	Geodiversity	Work with Scottish Geodiversity Forum to contribute to the vision of Scotland's Geodiversity Charter. Liaise with other GeoConservation Groups in Scotland to arrange regional meetings including training.	Scottish Geodiversity Forum, Lothian and Borders GeoConservation Committee
GE7	Geodiversity	Ensure Local Geodiversity Sites are included in Local Plans and that there is specific mention of the need to protect Local Geodiversity in local plans and other policies and guidance.	Lothian and Boprders GeoConservation Committee, CEC Place (Planning)
BE1	Built environmer	Raise awareness about swifts and importance of built environment for nest sites with planners, architects and developers. Engage volunteers and others in swift conservation and monitoring of swift bricks and nesting sites.	CEC Place (Planning), RSPB
BE2	Built environmer	Run a series of events promoting and training on different types of green infrastructure and the relationship between built and natural environment.	CEC Place (Planning), Edinburgh Adapts Steering Group, EBP
BE3	Built environmer	Demonstrate nature-based solutions to the climate emergency, based on urban greening, that have co-benefits for biodiversity.	Royal Botanic Garden Edinburgh
BE4	Built environmer	Work with a housing developer to showcase high quality, wildlife rich developments including meadows, ponds, native trees etc.	SWT, ELL, CEC Place (Planning)

BE5	Built environmer	Promote the Natural Capital Standard for green infrastructure as opportunities arise.	SWT, ELL, University of Edinburgh
BE6	Built environmer	Raise awareness of the value of 'brownfield' sites for biodiversity through training, events and inclusion in assessments, guidance and policy relating to new development and the City Plan 2030.	CEC Place (Planning), Buglife
BE7	Built environmer	Promote the creation of 'Living Roofs' as mitigation for the loss of ecologically valuable brownfield sites to development, especially sites which contain the UKBAP 'Open Mosaic Habitat on Previously Developed Land'.	CEC Place (Planning), Buglife
BE8	Built environmer	Swifts - Monitor and record installation and use of artificial nest boxes, swift bricks and existing known nests through continued survey, volunteer engagement and data sharing.	CEC Place (Planning), RSPB, TWIC
BE9	Built environmer	Promote green infrastructure to help nature to adapt to climate change by strengthening habitat networks, reducing habitat fragmentation and providing opportunities for species to migrate.	CEC Place (Planning), Edinburgh Adapts Steering Group, Edinburgh Living Landscapes Initiative, NatureScot
BE10	Built environmer	Implement the biodiversity strategy for the University of Edinburgh.	University of Edinburgh
BE11	Built environmer	Ensure biodiversity best practice guidance and policy framework is included in the Edinburgh Design Guidance, Climate Ready City and Edinburgh Adapts to integrate green infrastructure in the built environment for biodiversity and climate resilience.	CEC Place (Planning), Edinburgh Adapts Steering Group, Edinburgh Living Landscapes Initiative, NatureScot
BE12	Built environmer	Promote green infrastructure and green networks in new developments through training and raise awareness of the relationship between built and natural environments, and other issues such as air quality, water quality and climate change.	CEC Place (Planning), Edinburgh Adapts Steering Group, Edinburgh Living Landscapes Initiative, NatureScot
S1	Species	Engage the public with wildlife conservation and awareness raising through attendance at public events, bioblitzes, running excursions and running public events and workshops. F120	The Wildlife Information Centre
S2	Species	Raise awareness of native biodiversity through interpretation of habitat management to visitors at Edinburgh Zoo.	Royal Zoological Society Scotland
S3	Species	Provide opportunities for people from all backgrounds to connect with nature through visiting the Garden, attending events and via targeted community engagement.	Royal Botanic Garden Edinburgh
S4	Species	Butterfly Conservation staff and volunteers carry out survey and monitoring work across Edinburgh including transects across key sites and habitat management projects to benefit butterflies and moths. Monitor spread of Small Skipper and Speckled Wood. Increase the recording effort for moths especially in the uplands, grasslands (including day-flying moths) and valley woodlands.	Butterfly Conservation Scotland
S5	Species	Butterfly Conservation staff and volunteers promote the creation of Wild Spaces in Edinburgh. These are places where butterflies and moths can feed, breed and shelter, with a focus on the planting of species (wildflowers, trees and shrubs) that their caterpillars eat. Wild Spaces can be in private gardens and businesses, and public areas such as parks.'	Butterfly Conservation Scotland
S6	Species	Raise awareness of biological recording, and the monitoring of priority species and habitats in Edinburgh through events such as City Nature Challenge, bioblitzes and volunteer training.	RSPB
S7	Species	Butterfly Conservation staff and volunteers to promote targeted monitoring of Grayling and Northern Brown Argus butterflies wherever they occur in Edinburgh.	Butterfly Conservation Scotland, Historic Environment Scotland Ranger Service, CEC Place (Natural Heritage Service)
S8	Species	Use the Urban Flora Project to promote and raise awareness and understanding of recording plants in urban areas.	Botanical Society of Scotland
S9	Species	Promote the annual New Year Plant Hunt across Edinburgh, encouraging citizens to take part.	BSBI, Edinburgh Biodiversity Partnership.
S10	Species	Edinburgh Natural History Society will continue to monitor the Field Gentians at Hound Point.	Edinburgh Natural History Society
S11	Species	Continue to monitor populations of terns breeding and nesting around the Firth of Forth, including the raft at Port Edgar. Look for oportunities to install further tern rafts.	RSPB, NatureScot, CEC Place (Planning), Forth Seabird Group
S12	Species	Support an increase in the population of pond mud snails in Pentland Hills Regional Park through continued monitoring and additional releases to increase the population.	Royal Zoological Society Scotland, SWT, CEC Place (Natural Heritage Service)
S13	Species	Identify opportunities to apply new eDNA techniques to species and site conservation projects.	Edinburgh Biodiversity Partnership
S14	Species	Monitor known populations of Bordered Brown Lacewing in Holyrood Park to establish more about the ecology of this rare insect. Pass results to Buglife.	Historic Environment Scotland Ranger Service, Buglife
S15	Species	Continue to plant endangered conifers on Council owned land through the Conifer Trust project.	Royal Botanic Garden Edinburgh, CEC Place (Parks)

Page 141

S16	Species	Carry out ex-situ conservation of rare Arran Whitebeam (Sorbus arranensis) species by planting on Council land as part of rare plants project.	Royal Botanic Garden Edinburgh, CEC Place (Parks)
S17	Species	Continue to encourage members of the public to join Natural Heritage Officers on surveys - Breeding birds, green hairstreak, small pearl-bordered fritillary and wildflower meadows.	CEC Place (Natural Heritage Service)
S18	Species	Continue breeding bird survey on Bonaly Moor at Bonaly Country Park as a way of monitoring heather management and contributing to national monitoring scheme.	CEC Place (Natural Heritage Service)
S19	Species	Encourage student to research data collected from the Breeding Bird Survey (BBS).	CEC Place (Natural Heritage Service)
S20	Species	Continue to carry out butterfly transects to build an understanding of changing populations and monitor habitats at the following Natural Heritage sites: Burdiehouse Burn LNR, Cammo Estate LNR, Meadows Yard LNR, Craigmillar Castle Park and Hermitage of Braid and Blackford Hill LNR.	CEC Place (Natural Heritage Service)
S21	Species	Continue to utilise volunteers in the surveying of butterfly species on Natural Heritage sites.	CEC Place (Natural Heritage Service)
S22	Species	Continue to monitor the known populations of Green Hairstreak in the PHRP via butterfly transects.	CEC Place (Natural Heritage Service)
S23	Species	Increase knowledge of bee populations by undertaking bee transect recording at Natural Heritage sites.	CEC Place (Natural Heritage Service)
S24	Species	Undertake annual survey for Bordered brown lacewing to establish ecology and distribution on Blackford Hill and other suitable habitats on Natural Heritage sites.	CEC Place (Natural Heritage Service)
S25	Species	Continue to monitor the known population of Small Pearl-bordered Fritillary at Balerno Common SSSI via butterfly transects.	CEC Place (Natural Heritage Service)
S26	Species	Encourage research into identifying habitat improvements to help species spread of Small Pearl-Bordered Fritillary	CEC Place (Natural Heritage Service)
S27	Species	Continue to work with the Lothian Bat Group to monitor bats on CEC Natural Heritage sites.	CEC Place (Natural Heritage Service)
S28	Species	Continue to pass all wildlife sightings and records to TWIC.	CEC Place (Natural Heritage Service)
S29	Species	Attempt to establish new populations of Maiden Pink at historical sites around the city.	CEC Place (Natural Heritage Service)
S30	Species	Establish new populations of rare plant priority species at historical sites.	CEC Place (Natural Heritage Service)
S32	Species	Investigate additional locations for new woodland plantings e.g. Bonaly, Hillend Country Parks and work with landowners for new locations within PHRP.	CEC Place (Natural Heritage Service)
S33	Species	Continue to monitor Juniper in Pentland Hills Regional Park.	CEC Place (Natural Heritage Service)
S34	Species	Monitor and repair all raptor nest boxes in the Pentland Hills Regional Park	Lothian and Borders Raptor Study group, CEC Place (Natural Heritage Service), Friends of Pentland Hills Regional Park
S35	Species	Increase the number of raptor nest boxes across the city.	Lothian and Borders Raptor Study group, CEC Place (Natural Heritage Service)
S36	Species	Continue to monitor raptors through the Urban Sparrowhawk project.	Lothian and Borders Raptor Study Group
S37	Species	Review rare plants list and scope future monitoring and habitat conservation work. Royal Botanic Garden Edinburgh to support with interpretation and re-introductions where appropriate.	CEC Place (Natural Heritage Service)
S38	Species	Support rare plant conservation through seed collection, propagation and translocation work in collaboration with landowners and other partners.	Royal Botanic Garden Edinburgh, Historic Environment Scotland Ranger Service
S39	Species	Establish more rare plant colonies on Wester Craiglockhart Hill and Blackford Hill.	CEC Place (Natural Heritage Service)
S40	Species	Monitor and manage populations of Sticky Catchfly (Silene viscaria).	CEC Place (Natural Heritage Service)
S41	Species	Identify opportunities and resources to capture baseline data for INNS on Council owned Parks and Greenspace land, i.e. Himalayan Balsam, Giant Hogweed, Japanese Knotweed. Include other areas such as cyclepaths and river corridors where possible.	CEC Place (Parks), RAFTS, SEPA, WOLCT.
S42	Species	Remove, monitor and prevent the spread of Invasive plant species along the Water of Leith. Conclude research looking at practical alternative control methods of Giant Hogweed to herbicides. Using research findings develop an integrated INNS management plan specific to the WOL with a focus on reducing herbicide use. Continue the volunteer hand pulling Himalayan Balsam programme with the view to significantly reducing the riparian population.	Water of Leith Action Group, WOLCT, CEC Place (Parks), Napier University, SEPA etc
S43	Species	Continue to implement the site management plan to benefit Small Pearl Bordered Fritillary at Red Moss Reserve and monitor the population.	SWT, Butterfly Conservation

S44	Species	Progress the reintroduction of Pillwort at SWT Bawsinch reserve and monitor. Progress reintroduction at other historical sites.	SWT Lothians
S45	Species	Increase knowledge of bee populations by recording the presence of bee species at Ranger-managed sites throughout Edinburgh, using bumblebee transects and other recording methods.	Historic Environment Scotland Ranger Service, CEC Place (Natural Heritage Service)
S46	Species	Continue to carry out generic butterfly surveys to build an understanding of changing populations at the following managed sites: Holyrood Park, Cammo Estate LBS, Meadows Yard LNR, Craigmillar Castle Park and Hermitage of Braid and Blackford Hill LNR.	Historic Environment Scotland Ranger Service, CEC Place (Natural Heritage Service)
S47	Species	Monitor scrub encroachment into areas of biting stonecrop, the larval foodplant of the stonecrop fanner (Glyphipterix equitella). Every five years, funding dependent, commission a specialist survey to establish if this nationally scarce micromoth remains extant within Holyrood.	Historic Environment Scotland Ranger Service, Edinburgh Biodiversity Partnership
S48	Species	Survey for the presence of Northern Brown Argus (Aricia artaxerxes), a UKBAP Priority Species found at Holyrood Park and act to conserve known populations of Common Rock-rose (Helianthemum nummularium).	Historic Environment Scotland Ranger Service
S49	Species	Continue to monitor known populations of the Wood Sage Plume Moth (Capperia britanniodactylus).	Historic Environment Scotland Ranger Service
S50	Species	Monitor and act to conserve the known population of Adder's-tongue fern (Ophioglossum vulgatum) at Holyrood Park.	Historic Environment Scotland Ranger Service
S51	Species	Monitor and act to conserve the existing and newly established populations of Maiden Pink at Holyrood Park.	Historic Environment Scotland Ranger Service
S52	Species	Act to conserve known populations of Purple milk-vetch (Astragalus danicus), an Endangered and UKBAP Priority Species found in Holyrood Park, via control of encroaching scrub.	Historic Environment Scotland Ranger Service
S53	Species	Manage habitats around confirmed Rock Whitebeam trees to reduce threat of fire damage.	Historic Environment Scotland Ranger Service
S54	Species	Act to conserve known populations of the Nationally Rare, Scottish Biodiversity List mosses Sieve-toothed moss (Coscinodon cribrosus), Grimmia anodon (Critically endangered), Schsitidium confertum and the Nationally Scarce mosses Grimmia laevigata, Grimmia lisae, Grimmia montana and Schistidium pruinosum in Holyrood Park.	Historic Environment Scotland Ranger Service
S55	Species	Act to conserve known populations of Spring Sandwort (Minuartia verna) in Holyrood Park. This species is Near Threatened and Nationally Scarce.	Historic Environment Scotland Ranger Service
S56	Species	Act to conserve existing populations of Sticky Catchfly (Silene viscaria) at Holyrood Park.	Historic Environment Scotland Ranger Service
S57	Species	Continue to monitor, advise and raise awareness of the badger population in Edinburgh.	Lothian Badger Group/Scottish Badgers, EBP
S58	Species	Promote the sharing and use of biological records for the Edinburgh area so that environmental decision making is based on the best available data.	TWIC
S59	Species	Promote recording at public events and through public wildlife surveys to encourage a greater participation in biological recording.	TWIC
S60	Species	Continue to mobilise datasets to the National Biodiversity Network (NBN) Atlas Scotland for the Edinburgh area, including records from the City of Edinburgh Council.	TWIC, CEC Place
S65	Species	Review rare plants list and scope future monitoring and habitat conservation work. Royal Botanic Garden Edinburgh to support with interpretation and re-introductions where appropriate.	CEC Place (Natural Heritage Service), Royal Botanic Garden Edinburgh, Historic Environment Scotland Ranger Service, BSBI
S66	Species	Liaise with Historic Environment Scotland Ranger Service on seed collection for propagation by Inch Nursery as part of rare plants project.	CEC Place (Natural Heritage Service), Historic Environment Scotland Ranger Service
S67	Species	Investigate and engage with stakeholders to determine options to tackle impassable fish barriers within the Water of Leith catchment. Use fish survey data to inform proposals.	WOLCT, WOLAG, SEPA
S68	Species	Survey, record and monitor the presense of EBAP and European Protected Species on the Water of Leith and monitor their resilience to changes. Otter, bats, kingfishers, swifts, terns.	WOLCT
S69	Species	Monitor freshwater invertebrate population in the Water of Leith using River Fly Monitoring.	WOLCT
S70	Species	Expand the 2019 survey of potential brown trout spawning beds in the Water of Leith to cover the whole river.	
S71	Species	Seek funding for an electro-fishing survey to establish the health and diversity of fish populations.	WOLCT
S72	Species	Ensure protected and priority species are reflected in development plans, policies, strategies, projects and other activities as appropriate.	CEC Place (Planning) Edinburgh Adapts Steering Group, Edinburgh Living Landscapes Initiative, NatureScot
s73	Species	Create and maintain wader scrape areas as part of habitat work at Lauriston Farm.	Edinburgh Agroecology Co-op

s74	Species	Monitor known breeding ponds and carry out 'toad patrols' and site improvements as needed.	Lothian Amphibian and Reptile Group

Appendix 3 Members of the Edinburgh Biodiversity Partnership

Acronym	Partner
BBCT	Bumblebee Conservation Trust
BCS	Butterfly Conservation Scotland
BSBI	Botanical Society of Britain and Ireland
Buglife	Buglife
CEC	City of Edinburgh Council
EBP	Edinburgh Biodiversity Partnership
ELGT	Edinburgh and Lothian Greenspace Trust
ELL	Edinburgh Living Landscape initiative
ENHS	Edinburgh Natural History Society
ERSG	Edinburgh Raptor Study Group
Scottish Forestry	Forestry Commission Scotland
FEF	Forth Estuary Forum
FGSES	Fungus Group South East Scotland
FSG	Forth Seabird Group
HESRS	Historic Environment Scotland Ranger Service (Holyrood Park)
HW	Heriot Watt University
LABMAG	Lothian and Borders Mammals Group
LARG	Lothian Amphibian and Reptile Group
LBG	Lothian Badger Group
LBG	Lothian Bat Group
Lothian and Borders Geoconservation Committee	Lothian and Borders Geoconservation committee
MCS	Marine Conservation Scotland
NU	Napier University
RAFTS	Rivers and Fisheries Trust Scotland
RBGE	Royal Botanic Garden Edinburgh
RSPB	Royal Society for the Protection of Birds
RZSS	Royal Zoological Society Scotland (Edinburgh zoo)
SEPA	Scottish Environment Protection Agency
NS	NatureScot
SOC	Scottish Ornithologists Club
SWT	Scottish Wildlife Trust
TWIC	The Wildlife Information Centre
UoE	University of Edinburgh
WOLAG	Water of Leith Action Group
WOLCT	Water of Leith Conservation Trust

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Policy and Sustainability Committee

10.00am, Tuesday, 1 November 2022

Towards West Edinburgh 2050: A Spatial Strategy for Inclusive and Sustainable Growth

Executive/routine	Executive
Wards	1, 2, 3, 7
Council Commitments	

1. Recommendations

1.1 Policy and Sustainability Committee is asked to:

1.1.1 Agree the draft West Edinburgh 2050 Strategy (Appendix 1) for the purposes of public consultation;

1.1.2 Note that a report will be brought back detailing the outcome of the consultation, along with a finalised Strategy and delivery plan; and

1.1.3 Refer the Strategy to the Planning Committee for information.

Paul Lawrence

Executive Director of Place

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Report

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Towards West Edinburgh 2050: A Spatial Strategy for Inclusive and Sustainable Growth

2. Executive Summary

2.1 This report provides the 'Towards West Edinburgh 2050: A Spatial Strategy for Inclusive and Sustainable Growth' (the Strategy) for consideration by Committee. It is the culmination of the outputs from phases 1 and 2 of the West Edinburgh consultancy work taken forward by Aecom, Rettie and Collective Architecture as commissioned by the Council, Scottish Government, Scottish Futures Trust and Scottish Enterprise. It identifies the key strengths of West Edinburgh as well as the challenges it faces and provides a vision of what the area could be by 2050.

2.2 The report sets out the process for consultation on this strategy and identifies early actions to support development activity associated with Place Policy 16 of the Proposed City Plan 2030, where the land is already allocated for development by the current Local Development Plan.

3. Background

3.1 A report providing the details of the initial West Edinburgh study findings (Phase 1 of the project) was provided on 6 October 2020.

4. Main report

West Edinburgh – Overview

4.1 Proposals for the development of West Edinburgh were originally established in May 2008, when the Scottish Government published the West Edinburgh Planning Framework (WEPF) which identified the area as being of national importance in terms of economic development potential. In order to support these proposals, the West Edinburgh Transport Appraisal (WETA) was undertaken and published in February 2010. It set out a phased approach to how development in the area might progress, which informed transport demand and the package of infrastructure required. This work has been refreshed since then through an updated WETA and most recently the transport appraisal for City Plan 2030.

4.2   Work is now underway to establish priorities of the West Edinburgh Transport Improvement Programme (WETIP) that will be funded through the Edinburgh and South-East Scotland City Regional Deal.

4.3   Since the WEPF was first developed, the tram and the Edinburgh Gateway Station, which were identified as necessary improvements, have been delivered.

Towards West Edinburgh 2050

4.4   Following the completion of Phase 1 of the project, Committee agreed to Phase 2 proceeding: the development of the strategy. The main report of the strategy 'Towards West Edinburgh 2050: A Spatial Strategy for Inclusive and Sustainable Growth' is provided in Appendix 1 with the supporting documents available as background papers.

4.5   The Strategy identifies the importance of West Edinburgh in the national, regional, and local context. Many significant institutions from an economic perspective, such as Heriot Watt University and Edinburgh Airport, are located in the area, and there is considerable strategic transport infrastructure already in place such as the tram, rail and road, reflecting the role the area performs as the gateway to the city. The area is also home to several communities, has some fantastic built and natural assets with the Union Canal being one of the most significant, and also large areas of farmland.

4.6   While there are many positives, the Strategy also identifies the challenges that West Edinburgh faces. There are communities that are affluent but also communities where poverty impacts upon citizen well-being and life prospects. The strategic transport infrastructure that is so important at a national and regional level can also exacerbate division at a local level and therefore more active travel solutions are required alongside continued investment in public transport. The area has also arguably seen piecemeal development over the last 30 years and, with the exception of housing development, development rates have generally been slow with previous development framework aspirations unrealised.

4.7   A vision for what West Edinburgh could look like in 2050 is embedded in the Strategy. It is to create a place over the next 30 years, which will include consolidation and improvements to existing settlements and communities, new mixed-use urban expansion, within the context of creating a high-quality sustainable environment that meets the needs of existing and future communities and reinforces Edinburgh as a world class city.

4.8   A spatial strategy is set out as a means of realising the vision for the area and key principles that should inform future decision making around development plans are proposed. The spatial strategy is built from a series of interconnecting strategies. It combines spatial planning recommendations along with wider interventions and delivery approaches. This offers the opportunity to enhance both social, economic and developmental benefits for the area around inclusive growth and low carbon whilst embracing flexibility and adaptation over time. The strategy embraces 'infrastructure first' principles, Central Scotland Green Network opportunities and

promotes the net zero benefits of developing brownfield land whilst remaining flexible to respond to emerging markets and developing land use requirements.

4.9 Committee is not being asked to approve the Strategy as a land use plan for West Edinburgh as it will not have any statutory function in the determination of planning applications. The growth and development areas proposed are indicative and represent opportunities where sustainable and inclusive growth could be achieved in the future when the city needs to consider releasing further land for development purposes. This would be the subject of future statutory plan making processes, although it is expected that the Strategy can form the basis for future consultation in this regard.

4.10 The statutory plan will continue in the short term to be the 2016 Local Development Plan (LDP) before it is replaced by City Plan 2030 (approved by Planning Committee in September 2021 as the Proposed Plan) and it is the latter which will be used to direct development and against which planning applications will be considered. It has been prepared in parallel with the Strategy and, as a result, many of the principles identified in the Strategy are already embedded in the City Plan.

4.11 The proposed City Plan 2030 recognises that West Edinburgh is an important area for meeting the city's economic and housing needs. The approach taken focuses on land to the north of the A8 corridor and around the tram route, adjacent to major uses such as Edinburgh Airport, Royal Highland and Agricultural Society of Scotland and close to Edinburgh Park and the Gyle and Hermiston Gait Shopping Centres. This would see development on land previously allocated by the 2016 LDP for business led development but with now more of a focus on housing led mixed use development and 20 Minute Neighbourhood principles, whilst maintaining potential for as yet unrealised business and commercial uses. This would be a forerunner for potential new city districts as indicated by the Strategy, though this would only come about in the context of development needs and future City Plan processes.

4.12 Existing urban areas such as Wester Hailes are not specifically identified in City Plan 2030 but are important in terms of inclusive growth and this is recognised by the Strategy. Work is already underway to follow up on the Local Place Plan work taken forward by the community following the allocation of Place Based Investment Programme money last year.

4.12 Draft National Planning Framework 4 proposes removing the existing national development status of land at West Edinburgh and recognises the potential for the area:

A strategy for West Edinburgh is emerging which guides a wide range of uses to create a sustainable extension to the city, with added benefit from associated improvements to the quality of place of existing communities.

4.13 The Scottish Government is a stakeholder in the development of the Strategy and work will continue with the Government to ensure an alignment of shorter and longer term planning for the area to ensure the potential benefits for the city, for

existing communities in the west and for future residents are achieved, again in the context of future development needs.

4.14 The Strategy will hopefully play a key role in supporting the preparation of further development plans and informing decisions on project delivery for many years.

4.15 A public consultation exercise will now be undertaken in line with the [Council's Consultation Policy](). The outcome of this exercise will be reported back to Committee along with a finalised strategy document.

Making it Happen

4.16 The strategy includes a 'Making it Happen' section which identifies key dependencies which the successful delivery of the strategy relies upon. The two key areas of focus identified are 'Providing Leadership and Clarity' and 'Taking a People-Focused Approach'. In addition, collaboration, investment and an inclusive approach to skills, culture and learning are also seen as vital components for delivery. This more holistic strategy approach for West Edinburgh sets it apart from previous strategies which have struggled to achieve their goals. Putting these recommendations into action and establishing the right partnerships for delivery will be the key to success.

4.17 The commissioning partners; the Council, Scottish Government, Scottish Futures Trust and Scottish Enterprise, along with Transport Scotland and Skills Development Scotland, remain committed to continuing to work together to support delivery of the strategy in the longer term. Initially, this will involve supporting the consultation process and overall strategy development, but it is expected that this group will continue to perform a co-ordinating role as subsequent initiatives and projects are delivered.

4.18 While the Strategy will be the subject of consultation, there are already a number of areas where delivery is now happening, and where there is a clear role for Council involvement.

4.19 There are two new key areas of activity emerging at Wester Hailes and in the International Business Gateway (IBG) area and it is important that governance arrangements are established and clear as the master planning stages are implemented. Internal resources have been mobilised to reflect these priorities and the arrangements for the All Party Oversight Group will be reviewed following approval of the Council's Political Management Arrangements.

4.20 There is a need for funding to support master planning activity and the City Strategic Investment Fund (CSIF) allocation for West Edinburgh is now being drawn down to allow this work to proceed. This will focus on Place Policy 16 of the proposed City Plan 2030 and developing in more detail the proposals for that area.

5. Next Steps

5.1 The next steps in taking forward this work are as is set out above. Committee will receive a further report on the outcomes of the public consultation together with any further project proposals emerging from this work.

6. Financial impact

6.1 The financial impact arising from the consultation exercise will be met from within approved budgets.

6.2 The financial impact arising from the proposed master planning work at Wester Hailes and West Edinburgh can also be met from existing budget allocations, including the CSIF.

7. Stakeholder/Community Impact

7.1 Consultation has been carried out with external partners in designing the scope and brief for the West Edinburgh study. It has also formed a part of the Phase 1 study work and the development of the strategy itself although this has currently been limited to key stakeholders. It is not proposed to give the document any formal status at this stage, other than as set out above, although it is proposed that public consultation will now take place.

7.2 The Strategy has been developed alongside the development of the next LDP – City Plan 2030. The Proposed Plan was presented and approved by the Planning Committee in September 2021. This is the statutory plan that will influence planning decisions and it has been the subject of extensive consultation and will now move through the statutory processes.

7.3 An Integrated Impact Assessment (IAA) will be undertaken by officers and will be revisited following public consultation. The final IAA will be prepared alongside the final version of the Strategy.

8. Background reading/external references

8.1 Edinburgh Local Development Plan.

8.2 West Edinburgh Transport Appraisal (WETA).

8.3 Edinburgh Local Development Plan – Action Programme.

8.4 Choices for City Plan 2030 – Consultation Key Findings and Next Steps – Planning Committee 12 August 2020.

8.5 City Plan 2030 – Proposed Plan.

8.6 Towards West Edinburgh 2050: A Spatial Strategy for Inclusive and Sustainable Growth – Phase 1 Report.

8.7   Towards West Edinburgh 2050: A Spatial Strategy for Inclusive and Sustainable Growth – Background Documents (available upon request).

9.   Appendices

9.1   Appendix 1 – Towards West Edinburgh 2050: A Spatial Strategy for Inclusive and Sustainable Growth – Main Report.

Towards West Edinburgh 2050

A Spatial Strategy for Inclusive and Sustainable Growth

Main Report

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THE CITY OF EDINBURGH COUNCIL

SCOTTISH FUTURES TRUST

Scottish Enterprise

Scottish Government
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Contents

Supporting Documents

1. Socio-Economic Update and Case Study Analysis
2. Summary of Phase 1 of Study
3. Stakeholder Consultation Report
4. Background Context Mapping
5. 20 Minute Neighbourhood Mapping
6. Transport Baseline Mapping
7. Case Studies

Prepared by:

AECOM

COLLECTIVE ARCHITECTURE

RETTIE

Project Partners:

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October 2022

Introduction

The West Edinburgh Spatial Strategy 2050 sets out a Vision for its future and the steps required to maximise its potential. This offers an exciting opportunity to deliver the benefits of inclusive economic growth in the South East of Scotland and beyond, building upon the strength of Edinburgh and the surrounding regions to balance increased prosperity with greater social equity for all.

This Strategy will be used to assist with the preparation of future policy and delivery plans for physical development, investment and infrastructure projects in the area, most notably City Plan 2030 and beyond to 2050. This Strategy is just the start of the process which will require collaboration, engagement and further consultation. Rather than a detailed plan at this stage, it is a starting point for dialogue, discussion and delivery.

West Edinburgh today is an area that is hugely important at a national, regional and local level. It is an area with many great assets but it is also an area with competing demands where more recent development and investment has been piecemeal in nature. The Strategy and Vision for West Edinburgh recognises that action and intervention is required across a range of scales and phases, linked to socio-economic research and analysis, and across Local, City, Regional and National scales from 2021, to 2030 onto 2050.

The overarching aim of this Strategy to identify how we can make West Edinburgh happen, through a better understanding of constraints and considerations, a better knowledge of the people and place, and future actions to maximise inclusive and sustainable growth. This is based on sound evidence of the physical, environmental and social issues and continued collaboration and engagement.

Lets make it happen.

Firth of Forth

The broad geographical parameters of the Strategy are east-west from the western edge of 'urbanised' Edinburgh. This is largely defined east-west from the western-most neighbourhoods of urbanised Edinburgh to the border of West Lothian Council; and north-south: from the Firth of Forth to the boundary of Midlothian Council region.

The Strategy looks to have influence beyond these zones and, importantly, considers how existing urban areas should relate to new development areas. The boundary should not, therefore, be seen as a hard, physical one but instead seek to assess baseline conditions, focus future physical development or implement drivers for inclusive growth within the area and beyond.

Queensferry Crossing

Forth Rd Bridge

South Queensferry

Cramond

Kirkliston

Airport / Showground

City of Edinburgh

South Gyle

... Estate

Newbridge

Gogarburn

Sighthill

Ratho

Westerhailes

A720 City Bypass

Riccarton

Baberton and Juniper Green

1

Currie

01

West Edinburgh Now

'To meet our objectives, the future growth of our city must meet our ambitions to be a climate ready city where new homes are built to the highest emissions quality standards in resilient, connected neighbourhoods, in the right locations, with the right infrastructure. We need to support our businesses and promote an inclusive well-being economy.'

The City of Edinburgh Council Proposed City Plan 2030 September 2021

2

West Edinburgh in the City

West Edinburgh has been (even before COVID-19) and will continue to be an area of transition and change. This study recognises the significant opportunity that exists to develop its potential through a co-ordinated approach and to help shape the identity of West Edinburgh as a place to live, work, learn and enjoy.

Edinburgh is one of the most economically productive parts of the UK – ranking ninth out of all ONS NUTS3 localities (NUTS3 is a Sub-Regional classification for producing economic information for analysis).

Over the past 20 years, the Edinburgh economy has been outperforming national benchmarks thanks to growing sectors such as Financial & Business Services, where relatively strong growth going forward is expected.

Much of West Edinburgh has benefited from this growth (particularly the north-west and south-west) but there are clear disparities, with areas experiencing significantly lower earnings.

Along the corridor linking the City Centre to the South West (Calder Road), there is a clear concentration of lower earning households. These areas are also the areas with higher levels of deprivation across a range of other indicators.

There is a real opportunity within West Edinburgh to maximise opportunities for development and place-making by taking a different approach to before with an emphasis on place-making. Through evidence gathering and research and consultation, the process has started and there is a long term commitment from the partnership offering strong leadership; a collaborative all-inclusive approach through continued engagement with landowners, the communities and stakeholders to driving forward the recommendations and opening that dialogue to listen and learn. It is understood that everyone needs to play a part to ensure nobody is left behind in Edinburgh's future and its opportunities and this work is intended to continue.

Health outcomes relate to deprivation, with relatively deprived parts of West Edinburgh having poor health outcomes, including much higher rates of early death. There is also a clear link between education outcomes and deprivation, with relatively deprived areas in the west of the city also having lower concentrations of people with qualifications.

The population of West Edinburgh's overall built envirionment is approximately 260,000 people, which accounts for around 50% of the city's total population.

Within West Edinburgh, there are areas that are ranked within the 5% most deprived areas in Scotland, including The Calders and Wester Hailes.

Within West Edinburgh, there are also areas with very low deprivation including Cramond, Barnton and Corstorphine, as well as Currie and Balerno.

3

West Edinburgh 2022

West Edinburgh does not have one specific town centre, nor can it be defined by a singular, encompassing identity. Instead it has a number of disparate centres and smaller settlements within the landscape. This is in contrast to the urban area which is defined by many neighbourhoods which connect and overlap each other.

Some of the centres within West Edinburgh are characterised by housing, while others are mostly industrial, commercial or educational. West Edinburgh is bounded by the City to the East, The Firth of Forth to the North with extensive greenspace (farmland/woodland), small pockets of settlements, industry/commerce and leisure within. Its key defining features are:

- Firth of Forth (a Special Protection Area), Bridges and Coastal Route form key landscape (of international recognition) to the north of West Edinburgh

- The City's urban edge is clearly defined by City Bypass (A720) and Maybury Road (A902) with only small pockets of settlement outwith.

- Three key waterways (River Almond, Union Canal and Water of Leith) cross east-west. The Union Canal is a nationally important scheduled monument.

- The majority of the study area is characterised by farmland punctuated by significant road and rail infrastructure.

- Commercial, industrial and aviation 'spine' through centre of study area running east-west from Sighthill to East Mains.

- Necklace of small settlements along Water of Leith to the South from Baberton to Balerno.

- Collection of leisure, sport and cultural activities around Union Canal, Ratho and Calder Road.

KEY

- Residential/Mixed use
- Commercial/Industry
- Higher Education and employment/skills
- Culture, Leisure, Sport
- Coastal Landscape
  SPA (Special Protection Area)
- Consented development

This diagram provides a high level overview of dominant uses and their relationships within West Edinburgh. Refer to Appendices for detailed Geo-mapping across themes.

4

What is Inclusive Growth?

The notion of inclusive growth first appeared in Scottish policy in the Government's 2015 Economic Strategy and since that time the definition and purpose has varied and evolved.

The Scottish Government's latest definition is *'Growth that combines increased prosperity with greater equity: that creates opportunities for all and distributes the dividend of increased prosperity fairly"*...and provides an overarching standard from which to approach the challenges of delivering inclusive growth.

The assessment of inclusive growth is further defined by the Scottish Government's 5Ps (Productivity, Population, Participation, People and Place) Outcomes Framework, which all have an influence on delivering sustainable outcomes.   The 5Ps shape the fundamental basis of this Spatial Strategy for Inclusive and Sustainable Growth.

This West Edinburgh study also identified key barriers to inclusive growth and seeks to address these via a series of interconnecting strategies to reinforce place-making.

'Inclusive Growth is the strategic and cohesive COORDINATION of existing and future assets in West Edinburgh which balances growth in prosperity with social equity and sustainability, CONNECTING opportunities and creating a PLACE which provides CHOICE and promotes DIVERSITY for local, regional and wider communities.'

West Edinburgh Spatial Strategy Project Team
March 2021

'....ensure that the city's economic priorities continue to meet the needs of citizens and businesses and drive a strong and fair recovery from the economic effects of the Covid 19 pandemic, adapt to the changes driven by the UK's withdrawal from EU, and ensure a just transition to a net zero economy, alongside other economic changes anticipated in the coming few years.'

City of Edinburgh Economic Strategy , 2021

'Growth that combines increased prosperity with greater equity: that creates opportunities for all and distributes the dividend of increased prosperity fairly.'

Inclusive Growth Definition
Scottish Government 2020

5

Barriers to Inclusive Growth

Only through understanding the place and people and wider context can we tackle the barriers. We have done this through an initial interrogation of baseline socio-economic and environmental data, as well as initial consultation and stakeholder feedback, to examine barriers to inclusive growth in West Edinburgh. Through assessment of these barriers we have identified potential interventions to overcome these.

Ongoing consultation with stakeholders, which is vitally important, has provided further understanding of the barriers and provided feedback regarding the strategy as it developed. A key part of the engagement with stakeholders was trying to establish why these barriers have persisted and what can now be done to overcome them in practical terms via behavioural changes, continued collaboration, and buy-in, as well as policy and methods of delivery. Engagement and continued dialogue is required to further understand barriers with the local communities, to ensure any intervention is fully inclusive, monitored regarding progress and impact and lessons learned along the way.

Stakeholder feedback and research identified the following key issues which we will continue to challenge in order to deliver change:

- Lack of transparency in planning process and link between individual developments.
- Lack of visible progress in the area puts off investors.
- Lack of a wider West Edinburgh masterplan.
- Difficult to move around locally without a car.
- Limited range and access to affordable homes.
- Lack of strategic infrastructure investment / delivery of City of Edinburgh's LDP Action Programme.
- Under-resourced public organisations cannot seem to deliver, despite good intentions.
- No link between NPF3 which identifies the area for growth and the LDP.
- Scale and nature of private ownership limits influence of planning policy.
- Areas of poverty and deprivation and poor social infrastructure.

Insufficient leadership and clarity

Dominance of car infrastructure and poor connectivity

Lack of Cohesive Social Infrastructure

No clear character and identity

Predominance of private land ownership

Environmental constraints

Untapped potential

Lack of diversity and choice

Refer to Supporting Document 2 for more detailed information and explanation on Barriers to Inclusive Growth within West Edinburgh

6

Spatial barriers

West Edinburgh has a complex, varied and diverse socio-economic and physical landscape. In recent years it has seen income growth rise faster than other parts with average earnings 1.4% above the city as a whole. However, some neighbourhoods - such as Wester Hailes and Sighthill suffer from multiple levels of deprivation in a national context, particularly around income, employment, education and crime. In Wester Hailes for example, 10-20% of young people leave school with low literacy and numeracy levels against a City average of 5%.

As outlined earlier, socio-economic and spatial reviews have identified some fundamental constraints - or barriers- to inclusive growth in West Edinburgh.

Whilst many of the barriers above are not physical, the approach taken to 'how' any spatial development happens will be key to addressing these. (Identified later in this report under 'Making it Happen'.) The diagram overleaf begins to identify some of the dominant spatial barriers to inclusive and sustainable growth that exist, notably:

- The City Bypass
- Dominance of car and related infrastructure
- Lack of movement within the study area in the north to south axis
- Physical infrastructure of areas of deprivation to the south east
- Large mono-functional development to the east-west axis along the A8
- Piecemeal, unconnected development within the greenbelt

The scale and complexity of these barriers to inclusive growth highlight the need for an Infrastructure First Approach, aligned to the draft National Planning Framework (NPF4) and to implement a series of interconnecting strategies across varying priorities and timescales.

Refer to Supporting Document 1 Socio-Economic Update for background evidence and information.

Legend:

- City Bypass and Maybury Road A902
- Large scale Road interchanges
- Main Roads
- Lack of north-south connections
- Areas experiencing high levels of deprivation
- Mono-functional development area
- Existing urban development

7
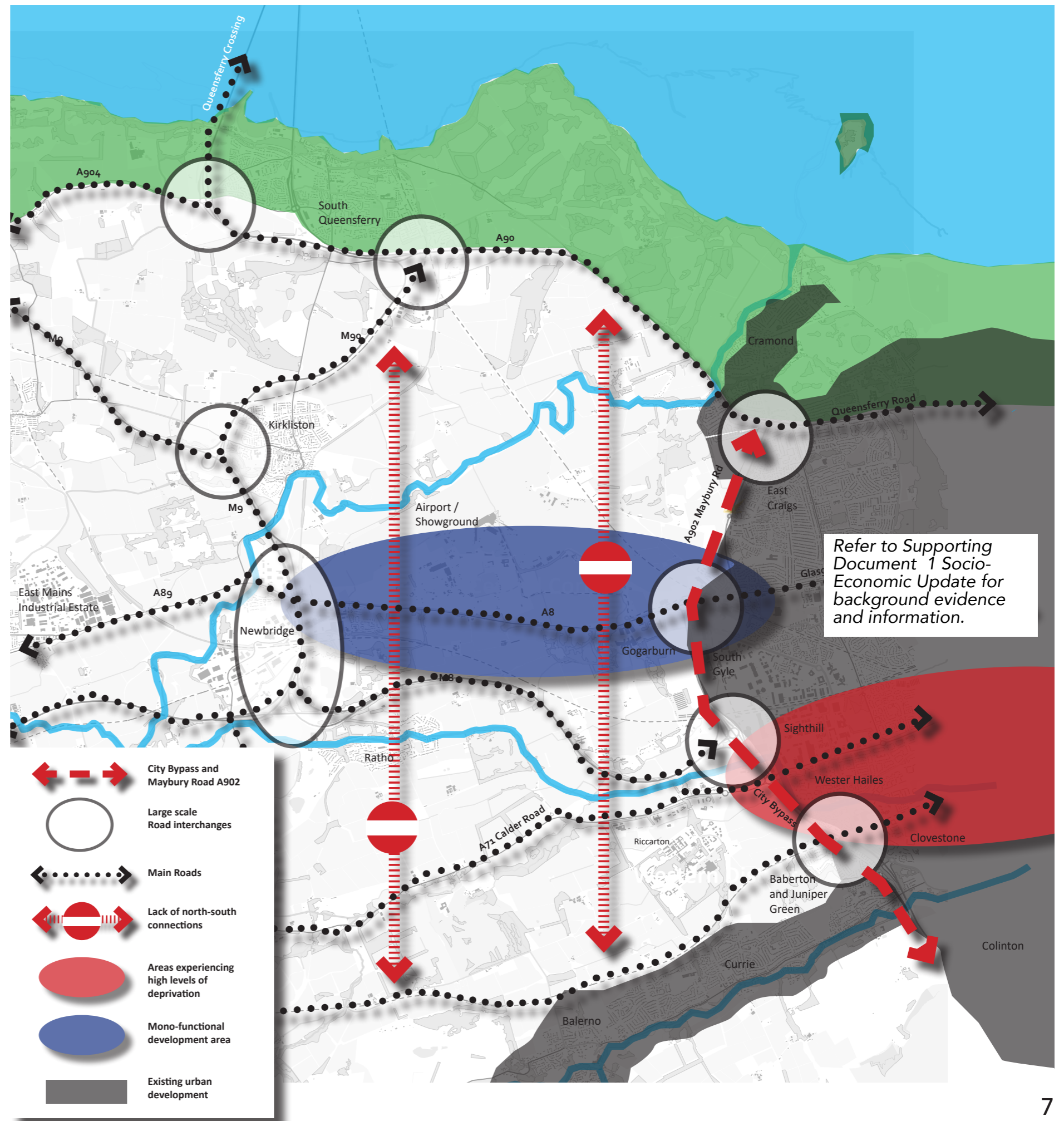
Spatial opportunities

West Edinburgh is a diverse and expansive landscape with five clearly identifiable character areas that have informed the approach taken within the Spatial Strategy and Vision. They have developed to establish a broad baseline position within West Edinburgh so that future development can be directed to reinforce or enhance the existing character. The boundaries are not fixed, but representative of the broad sense of place within them.

Coast: Firth of Forth and coastal landscape including Forth Rail bridge, heritage features, protected areas and Special Protection Sites with areas of residential settlements and active travel routes.

City: Existing, mixed use development with clearly defined neighbourhood areas bounded by City Bypass with spine of development to the South West along the Water of Leith.

Farmlands and Settlements: Expansive area of rolling farmland and woodland punctuated by small settlements and leisure/industry with the need for enhanced active travel connections.

Central Corridor: Spine of commerce, aviation, industry and tourism gateway linking City Centre, West Edinburgh and beyond. Requires a coordinated approach to low carbon travel, distribution, production and strategically planned mixed use development. Areas north and south of the A8 have different existing and potential functions and characteristics with links to places of learning. This corridor is a key focus for future growth and should be considered holistically in context of city region.

Western District: Area to the South West of the City where the socio-economic and spatial conditions provide a range of opportunities for inclusive growth within new and existing areas through enhanced connections, learning/skills opportunities, rail networks, waterways and leisure.

Intersecting areas of opportunity: The area where the City, Central Corridor and Western District intersect (white circle) offers the opportunity for most carbon efficient use of land linking to existing neighbourhoods and educational facilities. There is also a clear opportunity for the Union Canal to be a focus of growth.

This diagram is indicative only. The areas shown are illustrative and seek to indicate differing characteristics with overlapping opportunities.

8
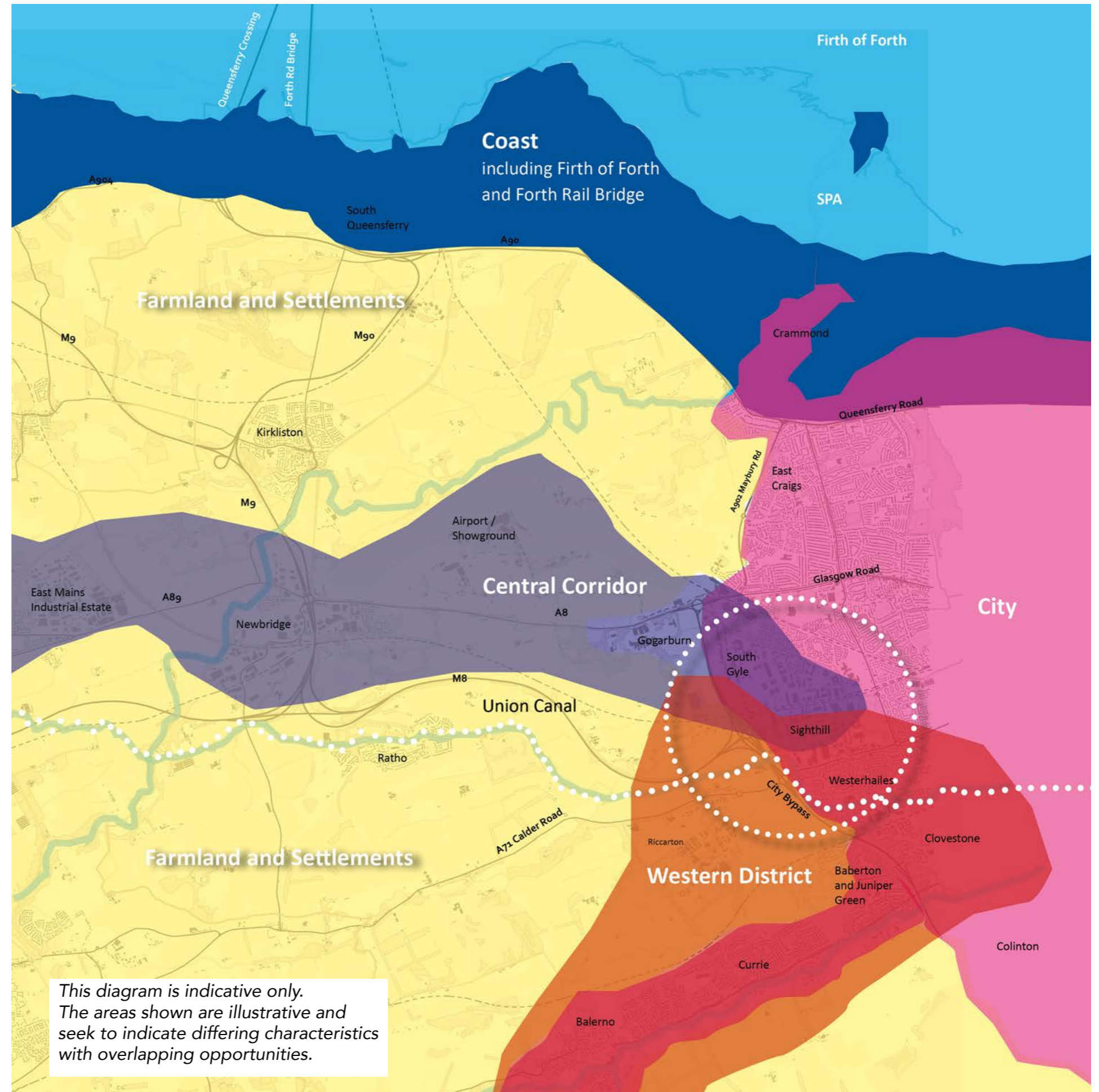
Already on the ground

West Edinburgh has a wide range of assets and opportunities 'on the ground' that can be harnessed and built upon.

These range from historic and landscape characteristics through to travel connections and regional links. They also include educational establishments, developing community action and cultural opportunities.

Some of these are outlined here, and overleaf, to provide an overview of the range and breadth of activities and opportunities within the area.

1. Oriam National Sports Performance Centre

Educational Opportunities

Several key tertiary educational and learning establishments are based in West Edinburgh. These include:
- Heriot Watt University Edinburgh Campus with Oriam National Sports Performance Centre and National Robotarium
- Edinburgh College Sighthill Campus
- Edinburgh Napier University Sighthill Campus

Existing Waterways

The area is rich with watercourses:
- The historic Union Canal flows between Edinburgh and Falkirk
- The River Almond which terminates into the Firth of Forth at Cramond
- The Water of Leith passes through the southern boundary of the site
- The Firth of Forth borders the area to the north

2. Below the River Almond

Developing Community Action

- There are a number of initiatives and activities already taking place at neighbourhood level including:
- A developing Local Place Plan for Wester Hailes
- The North West Locality Improvement Plan is underway.

3. Community Planning

4. EICC (Edinburgh International Climbing Centre)

Leisure and Sporting Opportunities

West Edinburgh is home to a number of key places of activity including:
- Edinburgh International Climbing Arena
- Royal Highland Show Arena
- Oriam National Performance Sports Centre at Heriot Watt University
- Hotels as part of pipeline development
- Golf courses
- Union Canal and associated water-based activities

6. National Cycle Route 75

Enhanced Travel Connections

A number of developing access and mobility plans are already underway or in development:
- Series of railways including recent Edinburgh Gateway Station and proposed Almond Chord
- The John Muir Way to the Firth of Forth Coastline
- National Cycle Routes running east to west across the area
- City's Mobility Plan including West Edinburgh Transport Appraisal (WETA) have been issued and underway

Photo credits provided on page 29

Already on the ground

Ecological Assets

West Edinburgh has a range of ecological assets including:
- The Firth of Forth's coastline to the north is a Special Landscape Area (SPA)
- The area is home to large areas of woodland and grassland
- Local Nature Reserve at Cammo Estate
- The existing waterways (Forth and Clyde Canal, River Almond and Union Canal) are rich and biodiverse.

7. Cammo Estate Local Nature Reserve

Emerging proposals

As well as recent developments in Cammo and West Craigs there are evolving proposals in the area including:
- Parabola mixed use development in Edinburgh Park
- IBG Phased development in the central corridor/airport and Royal Highland Centre.
- Strategic Development Framework for Wester Hailes and WHEC (Wester Hailes Education Centre) extension

8. Parabola Development

Commerce and Business

A number of businesses and commercial enterprises are based in the area and include:
- Edinburgh Park Enterprise Area
- The Gyle Shopping Centre
- RBS Headquarters, Gogarburn
- Growing number of independently run businesses and social enterprises including Edinburgh Beer Factory and Bridge 8 canoeing and kayaking CIC.

9. Edinburgh Park

Regional Transportation links

West Edinburgh is home to key transportation links and connections that include:
- Edinburgh International Airport
- Forth Road and Rail bridges
- Series of railways and stations including recent Edinburgh Gateway Station, Curriehill and Wester Hailes.
- Tram link from Airport to City Centre.

10. Edinburgh International Airport

Arts and Cultural Opportunities

Key places of arts and cultural activity include:
- Jupiter Artland is a major arts attraction and also home to the Jupiter Rising Festival.
- The Whale Arts Agency in Wester Hailes is a community-led arts charity and social enterprise.
- Glasgow College 'Music Box' in Sighthill offers recording and performance

11. Jupiter Artland

Historic Assets

West Edinburgh is home to an array of historic buildings, monuments and assets:
- Conservation areas including Cramond, South Queensferry, Ratho, Balerno, Kirkliston
- Over 600 listed buildings and structures including Almond Aqueduct and Cammo Tower
- Forth Rail Bridge

12. Lin's Mill Aqueduct

10

Photo credits provided on page 29

02

A Vision and Spatial Strategy

'A good-quality environment offers opportunities for promoting a sense of well-being, a healthy lifestyle, active travel (encouraging walking and cycling to school, shops or work instead of driving), and safe and successful communities.'

Central Scotland Green Network Partnership Vision 2021

Local
Consolidate, Connect and Enable

City
Focus, Expand and Densify

Region
Reimagine, Strengthen and Cultivate

National
Contribute, Grow and Revitalise

Vision for West Edinburgh

The Strategy and Vision for West Edinburgh recognises that action and intervention is required across a range of scales from Local, City, Regional and National and from 2021, to 2030 onto 2050. This involves everyone making it happen.

The WHAT: The Vision for West Edinburgh is to create a place over the next 30 years, which will include consolidation and improvements to existing settlements and communities, new mixed-use urban expansion, within the context of creating a high-quality sustainable environment (physical, social, environmental) that meets the needs of existing and future communities and reinforces Edinburgh as a world class city for today and tomorrow.

The Vision will address specific issues and problems within West Edinburgh at differing scales and across intersecting timelines whilst remaining flexible to respond to emerging markets and land use requirements.

The Vision gives direction on future development areas with the opportunity for landowners, developers and communities to positively work together and collaborate, along with wider community engagement and to bring forward 'Infrastructure Led' proposals in the context of the statutory development plan.

The HOW: The Strategy has been developed in response to aspirations for what Edinburgh could be in the future. This has to be achievable and inclusive for all. Through data analysis and research this has developed a better understanding of the area, the place and both the challenges and opportunities and has created an aspirational Vision upon which to build going forward.

This offers an exciting opportunity to enhance social, economic and developmental benefits for West Edinburgh and the wider city firmly around inclusive growth, sustainability and place-making in line with the City Plan 2030 Vision for the City, the West Edinburgh Transport Appraisal (WETA) and Mobility Plan and emerging strategies and involve its people in its future growth.

It can happen.

West Edinburgh 2050 is a place that:

offers the opportunity to do things differently to before

involves everyone in its development and growing identity

supports everyone's physical and mental well being

ensures everyone shares in its economic success with no-one left behind

provides connections between everyone without depending on cars

ensures everyone lives in a home which they can afford

creates opportunities for everyone to benefit from its natural resources, culture and heritage

12

Enhance access and routes along north south axis

Reinforce Coastline as regional asset

Reimagine farmland as more productive landscape
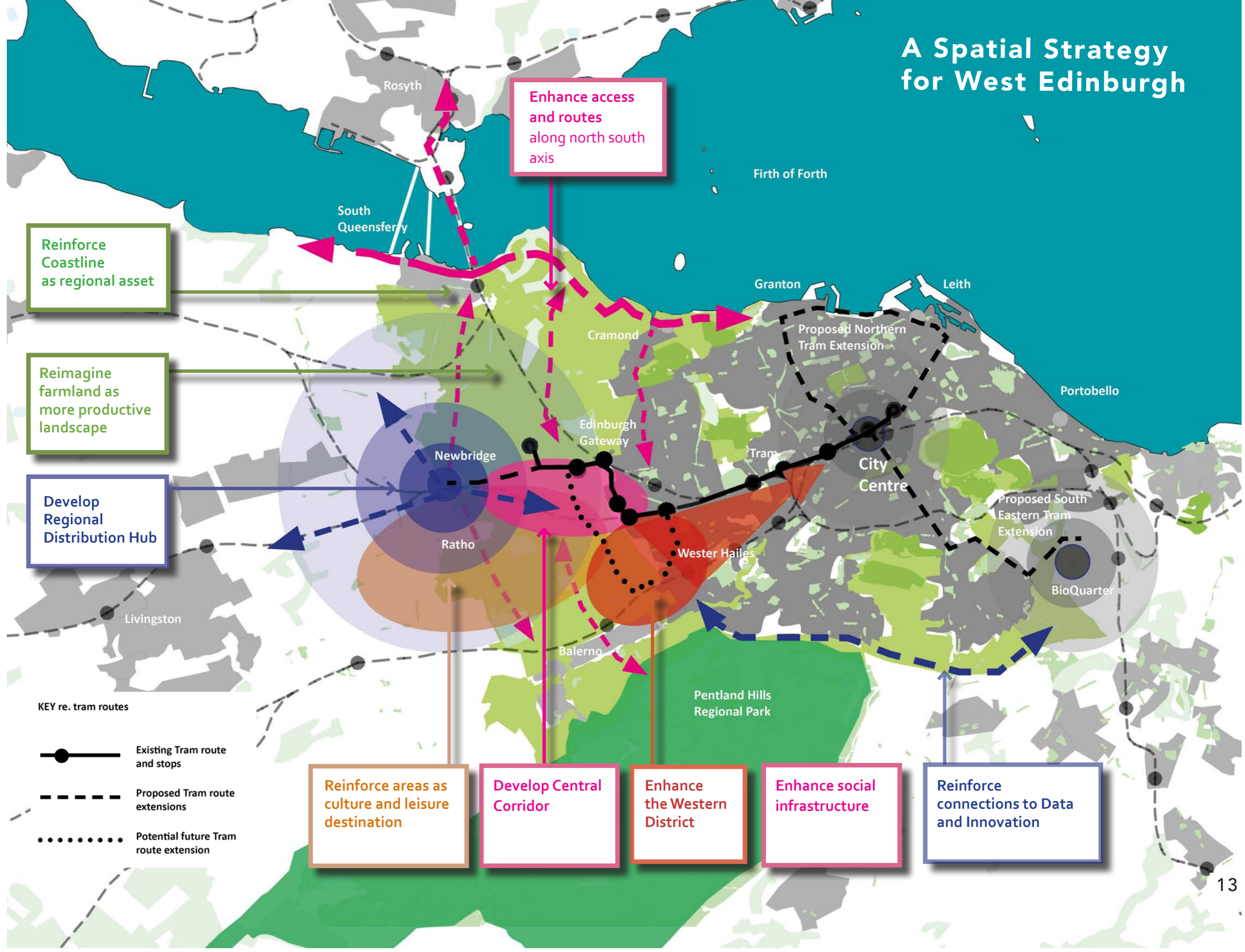
Develop Regional Distribution Hub

Firth of Forth

Rosyth

South Queensferry

Granton

Leith

Cramond

Portobello

Proposed Northern Tram Extension

Edinburgh Gateway

Newbridge

Tram

City Centre

Proposed South Eastern Tram Extension

Ratho

Wester Hailes

BioQuarter

Livingston

Balerno

Pentland Hills Regional Park

KEY re. tram routes

●——— Existing Tram route and stops

- - - - Proposed Tram route extensions

·········· Potential future Tram route extension

Reinforce areas as culture and leisure destination

Develop Central Corridor

Enhance the Western District

Enhance social infrastructure

Reinforce connections to Data and Innovation

13

Guiding Principles

- Facilitate **place making that embraces mixed use development** which connects between and beyond.

- Embed **climate change and carbon net zero targets** and behaviours into all projects.

- Make the area **accessible for all** with a focus on active travel and connecting communities.

- Reinforce **20 minute principles** and building places within any new and existing neighbourhoods.

- Provide mechanisms that **integrate and enable new and existing communities** – make them work for all.

- Ensure an **understanding of what employers and businesses need** – education, training, travel connections.

- Prioritise a **brownfield first strategy** for future growth.

- Prioritise **health and well-being**.

- **Enhance biodiversity** and ecological links.

- Improve **opportunities for lifelong learning** in the area, and connect with business.

- Promote the area for both **commercial and cultural opportunities**.

The Spatial Strategy identifies the following key opportunities:

Enhance social infrastructure

- Connect education and learning establishments to enhance access to learning and skills development.
- Review existing accessibility to health facilities and open space for all.

Enhance Western District

- Future planned, mixed use, housing led regeneration.
- Provide tram extension to open opportunity for new development, integrating with existing communities.
- Provide mechanisms that integrate and enable new and existing communities - spatially and culturally.

Reimagine farmland

- Re-consider the area to be a more productive and ecological landscape.
- Provide opportunities that enhance connections for people and habitats across the landscape.
- Consider ways to enhance productivity and horticulture at differing scales.

Reinforce coastline

- Consider coast as regional asset with enhanced north-south active travel and ecological connections between neighbourhoods.
- Promote coastline as a destination.

Enhance access and routes

- Prioritise routes along north-south axes.
- Build on City of Edinburgh's Mobility Plan and WETA (West Edinburgh Transport Appraisal) proposals.

Develop Regional Distribution Hub

- Opportunity to build on the areas regional potential and transport connections.
- Consider area as a distribution centre for not only goods, but energy and food/horticulture.
- Develop Energy distribution potential in and around Newbridge.
- Investigate potential for Hydrogen related development and other low carbon possibilities.

Reinforce Connections to Data and Innovation

- Enhance connections between the Bayes Centre, Edinburgh Futures Institute, Easter Bush, the Usher Institute and National Robotarium and the BioQuarter/Edinburgh Royal Infirmary.

Reinforce areas a culture and leisure destination

- Develop culture and leisure as key characteristics of the area.
- Build on outdoor and indoor recreational opportunities including Arena and Festival Venue
- Links to airport, hotel and holiday accommodation opportunities.

Develop Central Corridor

- Intensify the central corridor area with mixed use development.
- Maximise the ecological potential of the area, particularly of the Gogar Burn.

14

Interconnecting Strategies

The Spatial Strategy seeks to set out how the vision can be delivered. This is a consolidation of a number of interconnected strategies. These look to tackle the range different issues that might act as barriers to success. A number of actions are identified in order to deliver the strategy and achieve the vision.

This offers the opportunity to enhance both social, economic and developmental benefits for the area around inclusive growth and low carbon whilst embracing flexibility and adaptation over time. The strategy embraces 'infrastructure first' principles, Central Scotland Green Network opportunities and promotes the net zero benefits of developing brownfield land whilst remaining flexible to respond to emerging markets and developing land use requirements.

This is transposed within an implementation plan across infrastructure and land use to align with a series of key milestones and strategies for the City, most notably:

2030 City Plan
2030 Net Zero Carbon targets
City Mobility Plan
2050 and beyond

Environment and Climate Change
A productive, environmentally rich, low carbon place
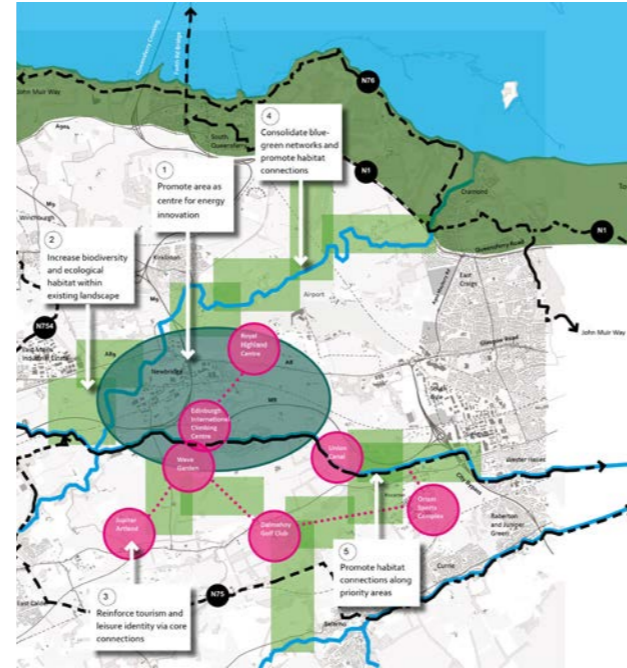
Economic Growth
An area that grows Edinburgh's dynamic economy
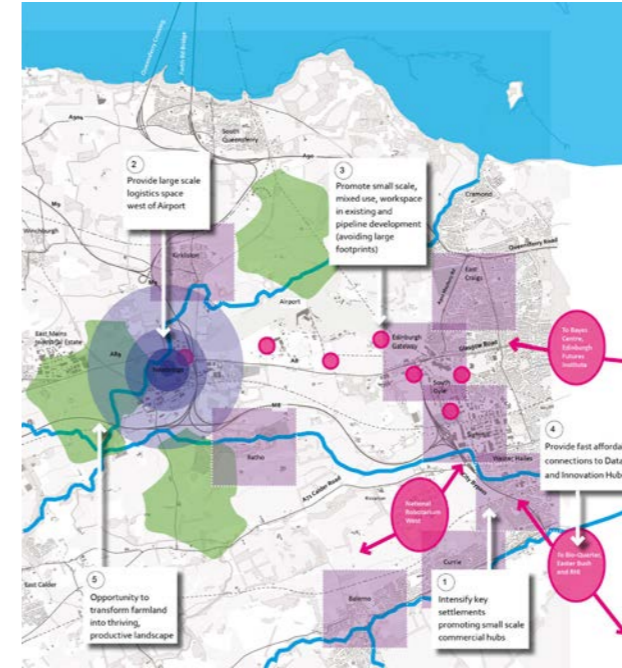
A series of interconnecting strategies that address the barriers to Inclusive Growth, embrace 'infrastructure first' principles and take a low carbon approach
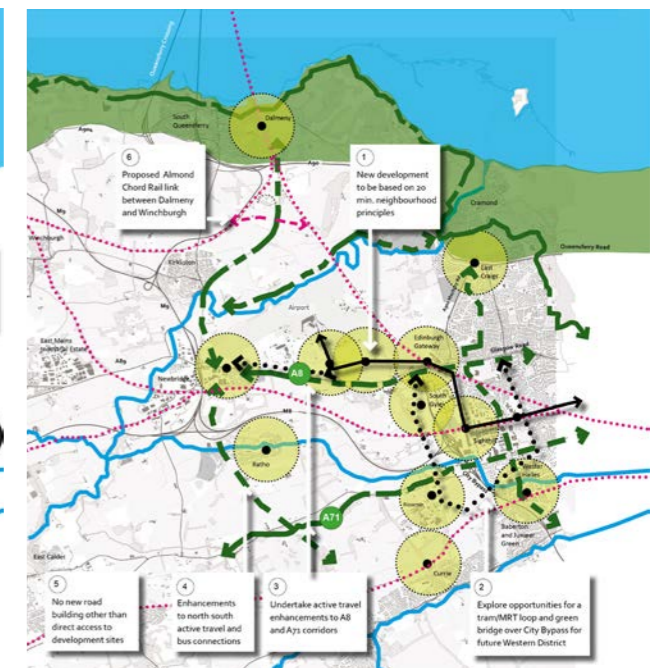
Resilient and Sustainable Places
Distinctive and connected communities to live, work and visit
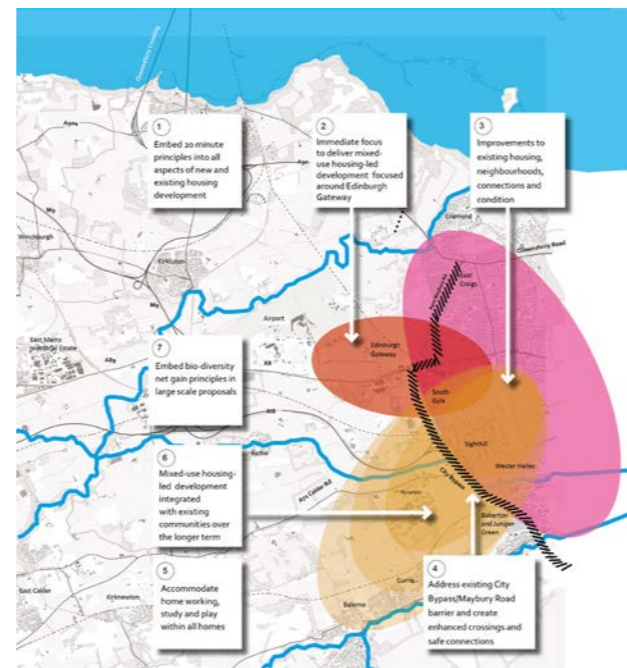
Tackling Inequality
Providing work, skills and opportunity
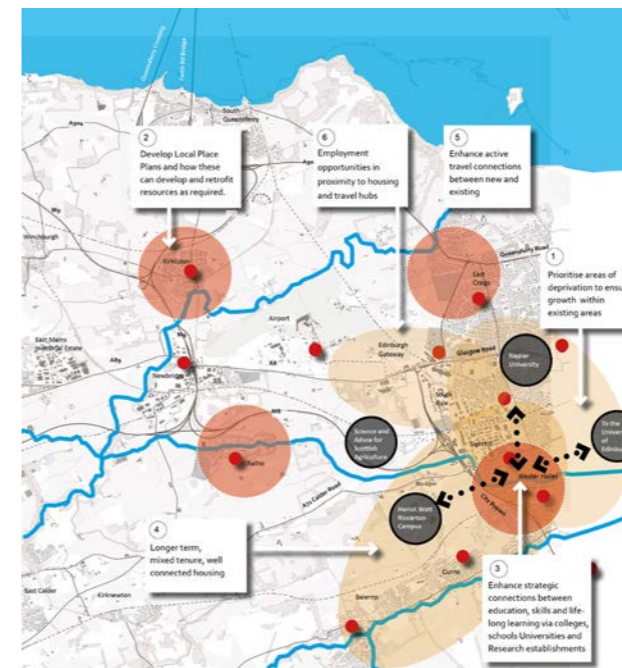
Connectivity
A series of interconnected landscapes and neighbourhoods

Environment and Climate Change

Edinburgh's sustainable and low carbon future depends on a commitment to a 'green recovery' and a just transition to net zero. The Scottish Government has recognised climate change as a human rights issue with the transition to net zero as an opportunity to tackle inequalities and is fundamentally important to the future prosperity of our people and planet. The strategy for this is:

1. Promotion of the area as a centre for energy innovation.

2. Increased biodiversity and ecological habitat within the existing landscape.

3. Reinforce tourism and leisure identity via core connections.

4. Connect blue-green networks and enhance habitat connections.

5. Promote habitat connections along priority areas.

6. Require a net zero carbon approach to development.

Note:
The draft National Planning Framework 4 (NPF4) states that actively enabling the redevelopment of vacant and derelict brownfield land with a focus on blue-green infrastructure, is one of the key opportunities to achieve the necessary changes to support reduced emissions.

Key:

- Area for potential energy innovation
- Tourism and leisure destination
- Indicative location for increased biodiversity and habitat intensification
- Existing Coastal area
- N75 Existing National Cycle Route
- Existing water course
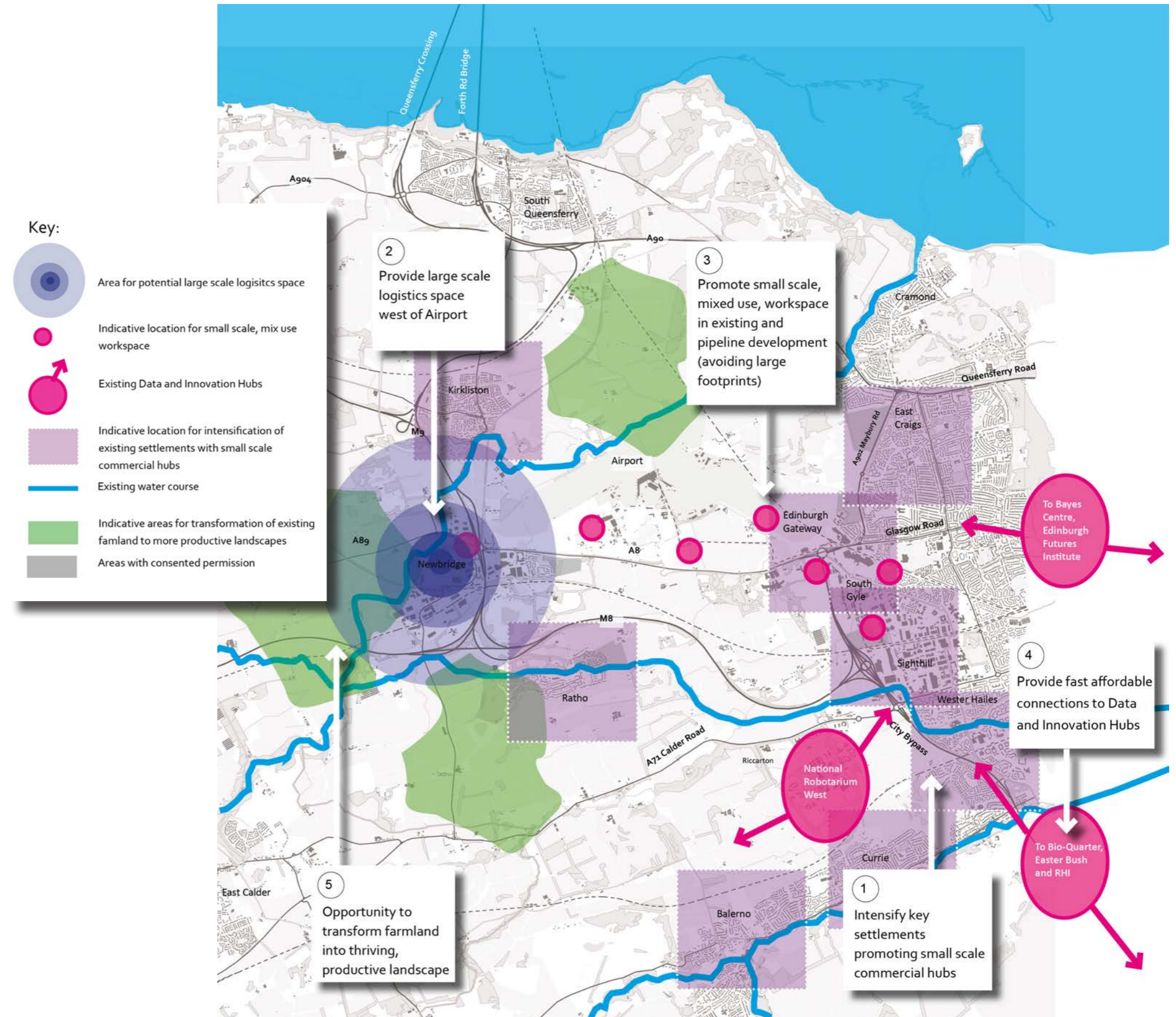- Areas with consented permission
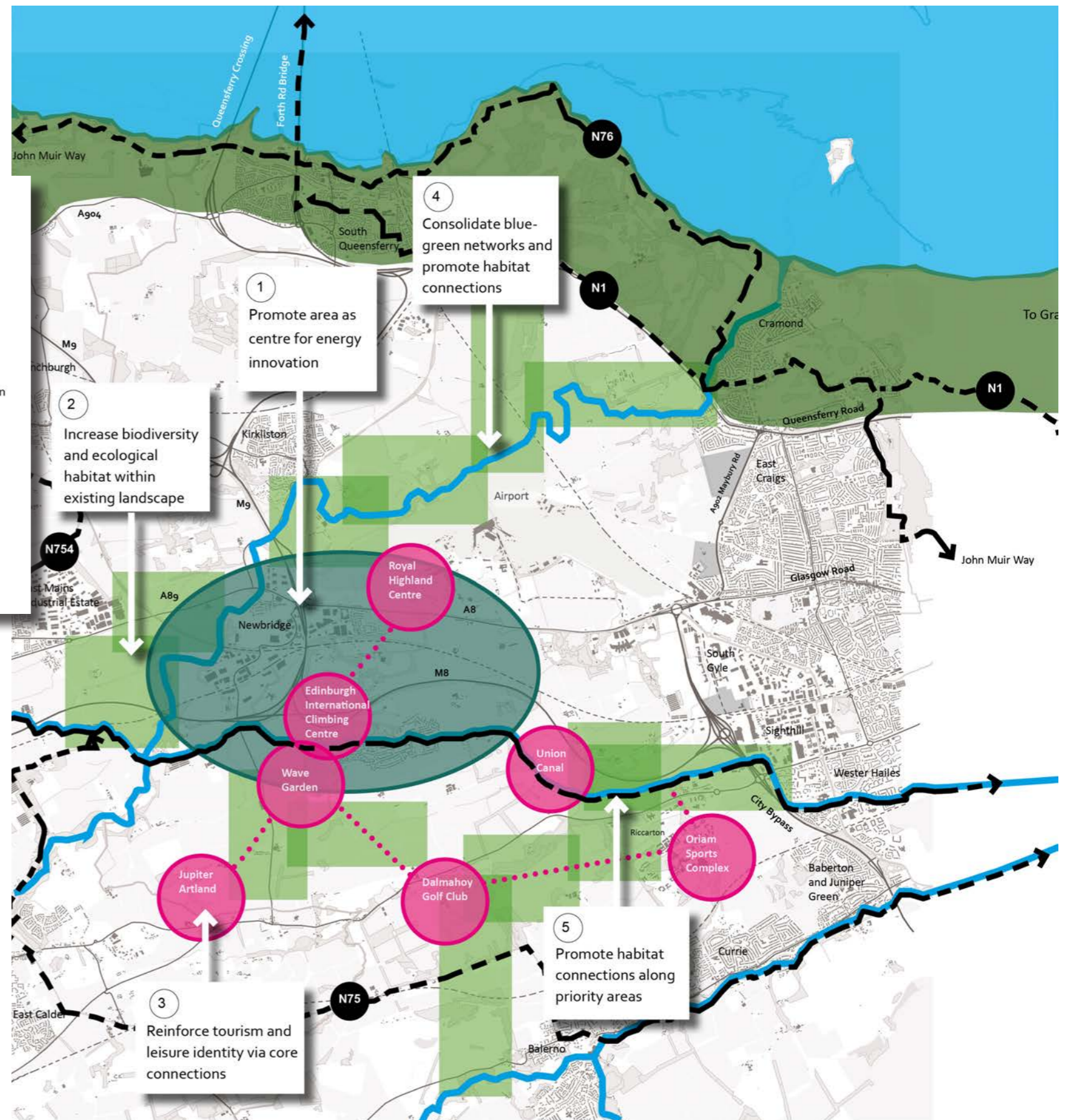
Economic Growth

This strategy builds on the findings of the Rettie & Co Socio-economic update in Supporting Document 1. Much of the strategy here is built around our findings, e.g. on lack of mid-sized workspaces. Investment and resulting development in West Edinburgh have not been as extensive as previously expected. However, several pipeline developments are now happening along with initiatives and projects that can be built upon to continue this process. Equally, the area remains well connected to the city centre in part via the tram network, railway stations and surrounded by high quality education institutions. The public sector will work in collaboration with landowners and developers to develop masterplans, particularly around the Infrastructure First agenda, to ensure development can be viably progressed and happen in the right place.

The strategy for this is:

1. Existing settlements be intensified with small scale commercial hubs.

2. A large scale logistics space be provided to the west of Edinburgh International Airport, offering opportunity for a variety of business uses.

3. Potential for creation of new energy hub to support decarbonisation of energy for power, heat and transportation.

4. Fast, affordable connections to Data and Innovation Hubs be provided.

5. Create genuinely mixed use communities for people to live and work with appropriately scaled homes and workspaces promoted within existing and pipeline development.

6. Harness opportunities to transform existing farmland into a thriving, productive landscape within the Central Scotland Green Network.

Key:

- Area for potential large scale logisitcs space
- Indicative location for small scale, mix use workspace
- Existing Data and Innovation Hubs
- Indicative location for intensification of existing settlements with small scale commercial hubs
- Existing water course
- Indicative areas for transformation of existing famland to more productive landscapes
- Areas with consented permission

2 Provide large scale logistics space west of Airport

3 Promote small scale, mixed use, workspace in existing and pipeline development (avoiding large footprints)

4 Provide fast affordable connections to Data and Innovation Hubs

5 Opportunity to transform farmland into thriving, productive landscape

1 Intensify key settlements promoting small scale commercial hubs

Refer to Supporting Document 1 Socio-Economic Update for background evidence and information.
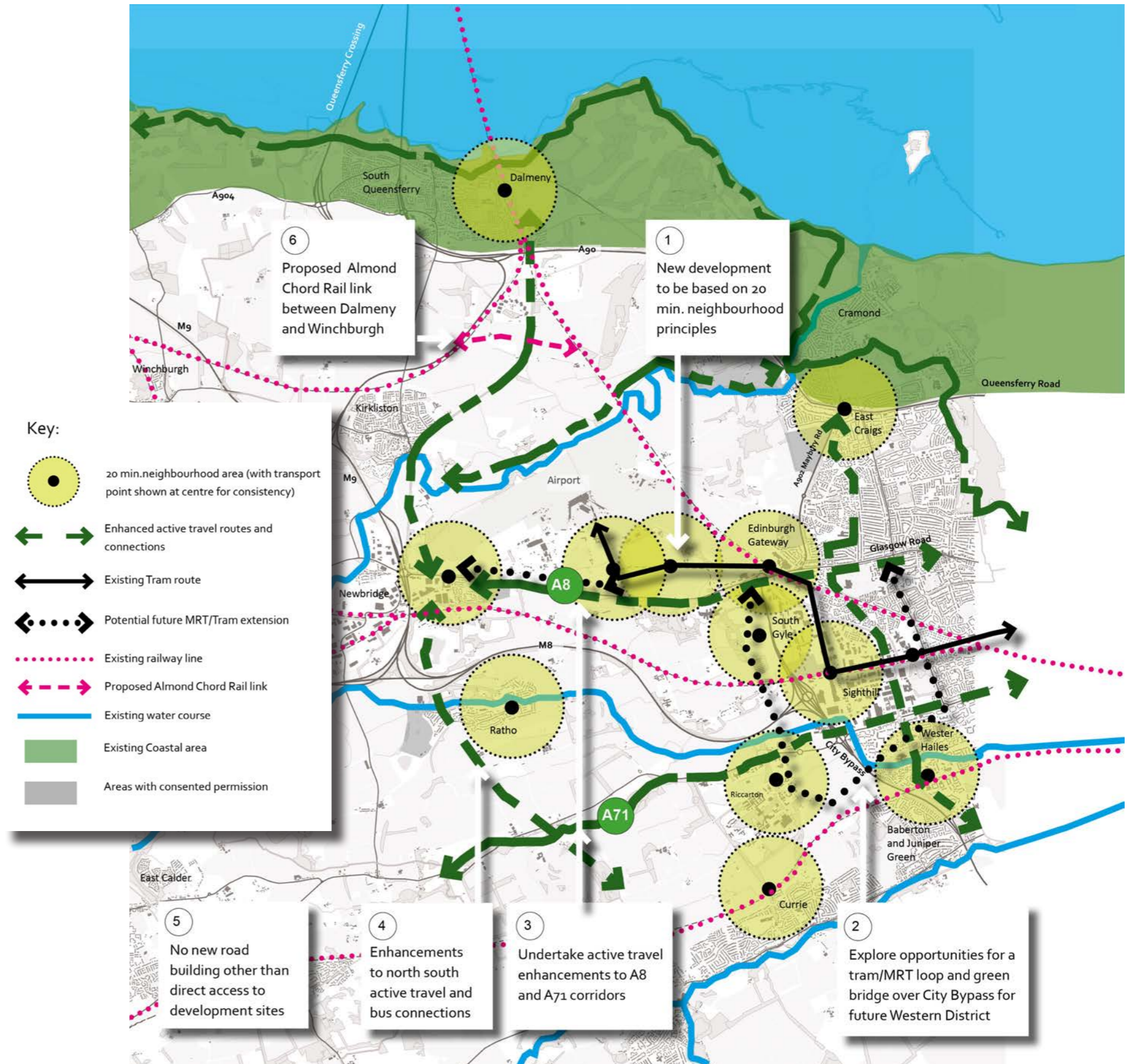
17

Connectivity

Currently, the options for moving around within West Edinburgh, particularly on a north/south axis, are limited due to physical barriers, active travel routes are fractional and there is a reliance on private car usage which is epitomised by heavy traffic at peak times and issues around air quality. This is balanced against the rich natural and cultural assets throughout the area which remain largely under-utilised and difficult to access. The City Mobility Plan goes some way towards addressing this and plays a key role going forward.

The Strategy for this is:

1. Any new development be based on 20 minute neighbourhood principles linked to key transport/mobility hubs (see note below).

2. Opportunities should be explored for a tram/mass rapid transport loop and green bridge over City Bypass.

3. Active travel enhancements to A8 and A71 corridors and any associated pipeline development.

4. Enhancements to north-south active travel routes and bus connections across the area.

5. No new road building other than for direct access to development sites and WETA (West Edinburgh Transport Appraisal) identified projects.

6. Proposed Almond Chord Rail link between Dalmeny and Winchburgh.

Note:

The SEStran Mobility Hub Study, completed March 2020, identifies potential locations and opportunities for providing hub infrastructure and public realm improvements that support the use of shared forms of mobility including public transport with proposed pilot in Wester Hailes.

Key:

- 20 min. neighbourhood area (with transport point shown at centre for consistency)
- Enhanced active travel routes and connections
- Existing Tram route
- Potential future MRT/Tram extension
- Existing railway line
- Proposed Almond Chord Rail link
- Existing water course
- Existing Coastal area
- Areas with consented permission

6 Proposed Almond Chord Rail link between Dalmeny and Winchburgh

1 New development to be based on 20 min. neighbourhood principles

5 No new road building other than direct access to development sites

4 Enhancements to north south active travel and bus connections

3 Undertake active travel enhancements to A8 and A71 corridors

2 Explore opportunities for a tram/MRT loop and green bridge over City Bypass for future Western District
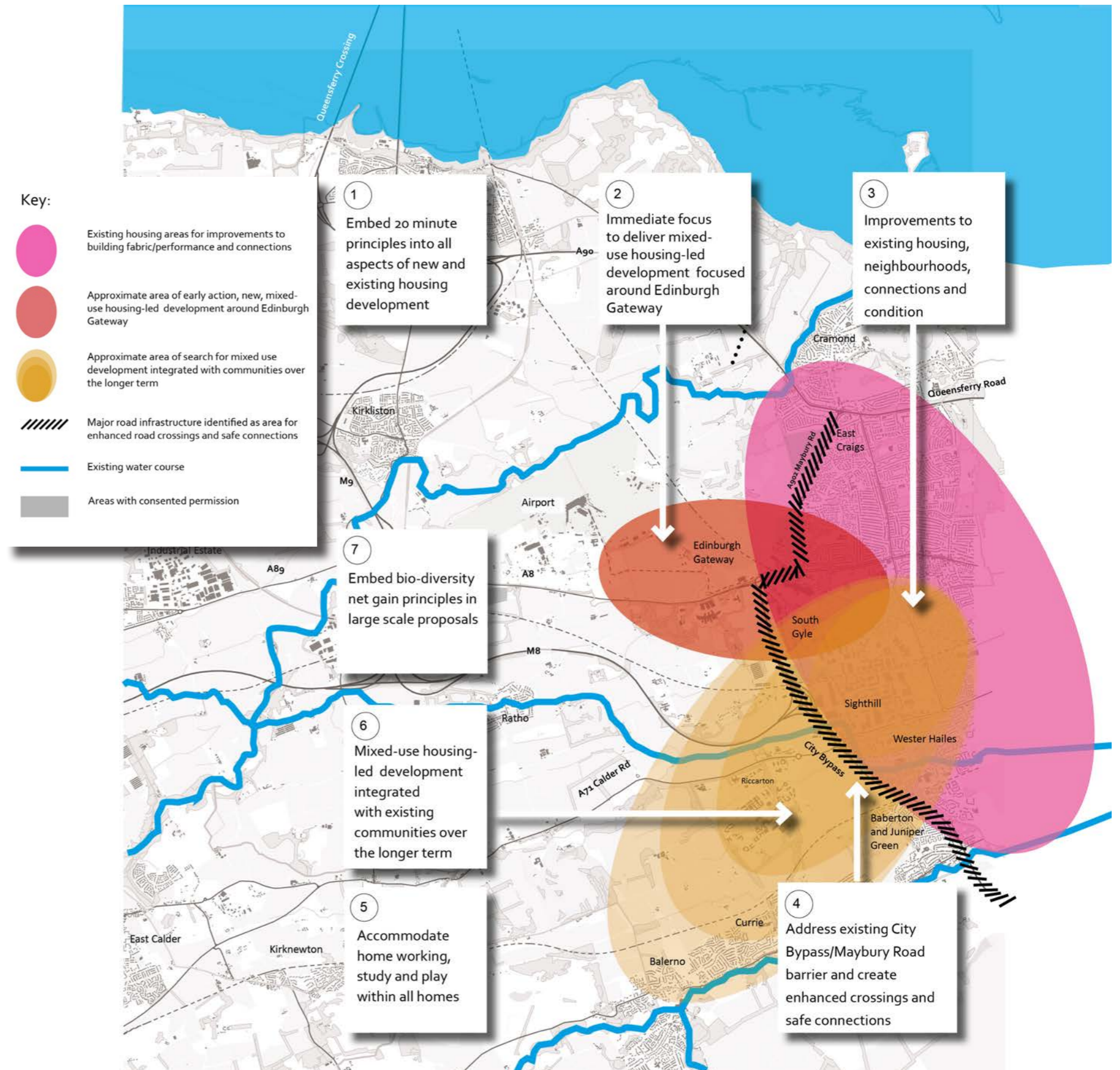
Resilient and Sustainable Places

Land to the west of the bypass has acted as a natural boundary between West Edinburgh and the urbanised centre of Edinburgh City with a broad trend towards piecemeal new residential development extending existing settlements. There is also an identified lack of choice when it comes to affordable family housing, employment opportunities and access to recreational facilities.

This is seen as an opportunity for a more coherent strategy that improves existing communities and directs new development to locations most suited to make the most of existing and planned infrastructure. In this way the strategy can serve as a tool to manage inclusive growth in the area, enhance connections, make better places and steer development with a focus on meeting the communities' needs.

Edinburgh's City Plan 2030 (proposed) identifies a requirement for significant additional housing, in particular affordable housing. The preferred strategy of Choices is to meet this by allocating brownfield sites to add to the existing development land supply. Innovative design and clever use of land can assist in developing new communities in a sustainable manner and enhance and add to the city-wide network of green spaces. The proposed Strategy is:

1. 20 minute neighbourhood principles to be embedded into all aspects of new housing and development.
2. Immediate focus be placed towards new mixed-use development around Edinburgh Gateway along 20 minute neighbourhood principles.
3. Improvements to existing housing neighbourhoods, inclusive of design improvements, connections, facilities and building fabric/performance and open spaces.
4. Create enhanced crossings to City Bypass and Maybury Road.
5. New homes should accommodate home working, study and play and be accessible for all.
6. Mixed-use housing-led development to the South West over the longer term with better connections/integration with existing settlements along A71 corridor.
7. Bio-diversity net gain principles should be embedded into any large scale proposals.

Key:

- Existing housing areas for improvements to building fabric/performance and connections
- Approximate area of early action, new, mixed-use housing-led development around Edinburgh Gateway
- Approximate area of search for mixed use development integrated with communities over the longer term
- Major road infrastructure identified as area for enhanced road crossings and safe connections
- Existing water course
- Areas with consented permission

1. Embed 20 minute principles into all aspects of new and existing housing development

2. Immediate focus to deliver mixed-use housing-led development focused around Edinburgh Gateway

3. Improvements to existing housing, neighbourhoods, connections and condition

4. Address existing City Bypass/Maybury Road barrier and create enhanced crossings and safe connections

5. Accommodate home working, study and play within all homes

6. Mixed-use housing-led development integrated with existing communities over the longer term

7. Embed bio-diversity net gain principles in large scale proposals
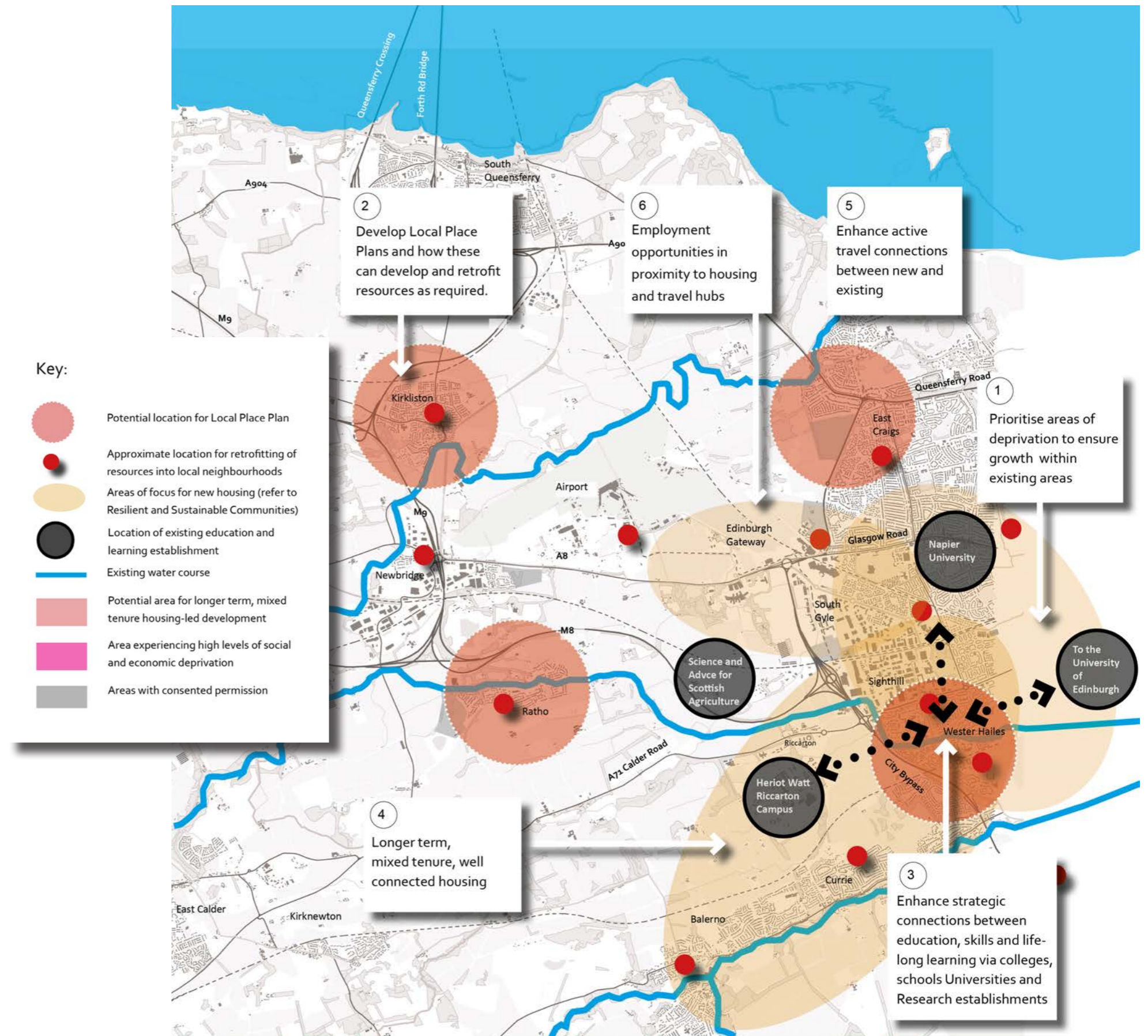
19

Tackling Inequality

The communities and populations within some parts of West Edinburgh suffer from a lack of basic social infrastructure, including, for example, a lack of childcare provision and poor educational support. Health inequalities also act as a barrier to both employment and life opportunities. These inequalities can result in disengagement, social exclusion as well as impacting on the health and wellbeing of residents. Any strategy must understand the local issues, address the needs of specific communities, break down barriers and provide opportunities and building blocks for growth.

The strategy to deal with inequality must:

1. Gain a detailed understanding of the populations, and social infrastructure barriers within specific areas, and prioritise areas of deprivation to ensure they don't get left behind.

2. Local Place Plans offer the opportunity for a community led, but collaborative, approach to creating great local places through engagement with communities, with examples of current projects in Wester Hailes where lessons should be learnt as this process evolves.

3. Work with employers to secure Commitment to Fair Work Framework and improve employment opportunities for those living in West Edinburgh.

4. Work with educational establishments to ensure commitment to lifelong learning agendas and improving connectivity with deprived parts of West Edinburgh.

5. Provide mixed tenure, well connected housing in focused areas and enhance active travel connection between new and existing neighbourhoods and continue to evaluate infrastructure needs alongside planned projects.

6. See this agenda as continued priority and offer commitment to lift all generations out of poverty and provide a better quality of life, security, opportunities and aspirations towards a better future.

7. Keep talking and listening – it's about people and communities.

Key:

- Potential location for Local Place Plan
- Approximate location for retrofitting of resources into local neighbourhoods
- Areas of focus for new housing (refer to Resilient and Sustainable Communities)
- Location of existing education and learning establishment
- Existing water course
- Potential area for longer term, mixed tenure housing-led development
- Area experiencing high levels of social and economic deprivation
- Areas with consented permission

2 Develop Local Place Plans and how these can develop and retrofit resources as required.

6 Employment opportunities in proximity to housing and travel hubs

5 Enhance active travel connections between new and existing

1 Prioritise areas of deprivation to ensure growth within existing areas

4 Longer term, mixed tenure, well connected housing

3 Enhance strategic connections between education, skills and life-long learning via colleges, schools Universities and Research establishments

20

Learning from Elsewhere

A number of precedent case studies from around Europe provide lessons and insight into the context, aims and objectives of the West Edinburgh Spatial Strategy. A number of these are summarised here and outlined in more detail within the Supporting Document 7.

The selected examples are found predominantly in Northern Europe and Scandinavia. They link dense urbanisation with diverse landscapes and enhanced city connections.

Whilst the studies vary in context, scale and approach, they provide lessons and insight into best practice in some way. Whether that be the way in which new infrastructure is planned and managed, how landscapes are reimagined, the way in which residents are embedded within the development process or how data and pilot projects are adopted to test ideas and change behaviour. Equally, they identify where some aspects did not go as planned and where things may be done differently next time.

More detailed information relating to these studies and their relationship to West Edinburgh is provided within the socio-economic study in the Supporting Document 1. This analysis has been linked to the Dependencies identified as being key to delivering the Strategy and Vision for West Edinburgh.

12. Nordhaven, Copenhagen

Nordhavn
Copenhagen, Denmark

A robust yet flexible strategy for the transformation of a former industrial harbour into a new, sustainable city district.

Identifiable neighbourhoods are connected and integrated to the city centre through a sustainable mobility plan, with a focus on cycle and pedestrian routes and the integration of blue-green infrastructure.
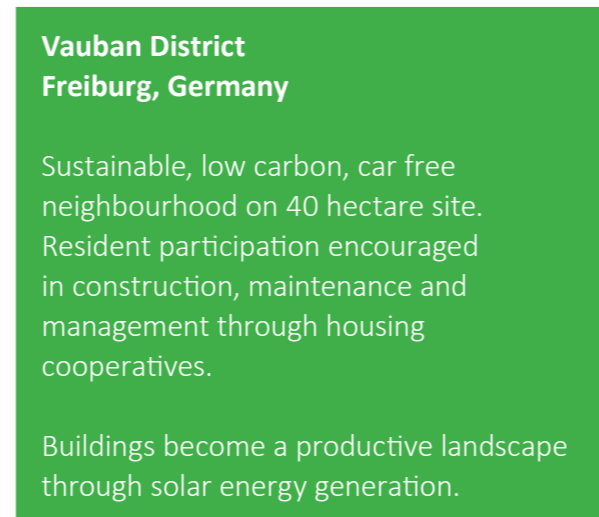
Vauban District
Freiburg, Germany

Sustainable, low carbon, car free neighbourhood on 40 hectare site. Resident participation encouraged in construction, maintenance and management through housing cooperatives.

Buildings become a productive landscape through solar energy generation.

14. Vauban, Freiburg
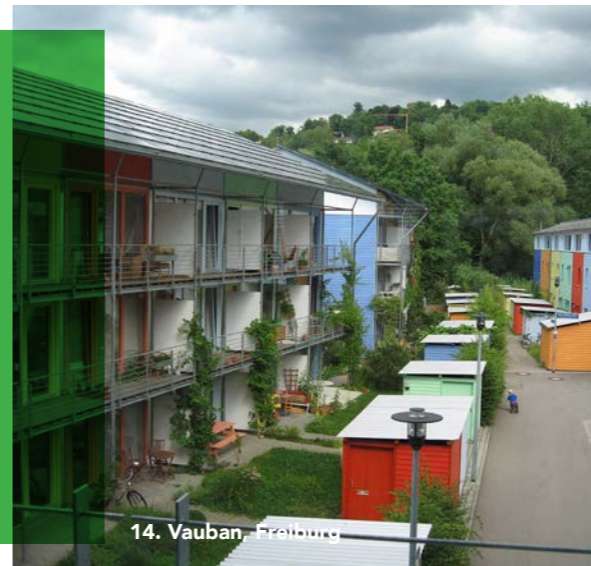
Kalasatama Smart City
Helsinki, Finland

City expansion within a former harbour into a model 'smart city' district connected by metro, bus and tram.

Strategy and vision allows for flexible development through collaboration Key role in Helsinki's 2035 Carbon Neutral goal.

13. Kalasatama, Helsinki

15. Rhur Valley, Germany

Emscher Masterplan
Rhur Valley, Germany

Re-imagining of a large, unproductive, post-industrial area into a thriving ecological landscape.

Large-scale development and infrastructure are balanced with small scale installations, all of which are focused around key water courses.

Vision 2030 Almere
Almere, Netherlands

Vision and strategy for new district of the city of Almere, creating homes for 150,000 new residents.

The strategy combines water, nature reserves and new urban development. Four distinct areas are connected to each other and the city centre via new infrastructure and metro lines.

16. Almere, Netherlands

Photo credits provided on page 29

21

03

Making it happen

'Across the world, the definition of economic success is changing. Successful nations no longer seek only to create wealth; they distribute wealth so that success and happiness is shared by everyone.'

Scottish Enterprise findings 2021

'We ...know from experience that a place is better when the people who live there work together to shape it. The Place Principle, adopted by the Scottish Government in 2019, asks agencies in a place to collaborate with the people who live there to create a shared vision for its future.'

Architecture Design Scotland Corporate Strategy 2021

Dependencies

Delivering the Vision for West Edinburgh is dependent on a number of key actions. These 'Dependencies' are:

- Providing leadership and clarity
- Taking a people-focused approach
- Investing in sustainable transport
- Encouraging a collaborative approach to landowners and development
- Planning for infrastructure costs and timing
- Taking an inclusive approach to skills, culture and learning

These address the 'Barriers to Inclusive Growth' identified earlier and outlined in more detail within Supporting Document 2.

The spatial strategy cannot be effectively and coherently delivered without first addressing and taking steps towards implementing the 'Dependencies'.

'Providing Leadership and Clarity' is a key dependency that should be prioritised and actioned as soon as possible. It is also critical that this is aligned with 'Taking a People-focused Approach'. With these measures in place, other dependencies like 'Investing in Sustainable Transport' and 'Encouraging a collaborative approach to landowners and development' can be more readily implemented.

These have developed from the stakeholder engagement and Schedule of Approach provided within Supporting Document 03 Summary of Stakeholder Consultation.

How each Dependency might happen is outlined in more detail in the three pages overleaf, then aligned within a Timeline from 2022-2050.

Providing Leadership and Clarity

Taking a People Focused approach

Investing in sustainable transport

Taking an inclusive appproach to skills, culture and learning

Encouraging a collaborative approach to landowners and development

Planning for Infrastructure costs and timing

It should be noted that there is a need for innovative thinking around the infrastructure first approach including, but not exclusive to transport, heat, energy etc. Further work is required in relation to timings, cost and viability and also funding. The strategies identified require to be further developed and refined further with robust cost benefit analysis undertaken to refine detailed outcomes and inform a delivery and monitoring strategy. This would include not only refined drawings and visualisations, but a detailed costing analysis and Green Book based socio-economic impact assessment.

23

Making it happen (1)

Providing Leadership and Clarity

- Ensure that National, Regional and City leaders (across parties), and Partners, are fully committed and aligned to the long term vision, strategy and objectives.

- Ensure stakeholders, within both the public and private sector, are active agents in the developing strategy and implementation.

- Form a clear, dedicated and skilled development team across public and private sector to lead delivery of vision.

- Establish a process for community 'buy in' and active involvement eg. Citizen Panel approach with diverse cross section of society.

- Develop a West Edinburgh 'brand' or identity and align with partner agencies.

Taking a People Focused approach

- Provide commitment, action and funding to involve citizens in further development of the strategy and action within their area.

- Establish 'West Edinburgh Principles' to outline commitments and actions across businesses, landowners, organisations, residents etc.

- Acknowledge the differing circumstances and dynamics for residents and communities across the area.

- Develop targeted socio-economic programmes that tackle poverty and inequality, with a focus on community resilience, a place-based approach and self-supporting mechanisms.

- Deliver 'early interventions' to demonstrate action and commitment whilst developing more complex issues over time.

It is important that the Dependencies outlined here are aligned with the overall Vision and Interconnected Strategies.

Learning from elsewhere:

- Government ownership of the land facilitated development in Nordhaven, Denmark.

- Central and local government funding and support with a clear vision was a critical success factor in Vauban/ Freiburg, Germany.

- Achievements in Vauban/Freiburg were celebrated with citizens.

- Kalasatama, Helskini, Finland used citizen engagement to develop ideas and build support.

- Almere development in the Netherlands suffered from lack of identity – citizen engagement a way to counter this.

Making it happen (2)

Investing in sustainable transport

- Acknowledge that the current transport infrastructure requires further investment in sustainable travel via new active travel networks and additional public transport to support new development. Refer to National Transport Strategy (NTS2) vision, priorities and outcomes, along with sustainable travel investment and hierarchies.

- Embed the Sustainable Travel Hierarchy (from NTS2) in decision making by promoting walking, wheeling, cycling, public transport and shared transport options in line with draft NPF4.

- Develop strategies for both 'carrot and stick' approaches to actively ensure behaviour change and de-incentivise car use.

- Ensure that all new development or strategies must link to mobility hubs and active travel networks in line with NTS2 and NPF4.

- Place an emphasis on open data, innovation and pilot projects and capitalise on the City's links with Higher Education and innovation centres.

- Empower citizens to introduce new ideas and test/measure pilots or strategies for themselves.

Encouraging a collaborative approach to landowners and development

- Continue to build on stakeholder engagement and communication in an open and collaborative way, including discussion with landowners on infrastructure delivery across area, deliverability and funding.

- Create an 'open forum', or network, for landowners, stakeholders, investors and community interest groups to enable connections, discuss ideas, and test opportunities to align with the vision.

- Build flexibility into any plans to take account of changing circumstances and opportunities.

- Western District is identified as an area with potential for future new development, although this will be subject to consideration through the development plan process. Any future development will need to take into account the direction set by NPF4; an understanding of capacity for development to be accommodated on existing brownfield sites; and provision for social and other physical infrastructure to support existing/expanded communities.

- Establish a framework to monitor and measure progress with clearly identifiable actions, outcomes and targets.

Learning from elsewhere:

- A major focus of the development of Almere, Netherlands was connecting with existing surrounding communities.

- Lack of a holistic policy on blue-green infrastructure hindered sustainable transport goals in Almere, Netherlands.

- Kalasatama, Helsinki had a wide collaborative approach to economic development & innovation across public and private sectors. However, Kalasatama faced challenges in managing large teams of diverse stakeholders.

- Vauban, Germany used a 'stick and carrot' approach to reduce car use – heavy investment in new public transport and high parking charges for those with cars.

Making it happen (3)

Planning for Infrastructure costs and timing

- Apply innovative thinking to an infrastructure-first approach to development with an assessment of capacity, cost, funding and timing across a range of areas within West Edinburgh.

- Develop a Delivery Plan to prioritise and sequence infrastructure to include (but not limited to) social, community, transport, ecology utilities and energy infrastructure.

- Consider blue-green infrastructure and active travel as priorities to delivering the vision and align with sustainable transport strategies. As part of this, continue to develop on-going work and strategies that enhance and develop habitat networks and ecology eg. Ecological Coherence work.

- Prioritise safe active travel crossings over the City Bypass that overcome boundary and infrastructural implications.

- Set clear policies and obligations to encourage house builders and developers to frame their thinking around the value of open space and active travel networks.

- Include blue-green infrastructure within Section 75 requirements with clear guidance on responsibilities.

Taking an inclusive approach to skills, culture and learning

- Establish West Edinburgh as an area that leads in Fair Working Practices in collaboration with businesses, landowners, agencies and institutions.

- Harness skills and employment opportunities at learning establishments and business communities.

- Develop targeted skills, learning and culture opportunities to people and areas experiencing deprivation.

- Set targets and initiatives for skills, learning and employment opportunities.

- Conduct a review into the impact of existing school catchments and how these might better foster inclusive growth going forward.

- Develop a Culture and Learning Strategy for the area.

Learning from elsewhere:

- A lack of focus on economic innovation in Almere, Netherlands led to high levels of commuting.

- Kalasatama, Helskini, Finland is creating an 'urban laboratory' with emphasis on innovation and technology.

- Kalasatama also has an open approach to ideas development, testing and dissemination as part of its smart city strategy.

- There has been a lack of resident diversity in Vauban , Germany due to loss of some subsidies to encourage people on lower incomes to live there.

- Granton Waterfront Strategic Development Framework included culture and learning strategies.
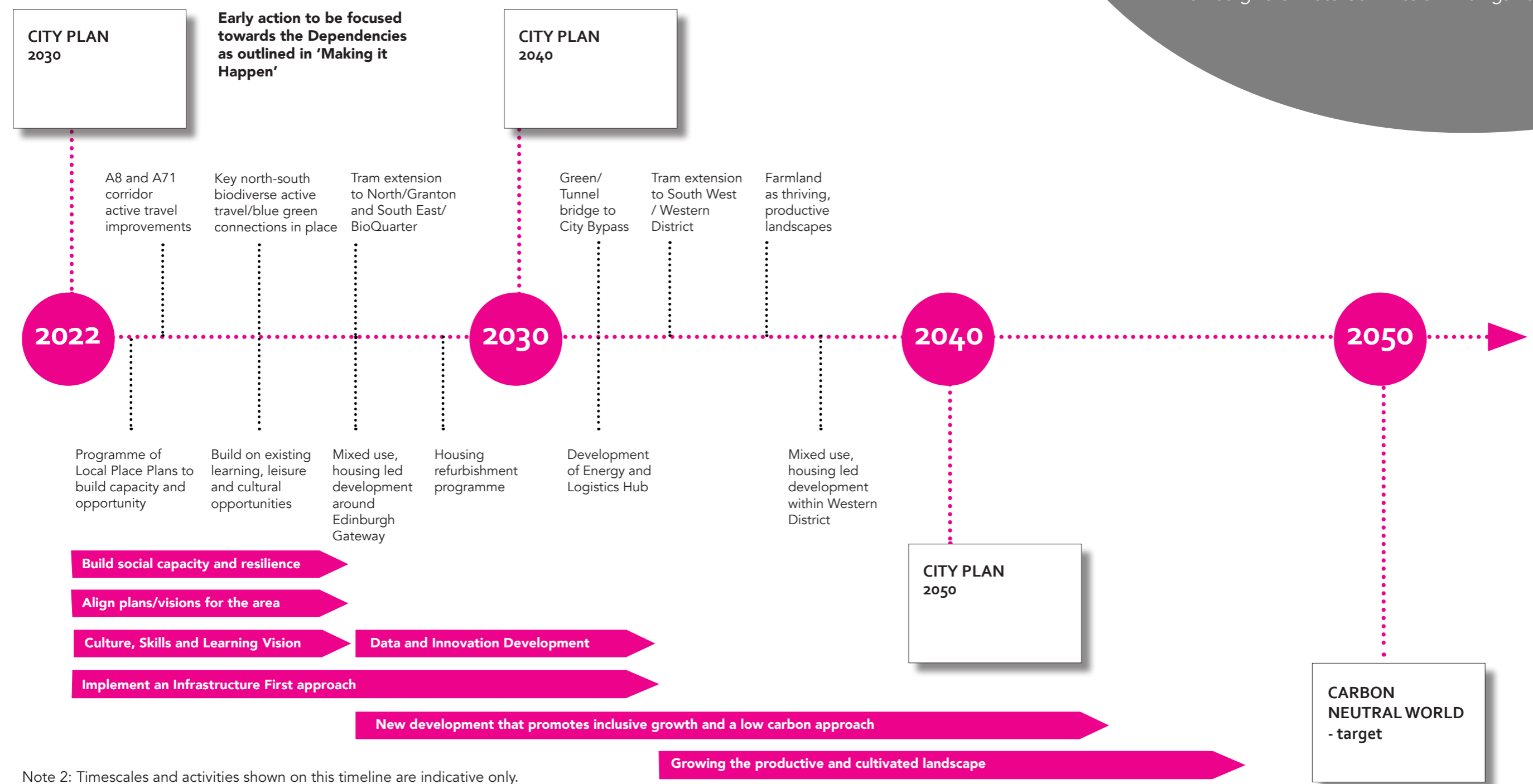
Delivering the Vision

Providing Leadership and Clarity

Taking a People Focused approach

Investing in sustainable transport

Planning for Infrastructure costs and timing

Taking a collaborative approach to land and ownership

Valuing the area's historic and ecological character and assets
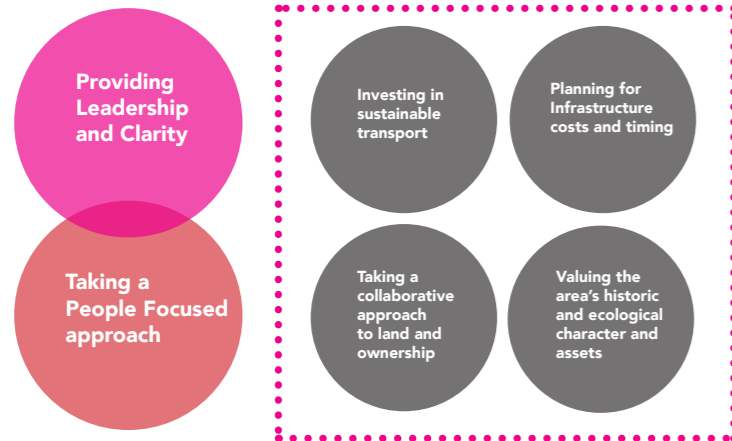
'Edinburgh's ambitious Net Zero target will need change from every area of city life and business. However, the transition to a cleaner, greener city also brings huge opportunities to improve health, wealth and well-being of Edinburgh's citizens.'

Edinburgh's Climate Commission findings 2021

CITY PLAN 2030

Early action to be focused towards the Dependencies as outlined in 'Making it Happen'

CITY PLAN 2040

A8 and A71 corridor active travel improvements

Key north-south biodiverse active travel/blue green connections in place

Tram extension to North/Granton and South East/BioQuarter

Green/Tunnel bridge to City Bypass

Tram extension to South West / Western District

Farmland as thriving, productive landscapes

2022

2030

2040

2050

Programme of Local Place Plans to build capacity and opportunity

Build on existing learning, leisure and cultural opportunities

Mixed use, housing led development around Edinburgh Gateway

Housing refurbishment programme

Development of Energy and Logistics Hub

Mixed use, housing led development within Western District

CITY PLAN 2050

Build social capacity and resilience

Align plans/visions for the area

Culture, Skills and Learning Vision

Data and Innovation Development

Implement an Infrastructure First approach

New development that promotes inclusive growth and a low carbon approach

Growing the productive and cultivated landscape

CARBON NEUTRAL WORLD - target

Note 2: Timescales and activities shown on this timeline are indicative only.

27

Next Steps, Monitoring, Review

The Vision for West Edinburgh, of an emerging area underpinned by sustainable and inclusive growth, and the evolving strategy that will deliver this is the result of evidence gathering, review of existing site information, current and emerging plans, policies and strategies, stakeholder consultation and collaborative working groups.

This represents a starting point in the process and identifies the level of commitment required by all involved from the Partners, stakeholders and wider communities, to deliver that vision together.

There is a recognition by the Partners, whilst acknowledging the positive developments that have already been undertaken, that further work and research will be required to deliver change in West Edinburgh consistent with the Vision.

The Partners therefore commit to working together to respond to the dependencies and recommendations set out in this report. This will be achieved by developing a Delivery Plan that sets out the necessary framework and mechanisms, and the set of interventions required, in delivering this strategy.

Next Steps

- Develop a People Focused, Place Based approach; starting with consultation and engagement with stakeholders and leading to the formation of working groups and/or sounding boards.

- Commit to providing clarity and leadership in progressing the West Edinburgh Vision, and the necessary oversight and governance required to deliver the strategy.

- Develop an Infrastructure First Approach; including blue green infrastructure and community infrastructure and incorporating an assessment and appraisal of requirements, funding and the sequence of delivery.

- Continue to build on the ongoing work of the West Edinburgh Transport Improvement (WETIP) Plan and principles of the National Transport Strategy (NTS2).

- The results of consultation will lead to the finalised Strategy, and in turn identify the programme and work streams in place and underway, and that require to be implemented.

Monitoring

- Develop a monitoring framework that will measure progress and outputs to help inform decision-making processes and guide implementation of the Delivery Plan.

Review

- The Strategy will be kept under review and should be seen as an evolving document that can be reviewed, adjusted and adapted as appropriate over time.

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29

AECOM COLLECTIVE ARCHITECTURE RETTIE

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Policy and Sustainability Committee

10.00am, Tuesday, 1 November 2022

Edinburgh and South East Scotland City Region Deal Annual Report 2021/22

Executive/routine	Routine
Wards	All
Council Commitments	

1. Recommendation

1.1 To note the summary findings of the fourth annual report for the Edinburgh and South East Scotland City Region Deal for 2021/22.

Andrew Kerr

Chief Executive

Contact: Andy Nichol, Programme Manager, Edinburgh and South East Scotland City Region Deal

E-mail: andy.nichol@edinburgh.gov.uk | Tel: 0131 529 4461

Report

Edinburgh and South East Scotland City Region Deal Annual Report 2021/22

2. Executive Summary

2.1 This report summarises the key findings from the appended City Region Deal Annual Report for 2021/22. The report was published on 29 August 2022 and approved by the City Region Deal Joint Committee on 2 September 2022. It updates on performance management arrangements for the Deal. It also updates specifically on those projects for which the City of Edinburgh Council is the lead partner.

3. Background

3.1 The Edinburgh and South East Scotland City Region Deal was signed by the First Minister, Prime Minister and City Region Leaders on 7 August 2018.

3.2 Each year, City Region Deal partners are required to produce an annual report to assess how well the City Region Deal is aligning towards the overall vision and inclusive growth outcomes for the city region.

3.3 The report was published on 29 August 2022. Its findings were noted by the City Region Deal Joint Committee on 2 September 2022.

3.4 The report will form the basis for the third Annual Conversation between the Scottish Government, UK Government and Scotland Office and City Region Deal partners at senior level, which is expected to take place later in 2022.

4. Main report

Overview

4.1 The Annual Report for 2021/22 is an overall progress report for the City Region Deal programme between 1 August 2021 and 31 July 2022, with the exception of the Financial Statement which contains financial information for the financial year 2021/22.

4.2 It contains: a City Region Deal overview; Financial Statement; a short summary of progress on each project and programme; updates on the Regional Prosperity Framework and the approach towards measuring Benefits Realisation; and expected milestones to be achieved in the next year. This year, as more projects move into delivery, ten case study videos are included in the report to demonstrate how the Deal's projects and programmes are benefiting individuals and communities.

4.3 The report demonstrates significant progress across the 20 projects and programmes within the City Region Deal. While cost inflation has affected the budget of some of the projects which are in delivery, at the financial year end 2021/22, all were considered to be within acceptable time and budget parameters:

4.3.1 Two projects were in Stage 1: Define, which means that the project's business case is yet to be completed (six in 2021);

4.3.2 15 were Stage 2: Implement, which means that the project's business case has been approved by Joint Committee and is in the process of being implemented (13 in 2021);

4.3.3 Six were Stage 3: Deliver, which means that the project has been implemented and is working towards delivering its objectives (five in 2021);

4.3.4 14 projects were considered to be on target to be completed on time (green score) or have been completed on time (14 in 2021);

4.3.5 Nine projects were delayed, but considered to be within an acceptable range, with management action in place to address the issue (amber score) (10 in 2021);

4.3.6 19 projects were considered to be on target to be completed within the specified budget (green score) or have been completed within the specified budget (19 in 2021); and

4.3.7 Two projects were projected to cost more than the specified budget, but considered to be within an acceptable range, with management action in place to address the issue (amber score) (two in 2021).

4.4 The City of Edinburgh Council has a direct interest in the projects listed in Table 1; a link to the page number in the annual report for further information is included:

Table 1: Summary of Projects with CEC Interest (April 2022)

Project	Total Cost (£m)	Govt Contribution (£m)	CEC Contribution (£m)	Stage	On Time?	On Budget?	Further Information*
Integrated Regional Employability and Skills Programme	£25m	£25	£0	3. Deliver	🟩	🟩	pp. 26-29
A720 Sheriffhall	c.£120m	£0	£0	Define	🟩	🟩	p. 30
West Edinburgh transport	£36	£20	£16	Define	🟩	🟩	p. 31
Dunard Centre	£45	£20	£5	2. Implement	🟧	🟩	p.32
Edinburgh Living	£263m	£15	£248m**	3. Deliver	🟩	🟩	p. 33
*Granton Housing***	*TBC*	*TBC*	*TBC*	*1. Define*	*N/A*	*N/A*	p. 33

* Page number of Annual Report
**On-lending, not investment.
***One of seven identified strategic housing sites across the region, may partly be funded by a £50m infrastructure loan fund, managed and administered by Scottish Government.

Key:

Project Stages

Stage no.	Definition
1. Define	Business case being developed, and not yet approved by Thematic Board and Joint Committee.
2. Implement	Business case has been approved by Thematic Board and Joint Committee, and is being implemented. In a capital project, this may be construction; for skills projects this may be establishing a course or system.
3. Deliver	Project is in place and benefits realisation framework to assess if it is achieving its objectives.
4. Legacy	Project has resulted in mainstreaming or improvements to business as usual (impact) that is generated beyond the funded period

Red, Amber, Green
T: Status against **timeline** set out in business case/implementation plan; **B:** Status against **budget** set out in financial plan

RAG Status	Definition - Timeline	Definition - Budget	Action Required
Green	In line with business case/implementation plan	In line with spend set out financial plan for the current financial year.	No management action required
Amber	Delay exists but is considered acceptable by PMO.	Spend is within acceptable range from what is set out financial plan for the current financial year. Project lead is confident that spend will be to profile at financial year end.	Management action is in place by senior management to address issues, and project is being closely monitored.
Red	Delay is significant.	Spend is outwith acceptable range from what is set out financial plan for the current financial year. Project lead does not consider that spend will be to profile at financial year end.	Immediate action is required by senior management and relevant Boards as appropriate to address issues. Issues must be highlighted to Government.

4.5 Of the projects above, the City of Edinburgh Council is the lead partner for two projects: West Edinburgh Transport Improvement and Dunard Centre. The approved 2021/22 five-year Capital Investment Programme includes a budget provision £5 million as a contribution to support delivery of Dunard Centre and a £16 million budget provision to support the delivery of public transport improvements detailed in the West Edinburgh Transport Appraisal.

4.6 An update on progress on projects which affect the City of Edinburgh Council is set out below.

Integrated Regional Employability and Skills (IRES) Programme

4.7 The cross-regional IRES partnership is funded by £25 million investment (over eight years) and aims to deliver an additional 14,700 skill improvements; 5,300 people into employment and a further 500 career enhancements.

4.8 The annual report showed that the IRES programme has already supported 18,062 people to improve their skills through training and/or education, helped 620 people into work and secured an additional £4.3m funding to enhance IRES activity. The IRES programme continues to evolve, streamline, and integrate the region's employability and skills system to enhance our capacity and capability to drive inclusive growth and create added value for stakeholders.

4.9 Within the IRES programme, one of its seven themes, Integrated Employer Engagement (IEE) Programme, made some significant progress. IEE launched the ESESCommunities portal in November 2021, engaging with suppliers of public contracts across the region to encourage responses to local community needs and requests. This portal offers a voice and platform to community causes, charities and third sector organisations and encourages the delivery of innovative community benefits across the region as explained in this video. Community benefits remain at the core of activity and an example can be seen through the collaboration with The National Robotarium.

A720 Sheriffhall

4.10 The Scottish Government's commitment through the City Region Deal includes £120 million to support improvements to the A720 Edinburgh City Bypass for the grade separation of Sheriffhall Roundabout. The project is being delivered by Transport Scotland and is subject to Transport Scotland's normal governance procedures.

4.11 Over the year, continued engagement with City Region Deal partners, on progress and technical scheme developments took place; formal responses were issued to all objections made to the draft Orders and Environmental Statement; and a request lodged with the DPEA to initiate arrangements for a Public Local Inquiry (PLI) to be held and a Reporter has been appointed. The report notes that the PLI may take place in late-2022 but the timescales are not yet confirmed.

4.12 Transport Scotland reports on progress to the City Region Deal Joint Committee every six months. The last update was provided on 24 June 2022.

West Edinburgh Transport Improvement Programme (WETIP)

4.13 West Edinburgh is recognised by the Scottish Government as a key national economic asset and perhaps the most important gateway to Scotland. National Planning Policy set the long-term vision for development and investment across Scotland and cites West Edinburgh as a significant business investment location with potential to be internationally competitive, in recognition of its key gateway

function Edinburgh Airport and the scale of adjoining land identified as development.

4.14 The vision for West Edinburgh and the unlocking of the proposed business and residential development will be delivered through an integrated package of transport intervention measures. These interventions are centred around sustainable transport enhancements along the A8/A89 corridor between Broxburn and Maybury to provide long term resilience and support strong connectivity between neighbouring authorities.

4.15 The annual report notes progress in developing the West Edinburgh Transport Improvement Programme Business Case. In August 2022, Stage 1a of the Outline Business Case (OBC) was completed, and Stage 1b was in the process of mobilisation. Stage 1b will appraise the remaining four parts of the OBC, deliver a Detailed Options Appraisal, Preliminary Design of interventions, and will include a substantial stakeholder engagement and public consultation exercise. A full-time project manager is being appointed to take this forward.

4.16 A detailed update presentation on WETIP was taken to the Edinburgh and South East Scotland City Region Deal Joint Committee on 2 September 2022. This set out the background to the project, current stage in developing the business case, expected interventions and next steps. The webcast can be viewed here.

4.17 As the City of Edinburgh Council is lead partner for the project, business cases and progress updates will be taken to the Transport and Environment Committee for approval and consideration as well as the City Region Deal Joint Committee.

4.18 The upcoming expected milestones are shown in Table 2:

Table 2: WETIP Expected Milestones

Expected Date Of Achievement	Milestone
Mar 2023	Stage 1b finalise Outline Business Case
June 2023	Report Outline Business Case to Transport and Environment Committee
Sep 2023	Report Outline Business Case to City Region Deal Joint Committee
Oct 2023	Commence Stage 2: Final Business Case Subsequently progress the detailed design of projects; site investigations; and attainment of necessary statutory powers in order to implement improvements and Procurement of Contractors.
Q2 2025	Infrastructure Construction commences

Dunard Centre

4.19 Edinburgh has an international cultural reputation, attracting artists and audiences from around the world. But it is over 100 years since it last opened a purpose-built concert hall, and with cities around the world investing heavily in cultural infrastructure, adding 21st Century facilities to the region's existing venue infrastructure is essential to maintaining and enhancing Edinburgh's status as a world class cultural capital.

4.20 With seating for 1,000 people, and fully equipped with state of the art digital and broadcast facilities, the Dunard Centre will be a transformational new home for music for the city region as well as the Scottish Chamber Orchestra, and an iconic venue for Edinburgh International Festival. Its education and outreach programme will deliver learning and engagement opportunities across the region. Located in St Andrew Square, it will contribute to the opening up of the East End of the City complementing the reinvigorated commercial developments of the Square, St James Quarter and Register Lanes.

4.21 The annual report notes significant progress over the course of the past year: IMPACT Scotland, the charity established to develop and then operate the new hall, continued to oversee the development of the design for the venue. The scheme received planning consent in November 2021: Stage 4 Design commenced in January 2022, the Business Case was approved by the City Region Deal Joint Committee in March 2022; and commencement of pre-construction services agreement began in April 2022.

4.22 As the City of Edinburgh Council is lead partner, the business case was noted at the Culture Communities Committee on 1 February 2022 and Committee and the business case and funding package was noted by the Finance and Resources Committee on 3 March 2022. Updates will be taken to Culture and Communities as the project progresses.

4.23 The upcoming milestones for Dunard Centre are shown in Table 3:

Expected Date of Achievement	Milestone
Jun 2022	Delivery of RBS Enabling works
July 2022	Commencement of the Annex building site clearance and demolition works
2023	Main construction starts
End 2026	Construction ends

Regional Housing Programme – Granton Waterfront Strategic Site

4.24 The City Region Deal's Regional Housing Programme aims to accelerate the delivery of affordable housing and housing across all tenures, enable the development of seven major strategic housing sites and drive efficiencies across the public sector estate. Two strategic objectives are identified for the Regional Housing Programme: deliver a step change in innovation and inclusive growth in the housing and construction sectors; and deliver a step change in the supply of new homes across the South East of Scotland. Of the seven strategic sites, one (Granton Waterfront), is located in the City of Edinburgh.

4.25 The annual report notes significant progress in developing Granton over the year. The outline business case for Granton Waterfront was approved by the Council's Policy and Sustainability committee on 5 October 2021 and was noted by the City Region Deal Joint Committee on 3 December 2021. This agreed to undertake stage 3 activities, to produce a Full Business Case for Phase 1 'Heart of Granton', which

will include procurement of a development partner and progression of the business case stages for a low carbon district heat network. Additionally, construction on 75 net zero homes began in Granton Waterfront began in June 2022. This is the first pilot development in the Edinburgh Home Demonstrator (EHD) Project. The collaboration between local and national government, academia and the construction industry is testing a new model for designing, procuring and delivering new homes in the region to create a greener future. In total, 605 homes were approved in Granton Waterfront: 334 for social rent; 259 for mid-market rent; and 12 for market.

Regional Housing Programme – Edinburgh Living

4.26   As part of the City Region Deal agreement, the Scottish Government provided a funding package of £16.1 million capital grant and consent for the City of Edinburgh Council to on-lend up to £248 million to establish a new housing company (Edinburgh Living) with Scottish Futures Trust to deliver a minimum of 1,500 homes at mid-market rent and competitive market rent levels. This is an essential requirement for meeting the housing needs of key workers and those on low to middle incomes who cannot access home ownership and are not a priority for social rent.

4.27   Edinburgh Living has now drawn down all of the one off grant of £16.1m. 350 of the 728 mid-market rent homes have been delivered already with around 170 more homes expected to complete in 2022/23 with the remaining homes in design and development.

Achievements Beyond the Deal's Projects in 2021/22

4.28   As well as delivering on the projects in the Deal, the annual report demonstrates that the Governance structure, established to manage City Region Deal activity, has also enabled effective and strong regional partnership working on important cross-regional activities, including:

4.28.1 Developing and publishing a Regional Prosperity Framework for Delivery which will be a catalyst for Regional Prosperity (led by a cross-regional officers' team, steered by the Regional Enterprise Council and overseen by the Elected Member Oversight Committee);

4.28.2 Establishing a series of regional propositions for the region's six local authorities to bid into together to the UK Government's Shared Prosperity Fund over the next three years;

4.28.3 Launching the ESESCommunities portal to assist with delivering community benefits across the programme;

4.28.4 Contributing our regional perspective to key consultations including National Planning Framework 4; the National Strategy for Economic Transformation; and the Strategic Transport Projects Review 2;

4.28.5 Joint Committee endorsing the Forth Green Freeport bid to boost innovation and inclusive growth within our communities; and

4.28.6 Establishing a regional Bus Service Improvement Partnership to deliver £3.03m of regional bus improvements from the Scottish Government's Bus Partnership Fund.

Expected Deal Achievements in 2022/23

4.29   Looking ahead towards 2022/23, significant developments in project delivery are expected including:

4.29.1 Completion of business units at Hillend and Donibristle Industrial Estate, Dalgety Bay as part of the Fife Industrial Innovation programme by September;

4.29.2 Official opening of the National Robotarium in September 2022;

4.29.3 Launch of Helix.scot platform to provide employability partners across the city region with a joined up, regional platform, which will run in parallel with the Customer Relationship Management System by October 2022;

4.29.4 Public Local Inquiry for A720 Sheriffhall roundabout to be held in late 2022/early 2023;

4.29.5 Completion of junction works at Queen Margaret University for Food and Drink Innovation Hub in January 2023, and the commencement of the construction of the hub itself in July 2023;

4.29.6 Completion of the West Edinburgh Transport Improvement Plan Outline Business Case in Summer 2023;

4.29.7 Completion of the Usher Institute building in July 2023; and

4.29.8 Three new learning pathways piloted by The Housing and Construction Infrastructure project to be deployed as national programmes, upskilling 200 people working in construction within the region.

Independent Evaluation and Audit

4.30   Paragraph 3.26 of the Edinburgh and South East Scotland City Region Deal Document states that an independent evaluation of the Deal should be undertaken every five years. The joint UK/Scottish Government Scottish City Region and Growth Deal Delivery Board has, however, written to all Deals to clarify and standardise performance management arrangements. The letter makes direct reference to this Deal in the following terms:

Edinburgh and South East Scotland – Independent Evaluation

As you will know, paragraph 3.26 of the Edinburgh and South East Scotland City Region Deal Document states:

"Every five years, an independent evaluation of the City Region Deal will be undertaken to capture progress and identify priorities for the next phase of delivery. The Governments will work with the Joint Committee to set the terms of the evaluation and consider its recommendations. Both Governments reserve the right to halt funding in the event that outcomes and targets are not being met."

The Board have recognised the proficient delivery of the Deal so far, alongside the advanced work carried out on the Benefits Realisation Plan and associated resourcing. We have therefore taken the

decision to remove the requirement for an independent evaluation, as is stated in the Deal Document.

4.31   The Annual Conversation with Government, at which information gained through the Benefits Realisation monitoring and the progress and successes of the Deal to date is discussed, is scheduled for Autumn 2022.

4.32   The Grant Offer Letter for 2022/23 introduced a requirement "*In addition to compliance with normal internal and external audit controls*" that *"the Edinburgh and South East Scotland City Region Deal should be subject to an audit, the focus of which will be determined by the Accountable Body's Internal Audit Team. We would expect the Edinburgh and South East Scotland City Region Deal to form part of the Accountable Body's Risk Based Internal Audit Plan every second year as a minimum."*

4.33   At its meeting on 2 September 2022, The Edinburgh and South East Scotland City Region Joint Committee that it would be appropriate to conduct an audit of the Integrated Employer Engagement project within the Integrated Regional Employability and Skills Programme by the end of the 2022/23 financial year. A proposed scope and terms of reference for the audit will be considered by the Joint Committee on 2 December 2022. Joint Committee will thereafter consider the focus of subsequent audits against the Risk Register and audit plans for the Deal. The outcome of the internal audit will be reported to the Governance, Risk and Best Value Committee.

5.   Next Steps

5.1   Key priorities for the year ahead are summarised in Section 6 of the Annual Report and copied below:

City Region Deal Expected Milestones until Summer 2023

Date	Milestone
Summer 22	Opening of First building at Borders Innovation park (now completed)
Sep 22	Joint Committee meeting where the following items will be considered: - City Region Deal Annual Report 2021/22 - Regional Prosperity Framework Implementation Plan - City Region Deal Transport Programme Update (now all completed)
Sep 22	First cohort of postgraduate taught students to be welcomed at the Edinburgh Futures Institute (now completed)
Sep 22	National Robotarium fully operational and official launch (now completed)
Sep 22	Completion of Business Units at Hillend & Donibristle Industrial Estate, Dalgety Bay (now completed)
Dec 22	Joint Committee meeting where the following items will be considered: A720 Sheriffhall roundabout progress update

	• Integrated Regional Employability and Skills Programme Update (presentation)
Late 22/early 23	Public Local Inquiry for A720 Sheriffhall to be held
Mar 23	Joint Committee meeting where the following items will be considered: • Data-Driven Innovation Programme Update (presentation) • Benefits Realisation six-monthly update.
Mar 23	Draft Outline Business Case for West Edinburgh Transport Improvement Programme to be complete
Jul 23	Usher building construction complete
Jul 23	Through the Agritech Hub at Easter Bush, the following will have been achieved: • Established a Centre for Aquaculture Genetics and Health, developing a business plan to enable a step change in the aquaculture genetics activity. • Established a Centre for Data-Driven Breeding, developing a business plan to enable a step change in the genetic livestock breeding activity. • Developed Agri and Aqua accelerator schemes, to enable the next stage of company formation on campus

6.   Financial impact

6.1   There is no financial impact relating to the Annual Report for the City of Edinburgh Council. The Financial Statement shows that £58.19 million of Government money was drawn down in 2021/22, in line with the financial plan.

6.2   At Q1 2022/23, the capital drawdown of government funds totalled £208 million or 53% of the capital funding routed through the Accountable Body (£390 million).

6.3   The approved 2021/22 five-year Capital Investment Programme includes a budget provision £5 million as a contribution to support delivery of Dunard Centre and a £16 million budget provision to support the delivery of public transport improvements detailed in the West Edinburgh Transport Appraisal. No financial contribution will be required from the City of Edinburgh Council for the Sheriffhall project and the Integrated Regional Employability and Skills programme.

6.4   The £50 million predominantly private sector housing infrastructure loan fund, managed and administered by Scottish Government, is proving of limited interest to the private sector due to the commercial terms of the loan.

6.5   It is recognised that need for continued financial innovation and collaboration to develop new infrastructure funding and delivery models. Further discussion is taking place UK and Scottish Government to explore future housing and infrastructure funding and delivery options.

6.6   Construction inflation is significantly impacting projects across the national City Region and Growth Deal programme. Scottish and UK Governments have advised that there is no additional funding available beyond commitments set out in Grant Offer letters. Governments have encouraged projects to maximise funding available from other funding streams. ESES projects are managing the increased costs by value engineering, optimising work packages and contingencies.

7. Stakeholder/Community Impact

7.1 Inclusion and sustainability are key drivers for the City Region Deal, and strategic added value scores have been included for each project. Business cases for projects included demonstrate how they will reduce inequalities and tackle the inclusion challenges specific to the city region.

7.2 The [City Region Deal Benefits Realisation Plan](#) (BRP) was approved on 4 September 2020. This incorporates indicators that align with the Scottish Government's Inclusive Growth Framework. The impact on equalities, human rights and sustainability will also be measured. Updates will be provided to Joint Committee from March 2023.

7.3 Scottish and UK Government provided joint guidance for project owners on managing potential carbon emissions associated with Scottish City Region and Regional Growth Deal projects. It accords with HM Treasury Green Book requirements and supports the quantification and minimisation of whole life carbon and the identification of potential barriers to achieving net zero. This will form an important part of regular reporting through the Benefits Realisation Plan.

8. Background reading/external references

8.1 [City Region Deal Document (August 2018)](#)

8.2 [Previous Joint Committee Papers and webcast link](#)

8.2 [Benefits Realisation Plan for City Region Deal](#)

9. Appendices

9.1 Appendix 1 - City Region Deal Annual Report 2021: accessible or view [interactive version](#)

Policy and Sustainability Committee

10am, Tuesday 1 November 2022

Edinburgh Integration Joint Board Progress Report

Executive/routine
Wards
Council Commitments

1. Recommendations

1.1 It is recommended that the Policy and Sustainability Committee:

1.1.1 Consider the content of the report.

1.1.2 Notes that the Edinburgh Integration Joint Board continues to receive regular reporting at its Board meetings and undertakes appropriate scrutiny of the items contained within this report.

Judith Proctor

Chief Officer, Edinburgh Integration Joint Board

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·EDINBVRGH·
THE CITY OF EDINBURGH COUNCIL

Report

Edinburgh Integration Joint Board Progress Report

2. Executive Summary

2.1 This report provides members of Policy and Sustainability Committee (P&SC) with an update on the work of the Edinburgh Integrated Joint Board (EIJB).

3. Background

3.1 As part of the governance arrangements in place, the Chief Officer to the EIJB provides a six-monthly update to P&SC on matters of interest relating to the EIJB. This report will cover items of strategy, performance, delivery and finance.

3.2 The EIJB was set up under the Public Bodies (Joint Working)(Scotland) Act of 2014 and brings together services delegated to it, under the Integration Scheme, by City of Edinburgh Council and NHS Lothian. The Integration Scheme is a requirement under the Act, and this is the partnership agreement between Local Authorities and the NHS which sets out which functions and resources are delegated to the Integration Joint Board (IJB) and how the partners will operate together to deliver the requirement of the Act.

4. Main report

4.1 This report will cover the period from February 2022 - September 2022.

Performance

4.2 Despite the success of the vaccine rollout, high infection rates and ongoing restrictions meant the Covid pandemic continued to affect our work. System pressures arising from staff shortages, increasing demand from residents with increasingly complex needs, and ongoing difficulties in recruitment made for a demanding year, but frontline staff once again delivered exceptional services to our most vulnerable residents.

4.3 Trend comparison of performance remains difficult because of the extraordinary impact of the pandemic but the Edinburgh Health and Social Care Partnership (the Partnership) continued to perform well in some areas of the national indicators (NI) and faced challenges in relation to others. Of the 18 national indicators reported,

the Partnership are in line with or compare favourably to the Scottish average in eleven indicators and are closing the gap in a further four.

4.4   The main area of difference with the average is for delayed discharges (NI19), which has been affected by the significant issues with social care capacity felt across the country, but particularly acutely in Edinburgh due to the demographics of the city. There was, however, a 12% drop in the rate of emergency readmissions to hospital within 28 days, an area of concern in previous years; and in line with our Home First approach, more adults with intensive care needs received care at home. Read the annual performance report here (will be published on 31 October 2022).

System Pressures

4.5   Since March 2021, there has been an increase in referrals for social care support, and an increasing number of people being assessed as requiring a service. This increase in demand resulted from people being de-conditioned (i.e., frailer, less confident) following periods of lockdown, family/unpaid carers who are exhausted having cared for people during the pandemic returning to work following the end of furlough, and a general build-up of demand emerging as messaging about services being 'open as usual' were released. Coupled with this increasing demand for services, the Partnership are also faced with a decrease in care capacity available to support people, which is compounding an already challenging position.

4.6   A paper on systems pressures experienced throughout the Health and Social Care System is on the agenda for P&SC today, therefore this report will not cover system pressures.

4.7   Recognising the challenges faced in Edinburgh, the Partnership, NHS Lothian and City of Edinburgh Council have been provided with additional support and capacity by Scottish Government to assist in identifying any areas of current work the Partnership could accelerate, or new actions that could be taken that would have short term impact. The Partnership are currently working very closely with the support team to identify opportunities for managing the immediate extreme pressures and identifying further or alternative medium and longer term sustainable solutions.

Items of strategy

Strategic Plan

4.8   Work continues to develop the next iteration of the EIJB strategic plan, with a range of consultation events running until February 2023. Feedback from the consultation events will be used to shape the final version of the strategic plan which will be presented to the March 2023 EIJB for endorsement.

4.9   Over the next stage of the strategic planning cycle, EIJB priorities and planned actions will be refined and adjusted where necessary and any identified gaps will be closed. It will also take (where possible) account of the new National Care Service (NCS) which is expected to be established by the end of the current term of Parliament.

Innovation and Sustainability Portfolio

4.10   The Innovation and Sustainability Portfolio was established formally in June 2022 and is a key delivery mechanism for the ambitions set out in the strategic plan. The portfolio brings together all major change and innovation work, with a clear focus on driving efficiency and delivering sustainability – not just in relation to finance, but also in terms of future workforce and service/care capacity.

4.11   The Innovation and Sustainability Portfolio encompasses some of the key projects which were initiated under the previous transformation programme and is also working to develop a pipeline of new projects and initiatives to address challenges and improve performance. The first of the pipeline proposals, relating to transformation within Learning Disability Services, was approved by the EIJB in September 2022 and work is now underway to develop detailed implementation plans to take forward whole-system improvement and redesign.

4.12   Further updates on other areas of work within the Innovation and Sustainability portfolio are provided below.

Workforce Strategy: *Working Together*

4.13   The EIJB workforce strategy 'Working Together' was endorsed by the EIJB on 8 February 2022 and describes how the EIJB will create a workforce to deliver a vision of a 'caring, healthier and safer Edinburgh'. Its purpose is three-fold:

   a)   Plan to ensure the requirement of a skilled and capable workforce.

   b)   To support the delivery of our strategic priorities; and thus.

   c)   Be able to provide the health and social care needs of the citizens of Edinburgh .

4.14   Four key strategic workforce priorities have been identified:

   a)   Health & wellbeing.

   b)   Culture & identity.

   c)   Workforce capacity & transformation.

   d)   Leadership and development.

4.15   In the short term, implementation of the strategy is primarily focused on the workforce needs of the Partnership. However, it also recognises the possible implications on our wider workforce (third sector, independent sector, carers, volunteers etc).

4.16   Delivery groups have been established to progress implementation of the key strategic workforce priorities and commitments set out in the strategy. The workforce strategy can be read here.

Bed Based Care Strategy

4.17   In line with the vision of the EIJB to deliver 'a caring, healthier and safer Edinburgh', the ambition of the Bed Based Care Strategy is to create a sustainable bed base

that meets the needs of the citizens of Edinburgh by providing the right care, by the right professionals, at the right time, in the right place.

4.18   Phase 1 of the Bed Base Strategy set out proposals in relation to intermediate care, hospital based complex clinical care (HBCCC) and care homes. Modelling of demand and capacity for each of these services identified an imbalance in our bed base, with the incorrect number of beds in settings inappropriate to their function. Analysis demonstrates that the Partnership do not have enough intermediate care beds, and have too many HBCCC beds and our care homes do not provide the specialist and complex care that is required to meet the existing and future needs of our population. Proposals to rebalance these bed types have been developed and progressed through the EIJB.

4.19   Work is already underway to change the model of care within our larger care homes to incorporate registered nurses, allowing us to offer affordable specialist and complex care.

4.20   Further work is ongoing to develop the approach to a wide ranging public consultation in collaboration with partners, seeking views and input on future care models within the community which will inform the next phase of the Bed Based Strategy.

Three Conversations

4.21   The Three Conversations (3C's) approach focuses on what matters to a person and on working collaboratively with them as experts in their own lives, with staff considering a person's strengths and community networks to achieve positive outcomes.

4.22   Implementation of the 3 Conversations approach began on a phased basis in July 2019. The Partnership began to establish "innovation sites" across the city, where teams could learn how to work in this different way. To date, there have been 22 innovation sites in a variety of Health and Social Care teams and services and further proposals being developed.

4.23   There is evidence that 3C's has enabled us to support people more quickly, with the average waiting time from first contact to a conversation starting being 14 days (as at August 2022), compared by a pre-3C's baseline where people waited on average over 40 days for assessment. Work is ongoing to gather and analyse data which demonstrates wider impacts of 3C's on the response and support provided, satisfaction levels and financial impacts.

4.24   Initially the 3 C's project was supported by Partners 4 Change (P4C), a not-for-profit change management organisation. However, in July 2022, the contract with P4C came to an end and the Partnership are now supporting the further roll-out of the approach internally.

Home First

4.25   Home First Edinburgh is transforming pathways between hospital and community settings. It includes the development of services to better support people to remain

at home or in a homely setting, preventing admission to hospital and providing alternatives to hospital where it is safe to do so.

4.26 Flagship developments which are constantly expanding, evolving and improving include Hospital at Home (H@H), the Community Respiratory Team (CRT), our Single Point of Access for urgent care, including therapy within the Flow Centre, and Discharge to Assess approaches.

4.27 Our more recent initiatives of Planned Date of Discharge and the new Discharge without Delay Programme will drive improvements in integrated multidisciplinary team working, to enable us to move closer to ensuring people can leave hospital on the day they are clinically ready for transfer.

Edinburgh Wellbeing Pact

4.28 The Edinburgh Wellbeing Pact is one of the key elements of the EIJB strategic plan. Our Pact seeks to work with the people of Edinburgh to better understand what is important in their lives and how they want to manage their own health and wellbeing. The Pact focuses on providing services that fit around individuals, allowing them to live as well as possible and have "more good days".

4.29 Our Community Mobilisation work is a key part of enacting the Pact, working alongside community partners. The Community Mobilisation 3-year plan was approved by the EIJB in April 2021 and since then, the Partnership have been working to develop and build community resilience and partnership working.

4.30 Throughout 2022, the Partnership have been developing opportunities for organisations to have Capacity to Collaborate. The Partnership have supported 22 proposals from a range of community and third sector organisations, enabling them to work in partnership in areas such as support for older people, Dementia Friendly Edinburgh, advocacy, community transport and Thrive Edinburgh.

4.31 Funding has also been provided as part of the Accelerate and Prevent Programme for a range of projects and initiatives aimed at maximising and increasing capacity within the Health and Social Care System.

4.32 Work is underway to develop the "More Good Days" Strategic Public Social Partnership (PSP). The Strategic PSP model can be considered as an example of co-production rooted in the idea of citizen participation in the design and delivery of goods or services. It is a strategic partnering arrangement which involves the Third Sector earlier and more deeply in the design and commissioning of public services.

4.33 Further information on the Edinburgh Pact can be found here.

Items of finance

2022/23 Financial Update

4.34 In March 2022, the Integration Joint Board (IJB) agreed the 2022/23 financial plan and associated savings and recovery programme. Recognising that the additional measures required to balance the plan would have a significant negative impact on performance gains and, ultimately on outcomes for people, the board made the

difficult decision to support a budget which did not deliver financial balance. At this point the plan had a deficit of £16.9m.

4.35   Update were provided to the IJB meetings in August and October 2022 which reported that the budget deficit had been reduced to £10.8m. The October paper presented the first assessment of the in year financial position. At this point, an overall overspend of £8m was being forecast - £10m relating to Council services offset by an underspend of £2m in services provided by NHS Lothian. The mid year review will present an opportunity to refine these figures. Integration Joint Board officers continue tripartite efforts with colleagues in the City of Edinburgh Council and NHS Lothian to address the financial position, both in year and on an ongoing basis.

Savings Programme

4.36   **I**n March 2022, the IJB agreed the 2022/23 savings and recovery programme to deliver in year savings of £5.74 million. Delivery of the programme is overseen operationally by the Savings Governance Board (SGB) with progress scrutinised by the Performance and Delivery Committee.

4.37   Overall, the programme is moderately behind expected progress and there is a divergence between planned activities and progress across number of projects. However, where risks or issues have been identified as having financial implications for the 2022/23 savings and recovery programme, corrective actions have been agreed and documented through SGB for the purpose of audit and ongoing programme assurance**.**

5.   Next Steps

5.1   This report provides members with an update on key areas of interest and a further report will be presented to Policy and Sustainability Committee in August 2023.

6.   Financial impact

6.1   In terms of 2022/ 23 budget position, an overall overspend of £8m was being forecast. A mid-year review will present an opportunity to refine this position. In terns of the savings programme, the IJB agreed its 2022/23 savings and recovery programme. The programme is behind progress at this time, and corrective actions have been agreed where risks / issues identified have financial implications.

7.   Stakeholder/Community Impact

7.1   This is an update report for members of Policy and Sustainability on the work of the EIJB, therefore there is no stakeholder or community impact.

7.2   Any stakeholder or community impact relating to any of the workstreams contained within the report have been carefully considered and referred to within the relevant EIJB report.

8. Background reading/external references

8.1 None

9. Appendices

None

Policy and Sustainability Committee

10.00am, Tuesday 1 November 2022

Edinburgh Health and Social Care Partnership – System Pressures Update

Executive/routine
Wards
Council Commitments

1. Recommendations

1.1 It is recommended that the Policy and Sustainability Committee:

1.1.1 notes the current pressures on the Edinburgh Health and Social Care Partnership (EHSCP) and the mitigating actions being taken.

Judith Proctor

Chief Officer

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Report

Edinburgh Health and Social Care Partnership – System Pressures Update

2.   Executive Summary

2.1   This report provides an update on system pressures and performance affecting the Edinburgh Health and Social Care Partnership (EHSCP). It outlines the continued impact of the covid pandemic, EU exit and emerging cost of living crisis and the actions being taken by the EHSCP to ensure that people are supported and cared for.

3.   Background

3.1   Since October 2021 the Edinburgh Integration Joint Board (EIJB) has received updates describing the significant system pressures being faced across the wider Lothian health and social care system. As has been highlighted previously, the pressures faced in Edinburgh are being seen nationally and that while not new, many of the pressures have been exacerbated by the EU exit and the covid pandemic.

3.2   What is an additional recent factor is the increasing cost of living being experienced across the country. Increasing costs for energy, fuel and food are adding to an already challenging situation and has implications for vulnerable and/or elderly frail people, much of which is well known. In addition, EHSCP are seeing concerns raised by some staff working in health and social care. One specific example is a reduction in the number of staff within Homecare willing to use their cars for work purposes due to increased fuel costs. This is resulting in more reliance on public transport, increasing travel time between home visits and therefore reducing time available on the direct provision of care.

3.3   As a result of the covid pandemic, EU exit and increased cost of living, EHSCP continue to see high levels of referrals to Assessment and Care Management teams for requests for service, and high numbers of people being assessed as requiring a service. EHSCP should not underestimate the continuing impact of the covid pandemic with people being de-conditioned (i.e., frailer, less confident) following periods of lockdown and family/unpaid carers presenting as exhausted having cared for people during the pandemic with little formal and informal respite.

3.4   Vacancy rates within EHSCP services also continue to be an issue with specific teams particularly challenged. For example, the EHSCP have approximate 20% vacancy rate in community nursing and 14% in Locality Social Worker vacancy rate. We know that high vacancy rates continue to be an issue across the health and social care system with, for example many independent care homes are reporting vacancies and a difficulty to recruit. High vacancy rates result in increased pressure on those remaining staff who have to deal with high levels of demand.

3.5   Recognising the challenges faced in Edinburgh, the EHSCP, NHS Lothian and City of Edinburgh Council have been provided with additional support and capacity by Scottish Government to assist in identifying any areas of current work the EHSCP could accelerate, or new actions that could be taken that would have short term impact. EHSCP are currently working very closely with the support team to identify opportunities for managing the immediate extreme pressures and identifying further or alternative medium and longer term sustainable solutions.

3.6   This paper sets out:

- An update on the current performance and pressures being faced by the EHSCP (see paragraphs 8 to 15);

- An update on mitigating actions being taken by the EHSCP to manage these pressures and improve performance.

4.   Main report

Current Performance and pressures

4.1   There remain high levels of people delayed in hospital although there has been improvement since the beginning of February (table 1).

Table 1: Total number of Edinburgh delays
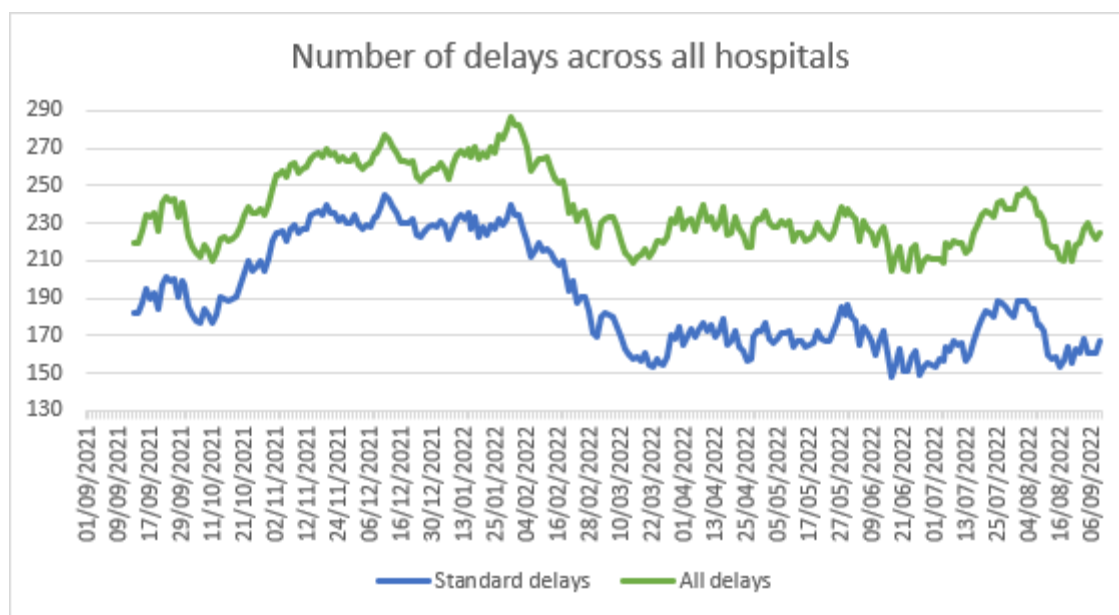
Source: NHS Lothian local data

4.2 The recent increase in July was predominantly as a result of increased delay while awaiting a package of care. This can be attributed, in the main to seasonal variation with increased levels of annual leave.

4.3 The following table shows the position at national level and the total level of delays between March 2020 and September 2022.

Table 2: Total number of Scotland delays

Source: Scottish Government Weekly Delayed Discharge Management Information. Confidential and not for onwards release (if used)
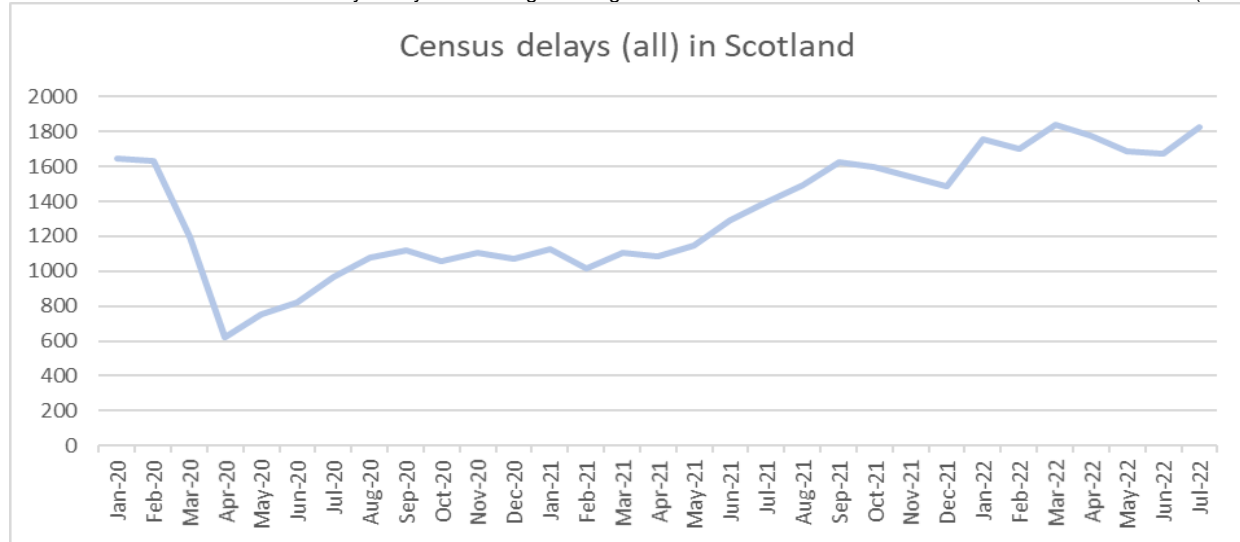
Source: Public Health Scotland's monthly delayed discharges publication

4.4 On benchmarking Edinburgh against other Health and Social Care Partnerships in Scotland, Edinburgh is no longer an outlier for delayed discharges per 100,000 population rate, despite Edinburgh's high numbers. In addition, there is a more stable position in Edinburgh compared to a deteriorating position at national level.

4.5 The number of people waiting for a package of care has stabilised in recent weeks (Table 3 below). As can be seen, the larger proportion of the problem remains within the community where more people are waiting for care than are doing so in a hospital setting or interim care placement. The reasons for stabilisation remain predominantly due to external care at home providers having additional capacity and work being undertaken by the One Edinburgh Command Centre which is creating capacity within internal Homecare and Reablement teams and improving the quality of data EHSCP have.

Table 3: Number of people awaiting a package of care in community and hospital
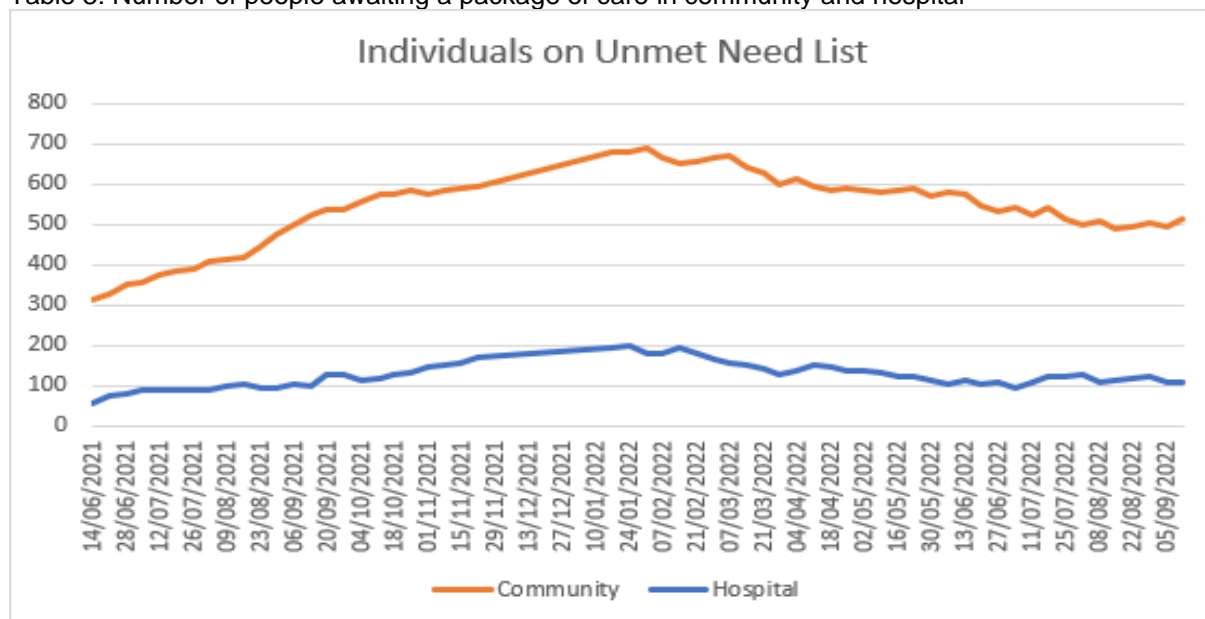
Source: City of Edinburgh Council local data. Note: Figures exclude blocking reablement and reprovisioning, in line with definitions set by Scottish Government.

4.6   There remains a high level of request for people requiring a social care assessment of need. Work is currently underway to cleanse the waiting list as a quality assurance exercise undertaken identified that there was an over-reporting, due to a range of factors, e.g. people not being removed from the waiting list having been assessed. This exercise will be concluded shortly.

4.7   Continued pressure remains on other waiting lists, including the Memory Assessment Treatment Service. At the end of August 2022, 691 people were waiting for an assessment with the waiting list having increased by 160 people since December 2021. Despite sustained efforts to recruit and start a waiting list initiative over the last 9 months, successful nursing and medical staff recruitment as originally envisaged has not been possible and therefore the initiative has not started. It is important to note there are national recruitment issues for both nursing staff and old age psychiatrists, so this is not solely an Edinburgh problem.

4.8   The main pressures on Primary Care are more long standing and as a result of population changes (additional GP registered population of 85,000 from 2012 to 2022) in addition to national pressures such as complexity and aging. In one area of Edinburgh, Medical Practices have now begun to close their lists to new registrations, and there will be a large area of new housing with no provision for new registrations. EHSCP are concerned that this will inevitably result in more direct presentation to A&E, as has been predicted since 2014.

4.9   In addition to the above, Medical Practices are also one of the key public services that continue to bear the brunt of the ongoing pandemic impact and the residual distress and isolation this has caused for people, despite the efforts of many parts of the system to ameliorate. The impact of sections of the media on longstanding trusting relationships between primary care clinicians and the public has been unhelpful. Many clinicians describe this as the 'tipping point' to reduce

Page 211

commitments, retire early or resist offering further flexibility in response to clear need.

4.10 Primary Care is the service delivery foundation of the EHSCP. Without effective and resilient Primary Care there would be an immediate surge in hospitalisation and a wide variety of significant costs, notably prescribing. There is a continuing positive story of the transformation of primary care and increasing stability, but this progress must run very fast to escape the pressures summarised above.

Actions being taken to manage system pressures:

4.11 Pressures within the system are not new although there is no doubt that they have been exacerbated by the impacts of EU Exit, the covid pandemic and now the cost of livening increase. The pressures outlined in this paper have been longstanding in Edinburgh and are a result of many factors, not all of which are under the control of the partners.

4.12 The EIJB has recognised the need for a longer-term strategy of transformation, sustainability and innovation and this has been set out in successive strategic plans. In April, the EIJB agreed to fund the Innovation and Sustainability programme recognising the level of sustained resource to drive forward the complex programme of transformation required to support recovery, innovation and sustainability.

4.13 While the overall programme is an EIJB strategy, the delivery and implementation is undertaken by EHSCP as part of the wider Lothian and Edinburgh system. Given these complexities, it has been agreed to extend oversight arrangements so that all three partners have a line of sight on the impact of these programmes as they relate to their individual accountabilities and in terms of support in its implementation. Membership of the Whole System Delivery Oversight Board includes the Chief Executives of NHS Lothian and the City of Edinburgh Council and the EHSCP Chief Officer, with other officers in attendance as appropriate.

4.14 The Whole System Delivery Oversight Board is currently meeting monthly, providing the most senior level operational oversight to the implementation of the programmes of work and management of system pressures, providing practical advice, support and where necessary, agreeing resources to support the programmes of work, recognising the EIJB's overarching accountability.

4.15 Specific actions currently underway to manage the current system pressures include:

Workforce recruitment:

4.15.1 We are continuing to promote recruitment for our internal Homecare Service. Through offering more flexible working arrangements, there has been an upturn in interest for advertised internal Homecare posts, with 17 carers being recently recruited and further interviews planned in October.

4.15.2   Following the initial pilot in May 2022 in partnership with Capital City Partnership, a further five hyper-local recruitment events between September and November are highlighting job vacancies across the EHSCP. They will provide a range of input from community partners with support on the barriers to people applying for posts including income maximisation, welfare advice, digital support and skills building.

4.15.3   Building on the above work and to further promote employment opportunities within the Partnership, EHSCP have funded 2 staff within Capital City Partnership to build upon the Local Employability Partnership model. This will be undertaken by bringing together services and offers under a collective and coordinated single point of contact, putting together a continuous programme to significantly increase the volume of applications and successful candidates, and increase job retention. The programme will have a locality and neighbourhood focus but be flexible to respond to the wide-ranging nature of recruitment challenges, linking into wider opportunities and increasing access. The EHSCP are currently working with the Capital City Partnership to set ambitious targets for recruitment that will build on our recent improved recruitment drives and extend further across the Partnership.

4.15.4   The EHSCP continue to actively recruit to vacant posts within our Social Work teams and some specific teams are seeing some initial success, particularly with Hospital Social Workers. The EHSCP are also looking at how to target recruitment at where it would have most success.

Reducing the number of people delayed in acute hospitals

4.15.5   Building on the Home First programme of activity, the EHSCP are undertaking a dedicated improvement project to reliably improve discharge planning and introduce a planned date of discharge model across a defined number of Medicine of the Elderly (MoE) wards within the Royal Infirmary Edinburgh and Western General Hospital. The aim of this work is to reduce the average number of occupied bed days in MoE wards by March 2023.

4.15.6   Interim Beds: Between 2 November 2021 to 19 September 2022, 193 people have been moved to interim beds, with more than 80% of those people having moved on from their interim care home placement. The number of those moving on from an interim bed has increased by 30% since the EIJB system pressures report in April. The EHSCP continue to maximise the use of interim beds, supporting people in a homely setting while they wait for a package of care at home or an appropriate permanent care home.

Reducing levels of unmet need

4.15.7   The workstreams that form the One Edinburgh portfolio continue to develop, these include the implementation of Total Mobile, a new mobile workforce solution that will help maximise capacity, the internal redesign of the Homecare Service and the engagement with external providers.

4.15.8 In relation to the internal redesign there are a number of areas that we are focussing on:

- The One Edinburgh Command Centre continues to meet daily, bringing together key staff members to make intelligence-led decisions regarding the allocation and utilisation of internal capacity, those people needing a package of care in hospital and in the community. This is resulting in a reduction of unmet need, increased contact time and best use of resource to meet need.
- A review team has been established and there are plans to expand this. To date 470 reviews have been undertaken, which has resulted in a capacity gain of 5.3% and through the command centre, continue to ensure that this capacity gain is utilised.
- Establishing a triage team to ensure that when receive requests for support are received, all relevant community based services have been explored, the use of technology has been considered and that the request is appropriate. This will help ensure the best use of resources.
- An HR specialist has been appointed to support the homecare management teams to manage high sickness levels, resulting in increased internal capacity. To date, 3 out of the 12 home care services have absence levels below the target.
- A second recruitment drive has begun with a third to launch mid-October. An advertising campaign has been refreshed and the range of shift patterns on offer to attract a broader range of applicants and are seeing positive results from this.

4.15.9 In parallel with the work on the internal service, the EHSCP have established a range of sessions with external providers both at locality and a city-wide level. The aim of this is to engage in a different way with them in terms of the totality of resources and to be able to more effectively make use of combined resources in a more targeted way to reduce unmet need.

Reducing the number of people waiting for a social care assessment

4.15.10 As stated above, a data quality exercise is in the process of concluding and will provide an accurate reflection of need. While this occurs, a range of actions have been undertaken to ensure that there is a consistent approach across the city to actively reviewing the risks of those on the waiting lists to ensure that people are safe.

4.15.11 Through additional funding from the Scottish Government to increase Social Work capacity, funding has been committed to a range of initiatives, some of which will result in increased capacity to address the waiting lists for social care. This includes increased support staff to free up Social Workers to prioritise what only trained staff can do. A further agreed proposal is to enhance Social Care Direct so that an enhanced team can undertake all screening of new referrals at point of contact (including Adult Support and Protection), resulting in quicker outcomes and solutions for people with straightforward need, i.e., equipment requests will be assessed and delivered by the Social Care Direct team. This will mean that locality teams have

increased capacity to work with people with more complex or longer-term needs.

<u>Reducing the number of people waiting for a memory assessment</u>

4.15.12 Recruitment is currently underway for 2 nurses to join the team and an Occupational Therapist has recently been appointed. One Specialty Doctor has recently been appointed but is unable to start until May 2023. EHSCP are currently working with the Royal Edinburgh management team to see what options there are on the short term to increase medical capacity that will help impact positively on the waiting list.

<u>Community Mobilisation</u>

4.15.13 As outlined in previous reports, the third sector continue to undertake essential action to support people in their communities that actively helps address the pressure on our health and social care system.

4.15.14 Some recent developments that have been initiated within the third sector include:

- The Edinburgh Community Resilience Programme with partner agencies Cyrenians and Queen Margaret University, which is a collaborative partnership designed to increase community resilience to support the health and wellbeing of Edinburgh's older people. The programme builds on previous expertise and research which considers community navigation, social prescribing approaches and the Making it Clear resilience framework. Participatory Action Research (PAR) will enhance a resilience focussed model of community support. It aims to gain a better understanding of how to construct a more efficient, effective, and sustainable community support and will do so by exploring the experiences and perspectives of both, older people and those embedded in community support. Recruitment for the posts will be commencing shortly. This will form a key component of the Discharge without Discharge Programme referenced in paragraph 25 above. The team will work closely with a number of statutory and third sector teams including the Edinburgh Volunteer Community Taskforce to support people to return home from hospital when ready to do so.

- On 16 September 2022, 60 colleagues from the third sector and EHSCP joined the online Edinburgh Wellbeing Pact Capacity to Collaborate dialogue to discuss how the vast and diverse array of support provided by third sector colleagues could be best harnessed to contribute to the Discharge without Delay programme. An action plan informed by this development session is being drawn up and will cover a number of interventions including medication, day opportunities, community transport and support with food and energy.

- 'Op Ready', the fit for surgery partnership with Edinburgh Leisure will provide tailored pre-operative support for people whose current health status is impacting on them receiving the necessary surgical procedures.

The last two years have severely impacted people who are awaiting surgery with many people struggling with their mobility that is also affecting their mental health and emotional wellbeing, compounded by isolation and loneliness and a worsening general health status, all preventing them from accessing much needed surgery. This project will be tailored to peoples' needs and be available for those requiring knee or hip surgery referred by Acute Physicians. Post operative support will also be given to enable optimum recovery.

Quality of care

4.16 The extent of pressures on the Health and Social Care system remains without recent comparable precedent. The underlying causes are multi-factorial and the resolution remains very challenging. It requires concerted and resolute action across a number of fronts and with partners across the wider system at local and national level. The response from EHSCP always take account of the latest standards and guidance and will continue to run services in ways that minimise the risk of harm to people. It should be recognised however that, during these unprecedented times, there are likely to be occasions where the level of the demand, the EHSCP are facing temporarily overwhelms the ability to run services safely. The EHSCP will continue to ensure that they are clearly communicating that fact, and any available options to mitigate the impact, to service users, patients and the wider community so that they may assist in preventative and supportive measures where possible.

5.   Next Steps

5.1   To continue with implementing actions as outlined in paragraphs 22 – 35.

6.   Financial impact

6.1   The finances to support the various initiatives set out in this paper are drawn from a combination of: base budgets; covid winter funding provided by the Scottish Government in 2021/22 (carried forward in Integration Joint Board reserves); some specific allocations and additional monies provided in the 2022/23 budget. Further detail on some of these sources is contained in the financial plan update presented to the board in August 2022 (https://democracy.edinburgh.gov.uk/documents/s47815/7.1%20Finance%20Update%202.pdf).

6.2   It should be noted however that the Scottish Government has written to integration authorities indicating that they will be seeking the return of any surplus covid monies. In addition, pressure on the overall health and social care portfolio at a national basis means that Scottish Government colleagues are reviewing all in year allocations and the flexibility we have had in previous years to invest slippage locally is unlikely to be available in 2022/23. The practicalities remain to be worked through but it is clear that EHSCP are facing competing challenges of improving performance at the same time that financial resources are increasingly constrained.

7.   Stakeholder/Community Impact

7.1   The extent of pressures on the Health and Social Care system remains without recent comparable precedent. The underlying causes are multi-factorial and the resolution remains very challenging. It requires concerted and resolute action across a number of fronts and with partners across the wider system at local and national level.

7.2   The response from the EHSCP always take account of the latest standards and guidance and will continue to run services in ways that minimise the risk of harm to people. It should be recognised however that, during these unprecedented times, there are likely to be occasions where the level of the demand temporarily overwhelms the ability to run services safely. The EHSCP will continue to ensure that they are clearly communicating that fact, and any available options to mitigate the impact, to service users, patients and the wider community so that they may assist in preventative and supportive measures where possible.

7.3   The issues of system pressures have been reported previously and Policy and Sustainability Committee have been updated that the level of risk relating to this has been raised to 'critical' on the Council Risk Register. Despite the significant effort going in to addressing this position, the level of risk relating to our ability to deliver services to people, remains at 'critical''

8.   Background reading/external references

8.1   Not applicable

9.   Appendices

9.1   None

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Policy and Sustainability

10 am, Tuesday, 1 November 2022

National Care Service Bill – Request for Evidence

Executive
Wards - all
Council Commitment

1. Recommendations

1.1 To note the response to the Scottish Parliament's request for evidence on the National Care Service Bill, approved by the Chief Executive in consultation with the Leader under urgency provisions set out in A4.1 of the Committee Terms of Reference and Delegated Functions so as to meet the consultation deadline.

Andrew Kerr

Chief Executive

Contact: Eleanor Cunningham, Lead Policy Officer

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·EDINBVRGH·
THE CITY OF EDINBURGH COUNCIL

Report

National Care Service Bill – Request for Evidence

2. Executive Summary

2.1 This report summarises the Council's response to Scottish Parliament's request for evidence on the National Care Service Bill.

2.2 The Council's response describes a range of concerns about the proposals including the implications of the reform on current service provision, council workforce and service resilience; implications for the future role and functions of local government, the erosion of local democratic accountability, concerns about major, costly restructuring at a time of significant existing pressure on services and staffing, and on the affordability and funding of a National Care Service.

3. Background

3.1 Following the Independent Review into Adult Social Care (IRASC) and the Scottish Government's National Care Service consultation in autumn 2021, the National Care Service (Scotland) Bill was introduced in the Scottish Parliament on 20 June 2022.

3.2 The Health, Social Care and Sport Committee sought views on the Bill by 2 September.

3.3 The Council's response has built on the Council response to the National Care service consultation and been further informed by a round table of key officer groups, and two workshop sessions held for Elected Members on 24 and 30 August 2022. Council officers and Councillors have also engaged with union colleagues and in various professional group sessions and COSLA workshops on the proposals.

4. Main report

4.1 The proposed National Care Service represents major structural change and will require significant resourcing locally and nationally to achieve. Alternative solutions within existing structures, with the additional funding proposed, have been ruled out by the Scottish Government, following the consultation process.

4.2 The Council's response, shown in the appendix, highlights significant concerns about the proposals including:

1. The lack of fundamental details, without which, comment on its competence by key stakeholders and the parliament is significantly hampered. The ambiguity

presents an immediate risk to the services, workforces and organisations it affects

2. The proposals as they stand and the uncertainty they bring to children and adults service delivery, planning and funding decisions present an immediate and growing risk to the resilience and delivery of services to our most vulnerable citizens. They could significantly slow down the implementation of the Promise and frustrate local partnerships and connections between wider local services needed by children and families such as homelessness and education.

3. The Bill will lead to the reform of local government by default rather than by design, reforming the role, function, powers, accountability and financial framework for local government in Scotland.

4. the proposals would make service delivery accountable to one Minister rather than local people and communities, with implications for how effectively Elected Members can represent workers and citizens.

5. These proposals for wholescale restructuring have been made at a time of great service stress, as a result of the pandemic and the cost of living crisis, and for a workforce and a wider system that continues to operate under great strain with limited resilience

6. The financial framework presents significant concern in terms of the affordability of commitments, the significant cost of the new arrangements and the long term under resourcing of social care under current arrangements.

5. Next Steps

5.1 The Council will continue to liaise with COSLA to shape and inform local government engagement in the Bill process.

Council officers will begin to scope the work required to inform future development of the Bill and local arrangements to inform the transition of key services to a National Care Service.

6. Financial impact

6.1 These proposals have potentially significant ongoing financial implications for the whole of Scotland and for local government.

6.2 The full financial impact can only be understood when more details are provided by the Scottish Government, but Appendix 1 details the fact that this could see the centralisation of over £380m of the Council's budget with consequent impact on the Council's debt, borrowing and capital programmes.

7. Stakeholder/Community Impact

7.1 The response has been informed by:

1. Round table of key officer groups

2.   COSLA events

3.   Elected Member engagement sessions

4.   Hosted meeting with Union colleagues

8.   Background reading/external references

Independent Review of Adult Social Care

9.   Appendices

1.   The City of Edinburgh Council response to the Scottish Parliament's call for evidence on the National Care Service Bill.

2.   City of Edinburgh Council Response to the Scottish Government Consultation on the NCS

APPENDIX 1

The City of Edinburgh Council

National Care Service (Scotland) Bill

Response to Call for Views

September 2022

Key concerns for the City of Edinburgh Council

1. Improving social work and social care services is a shared ambition and of critical importance but no evidence or logic has been offered as to how the proposed Bill will deliver a positive impact and no evidence that it is the best and best value approach to take.

2. A desire to coproduce elements of the Bill and the new body is welcome but that principle should precede the laying of legislation so that there is absolute transparency about what is being considered by the Scottish Parliament.

3. The Bill lacks fundamental details, without which, comment on its competence by key stakeholders and the parliament is significantly hampered. An iterative approach to legislation of this significance is inappropriate and the ambiguity it involves presents an immediate risk to the services, workforces and organisations it affects.

4. As well as fundamentally reforming social care and social work, the Bill will also result in the reform of local government. Local Government and its role representing and serving local communities deserves more than to be an afterthought in this process or to be fundamentally changed as an unintended consequence of this Bill. Any actions by Scottish Government to reform the nature and purpose of local government should be thoroughly considered and thought through as well as being transparently consulted upon and scrutinised.

5. There are well recognised challenges in the delivery of health and social care in Edinburgh. These stem in part from high levels of demand through population growth, shortfalls in supply through a buoyant employment and Edinburgh's mixed market, as well the high cost of accommodation in the city. These factors impact directly on outcomes for individuals but need responses tailored to local factors, supported by

adequate resourcing, rather than a national level approach embedded in the principles of consistency.

6. The timing of the proposals following the pressures of a pandemic, as we deal with pent up demand and an increase in the complexity of need, at the same time as a major cost of living crisis and an impending economic downturn will negatively impact the resilience and response of these key services.

7. The Bill in its current form unpicks the principles of Christie, could undo and significantly slow down the implementation of the Promise, frustrate local partnerships and connections between wider local services needed by children and families such as homelessness and education.

8. The proposals as they stand and the uncertainty they bring to children and adults service delivery, planning and funding decisions present an immediate and growing risk to the resilience and delivery of services to our most vulnerable citizens.

9. There are a number of significant improvements which could be undertaken right now to improve the outcomes for vulnerable citizens with sufficient national leadership for example around information sharing, consistent pay and conditions frameworks, national recruitment campaigns and a shared effort to address the funding pressures identified. None of these need a structural response to deliver a national approach.

10. Structural reform is a major distraction that will slow down efforts to improve delivery and divert resources away from the front line with immediate consequences. Engagement in the development of these proposals and then the significant programme of activity needed to implement the changes will divert energy that could be focused on real improvement actions and delivering services now to people and communities. This will impact social care and social work directly but also the whole of local government when it is already under capacity and resourcing pressures.

11. The financial framework presents significant concern in terms of the affordability of commitments, the significant cost of the new arrangements and the long term under resourcing of social care under current arrangements.

12. Removal of 22% of staff and up to 40% of Council service budgets will be a destabilising move for many councils and could undermine our financial viability, negatively impact on borrowing and undermine investment in other priorities such as the development of the city, school building programmes, the council's role in supporting economic recovery and the transition to net zero.

13. The Audit Scotland report on police integration reflected the challenges of a proposal for change built on the assumption of efficiencies. Nationalising a service does not necessarily result in efficiency especially when a service has experienced a historic

budget gap. The Scottish Government should provide detail on any assumptions it is making about cost savings and efficiency in its options appraisal.

Q1. Will the Bill improve the quality and consistency of social work and social care services?

14. The Council shares the Bill's commitment to ensuring that social care and social work services are highly valued; are built on a rights based and personalised approach; achieve improved outcomes for service users; are adequately resourced and result in a meaningful shift in the balance of care.

15. It is supportive of the vision described in the Bill which includes:

    - A timely, consistent, equitable and fair, high-quality health and social care support across Scotland

    - A supported and valued workforce

    - Increased support for unpaid carers

    - A nationally-consistent, integrated and accessible electronic social care and health record.

16. These commitments and vision are unarguable.

17. However, in the short to medium term, the Bill risks making service delivery significantly worse with no evidence that over the longer term the impact would be worth this period of disruption.

18. It is of great concern that these proposals for wholescale restructuring have been made at a time of great service stress, as a result of the pandemic and the cost of living crisis, and for a workforce and a wider system that continues to operate under great strain with limited resilience.

19. Further, the Bill lacks fundamental details, without which, comment on its competence is significantly hampered. The detail should have been developed before the Bill was published. An iterative approach to legislation of this significance is inappropriate and harmful for the services, workforces and organisations it affects by creating uncertainty.

20. Maintaining critical service delivery and public safeguarding during this extended period of uncertainty and change, brings risk and challenge:

    a) Frontline services are struggling in the face of rising demand, vacant posts and the long term impact on staff of responding to the Covid pandemic – day to day delivery is already challenging;

    b) The prospect of organisational review with considerable uncertainty and a potential change in employer, pay and terms and conditions risks exacerbating the current challenges in recruiting staff, while the significant proportion of staff who are approaching retirement age are likely to take the opportunity to leave the service;

    c) The costs and resource implications – both locally and nationally - of the changes which would be needed to introduce the National Care Service: structural reform absorbs significant amounts of organisational energy, capacity and resource which is often to the detriment of service delivery and work on major policy areas including addressing poverty;

    d) It will undermine the work underway since Christie to take a community-focused, relationship based, preventative approach, developing relationships and trust with the third sector and with communities e.g. Locality Operational Groups and the 3 Conversations approach in Edinburgh.

21. The proposals risk fragmenting supports for vulnerable individuals, for example housing and homelessness service will sit with local authorities, risking a disconnect for individuals who are homeless, some of whom need support for addictions and mental health; less obvious are some of the links with broader functions including the planning function in local authorities which is valuable for informing capital investment, for example in GP surgeries.

22. Similarly, the future transfer of children's and justice social work and social care (still to be decided) risks creating disconnects within public protection functions, with early years provision, education and housing and homelessness services, which will continue to be delivered by local authorities. Further details are provided above at question 6.

23. The two-phase approach to implementation proposed, with adult social care in scope for the first, and further consideration needed for children's and justice services which would form phase two, brings further complexity for those IJBs who already include either of both of these functions: these would need to be disaggregated before eventual re-integration. This is surely highly undesirable.

24. More generally, the risks and challenges of the major changes proposed include:
    a) the ability to engage and collaborate locally would stall for a number of years while the national body establishes itself;
    b) the ability thereafter of the national body to work flexibly with local partners can be hindered by a national desire for consistency of approach as has been our experience during the reform of police and fire;
    c) sometimes the national approach adopted is at odds with local practices and approach with limited recourse to influence;
    d) national direction and national priorities for budget use can be to the detriment of local solutions and priorities that reflect the needs of citizens within a given community;
    e) local place-based decision making is made more difficult in respect of capital and asset ownership and management; and
    f) expected operational efficiencies are often optimistic and unrealised.

25. Finally, the uncertainty over the future role, responsibilities and funding for local authorities risks stalling investment in infrastructure and capital spend including client record systems and care homes.

26. On a more local level, Edinburgh's unique challenges in delivering social care are well recognised, and require local rather than national responses:

a) On the demand side, these include a population projected to increase faster than any other city in Scotland over the next 20 years. With life expectancy generally increasing, this places increased demand on unpaid carers as well as formal support.

b) On the supply side, a high proportion (45%) of the social care workforce are in their 50s, and, through a buoyant local economy, there is a constant struggle to recruit and retain health and social care professionals in the city.

c) Edinburgh's unique and significant housing challenges, with high housing costs and supply outstripping demand, adds to the pressures.

d) The combination of this increase in demand coupled with a short fall of care staff has significantly limited progress in shifting the balance of care and in improving outcomes for people.

27. These local factors impact directly on outcomes for individuals but need responses tailored to local factors, supported by adequate resourcing, rather than a national level approach embedded in the principles of consistency.

Q2. Is the Bill the best way of achieving this?

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28. Without a robust options appraisal, it is not possible to make an informed response to this question of whether the Bill represents the best way to achieve its ambitions. In fact, the Bill fails to provide a clear answer to "what difference will this make to me as someone who gets support?".

29. The Bill fails to provide evidence that the fundamental structural change proposed is the best means of resolving the challenges facing social care or delivering on improvement opportunities, or that it would represent best value in the long term or indeed that it would lead to communities and citizens being more empowered with greater recourse to action in the face of a complaint about local service delivery within a nationalised service model.

30. Further, the Bill makes no reference to lessons learned from the establishment and effectiveness of national bodies such as Fire, Police, Criminal Justice, Integration and Public Health.

31. Alternative solutions within existing structures, with the additional funding proposed, have been ruled out by the Scottish Government, following the consultation process but with insufficient evidence and no clear justification that goes beyond the desire to control social care and social work centrally.

32. However, there are many improvements that could be made within existing structures through effective national leadership and funding, including nationally agreed pay structures, terms and conditions for social care staff.

33. Key to the challenges faced by the current social care system, well recognised before the Independent Review of Adult Social Care (the Feeley Review), is the long term reducing/underfunded local authority budget – despite local authority efforts to protect front line service spend. While there has been local progress on integration, a large part of the local challenge relates to pressures arising from the mismatch between the

level of demand and the resources available to meet needs of the capital city and an inability to substantively deliver a shift in the balance of care.

34. Audit Scotland have expressed concerns about the cost and timing of a disruptive restructuring of social care and recognises that improvements and investment in social care cannot wait for the creation of a National Care Service.

35. An alternative proposal would be:

    a) For the additional funding that is envisaged for the new national body to be deployed now through local authorities to greater impact on citizens lives. Concerted effort to address that underfunding would have more immediate and positive impact than structural change without the significant disruption, distraction and the resources needed to establish a new body.

    b) For national level specialist services and supports to be introduced, providing high quality support with efficiencies of scale to support workstreams including workforce planning including harmonisation of pay and fair work principles, improved training and career pathways; National standards for service quality and consistency of eligibility, minimum standards for response; evidence-based practice and the development of a single shared electronic record.

Q3. Are there any specific aspects of the Bill which you disagree with or that you would like to see amended?

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36. The Bill will lead to the reform of local government by default by reforming the role, function, powers, accountability and financial framework for local government in Scotland. This will be a consequence of the Bill and is not being done proactively by design and in full cognisance of the wider importance of local government. We strongly disagree with this approach.

37. Improvement and investment are urgently needed in the short term, rather than at the end of a period of major restructuring which misuses capacity and resource on structures not services.

38. The focus on centralising accountability with Ministers is contrary to the principles of the Christie Commission and the European Charter of Local Self Government and raises concerns about the loss to local democracy and accountability. It is not clear how taking a centralised approach will improve the delivery of services for those whom we serve.

39. The implications for accountability are of significant concern:

    a) the proposals would make service delivery accountable to one Minister rather than local people and communities, further reducing local democratic accountability – Integration Joint Boards are already more remote from citizens than local authorities through arrangements for Board membership, with implications for how effectively Elected Members can represent workers and citizens.

    b) As noted earlier, divorcing services targeting some of our most vulnerable residents from local democratic accountability is not desirable and there is no evidence to suggest that communities and citizens themselves are empowered

more and have greater recourse to action in the face of a complaint about local service delivery within a nationalised service model. The transfer of services and accountability to unelected boards presents a real risk that local need, local context and local initiatives could be lost. Instead, services should continue to be designed, delivered and accountable to local communities.

40. Local government as a provider of care services:

    a) The suggestion that local government will retain a role as a social care service provider within the social care market and under a national service model of commissioning is untested. In order to take a view on this, Councils would need to be clear on whether the government is proposing removing the service; duties relating to the service; governance and accountability for service delivery; associated service budgets and the relevant workforce or whether some hybrid of the above is intended.

    b) For greater operational and public clarity, legal obligations to provide a service should sit alongside the budgets to deliver on that obligation and the accountability for service delivery. Splitting these by leaving duties with the Council would be undesirable and councils should not be expected to continue as a service provider within a mixed economy of provision in these circumstances – although some may choose to do so.

41. The Bill would empower Ministers to transfer local authority staff, but not NHS staff. There is no rationale given for this difference in treatment and it is not consistent with or supportive of an integrated approach.

Q4. Is there anything additional you would like to see included in the Bill and is anything missing?

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42. As noted above, the Bill has not laid out a convincing and evidence-based proposal showing that structural change is the best means of resolving the challenges facing social care or delivering on improvement opportunities.

43. The Bill, developed as an enabling framework, lacks detail on significant areas of scope, structure, roles, responsibilities, financing and the operations of the National Care Service, which have yet to be determined. Given the significance of the implications for local government, including its workforce and for local democracy, these additional details need to be provided as a matter of urgency.

44. A desire to coproduce elements of the Bill and the new body itself with local government and service users is welcome but that principle should precede the laying of legislation so that there is absolute transparency about what is being considered by the Scottish Parliament and the stakeholders this affects.

45. Areas where further detail is needed are:

    a) The costs and funding of the NCS, including set up (see response to question 7)

    b) Governance, structure and accountability of National Care Service and care boards

i) Where legislative duties will sit whilst ensuring responsibility, accountability and service delivery sit together;

ii) The number, membership and nature/remit of local care boards;

iii) The level of local democratic accountability which is anticipated in the new systems;

iv) What will be delivered / managed locally vs nationally;

v) How national consistency and oversight will be managed whilst still ensuring local decisions and solutions;

vi) The structures which will be put in place to improve service delivery;

vii) Plans for key roles including the Chief Social Work Officer;

viii) How will support functions currently delivered within Councils (such as ICT, procurement, information governance, HR) be impacted?

c) Care boards – number and scale:

i) This has a bearing on the complexity of the implementation process including the transfer of staff (e.g. if staff from a number of current bodies were to transfer to a larger board);

ii) It will determine the size of the population to be served, with the possibility that these may be larger than current arrangements, again making decision making more distant from citizens and communities;

iii) Finally, the number and area covered by care boards may differ from local government boundaries with implications for collaboration with schools and children's services as well as local community planning.

d) How the service will integrate on housing, education and policing and the relationship between the NCS and Criminal Justice Scotland and other relevant national bodies

e) The implications envisaged of this move on the form and function of local government and how these reforms contribute positively to localism

f) The future of key strategies and policy intentions including The Promise, the 21st Century review of Social Work and the Christie principles

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Q5. The Scottish Government proposes that the details of many aspects of the proposed National Care Service will be outlined in future secondary legislation rather than being included in the Bill itself. Do you have any comments on this approach? Are there any aspects of the Bill where you would like to have seen more detail in the Bill itself?

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46. The reliance in the Bill on secondary legislation which would give Ministers greater powers to make significant changes, without full parliamentary scrutiny is of major concern.

47. Firstly, MSPs are being asked to scrutinise a Bill where many significant areas of social care delivery, local democratic accountability, localism and funding have yet to be developed.

48. Further, as noted already, publishing the Bill as an enabling framework, without detailed proposals, makes an assessment of its likely impact and effectiveness, as well as implications for transition, impossible.

49. The transfer of functions and staff from local authorities and functions from NHS requires much further consideration and clarity, not least in the ability to resource and deliver on local needs, services, priorities and programmes, in a coherent and effective manner. In addition, much more detail is needed in relation to the structure of the National Care Service and Care Boards and the impact on local government.

50. There are a large number of other areas where further clarity is needed and these are set out in the response to question 4.

> **Q6. The Bill proposes to give Scottish Ministers powers to transfer a broad range of social care, social work and community health functions to the National Care Service using future secondary legislation. Do you have any views about the services that may or may not be included in the National Care Service, either now or in the future?**

51. The scope of the National Care Service goes far beyond the consideration and recommendations of the Independent Review of Adult Social Care.

52. Further, the wholesale transfer to unelected boards of control and accountability of social care and separation from local partnerships within housing, homelessness services, leisure and education, risks the very outcomes that the Bill aspires to.

Children's Services

53. As in the Scottish Government's consultation, the Bill does not give full consideration of the vital interplay between children's social work and community mental health and early years and schools. These are critically important to child protection, general wellbeing and the improvement of educational attainment.

54. Under current structures, children, young people and families benefit from holistic support which is enabled by the integration of schools with youth work, counselling, mental health, advice and employability services. These support services are also backed by wider local housing, education, environment, employment, and social support teams which all make an impact on improving health and wellbeing within communities.

55. Further, audits conducted into child protection incidents or incidents involving vulnerable adults nearly always point to a break down in local relationships, trust and information sharing as a major contributing factor to increased risk and harmful incidents.

56. Despite assurances in the Bill to the contrary, there is a risk that The Promise will be undermined.

57. Detailed consideration and scrutiny must be given to the potential implications of detaching children's social work and community mental health services from school and early years learning. Instead of making support more accessible, removing

children's services and social work from Local Government threatens to erect barriers between critical services, and fragmenting this important support.

Justice services

58. The justice community has already, and relatively recently, undergone a period of reform - from the establishment of Community Justice Authorities to the establishment of Criminal Justice Scotland. The case for reform and uncertainty when the service is facing particular challenges in COVID-19 recovery and expect high volumes of work from the courts over the next three years has not been made within the Bill.

59. Again, structural change without additional resources will see no change in the level and quality of services offered to our citizens. There needs to be a shift in the amount invested in community disposals rather than prisons. If the additional resources implied in this proposal were to be made available to Local Government, it could be transformative for the criminal justice service and outcomes for offenders.

60. In addition, the evidence is clear that better access to welfare, housing, and employability assistance, as well as health care, have an important role in reducing or even prevent offending. Similarly, the shift away from short prison sentences needs effective, evidence-based community interventions. All of which call for local approaches.

Q7. Do you have any general comments on financial implications of the Bill and the proposed creation of a National Care Service for the long-term funding of social care, social work and community healthcare?

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61. The lack of detail in the Bill is reflected in the Financial Memorandum which has only been able to make very broad estimates for some of the costs and savings and includes a wide range of possible financial outcomes. As with the other aspects of the Bill, we have significant concerns with this approach. The Scottish Parliament are being asked to scrutinise a Bill with a Financial Memorandum which is incomplete and where the financial aspects of the "business case" are still "under development".

62. The estimated costs of the proposals vary: from "more than £840 million" stated by the Scottish Government in the Resource Spending Review as the value of its commitment to increase investment in social care by 25% during this Parliament, and COSLA, who estimate the total costs of the IRASC recommendations as being over £1.5 billion.

63. The Financial Memorandum shows that the establishment of the National Care Service national body alone will cost up to £250 million with subsequent overall NCS running costs of up to £500 million per year – equivalent to a significant proportion of the above increase in investment, but which would be spent solely on structural reform rather than directly on the improvements in service delivery or meeting of unmet need recommended by the IRASC, for which there is a high risk of insufficient funding being available as a result.

64. If Edinburgh were to receive its share of the additional funding – around £80m – to extend eligibility, accessibility, support, pay and employment standards then significant

transformative action could be achieved immediately within the city, without the general upheaval and disruption associated with structural change.

65. The Bill lacks detail on how the amount of funding which may be removed or withdrawn from local authorities will be calculated and how existing policy commitments - which have significant cost implications – will be treated. Neither is the Bill clear on how capital and capital assets will be dealt with if social care and social work services are centralised along with their revenue budgets. The purchase, rental or sale of capital assets will need careful operational, financial and legal consideration before progressing.

66. In Edinburgh, the budget for the services potentially in scope is £380m per annum with demand for current provision and entitlements expected to grow by £8m per annum before any additional commitments are accounted for, or current wage pressures taken in to account.

67. The potential loss of up to 40% of the Council budget (22% of its workforce) could destabilise the financial integrity of the Council with consequences for LA revenue and capital budgets and significant implications for investment, borrowing and the financial stability and sustainability of the Council.

68. The financial implications could extend beyond the services referenced to impact the wider debt profile of the Council and its ability to leverage capital and borrowing for investment in critical infrastructure and other policy priorities such as addressing the climate emergency. The Council is at the heart of investing in the regeneration, development and improvement of Edinburgh as a city and removing this budget would radically limit its potential to invest in the wider roles, responsibilities and duties the Council holds and which are a shared priority for the government.

69. It would be difficult for the council to make best value investment decisions around expected infrastructure investment when the liability and accountability for those decisions may shift to a national body

70. The mixed market of social care is also linked to the overall cost of social care. The Bill does not deal with the difficult issue of profit within the sector and the different local pressures on markets with a strong private sector component.

71. Audit Scotland report on police integration reflected the challenges of a proposal for change built on the assumption of efficiencies. Nationalising a service does not necessarily result in efficiency especially when a service has experienced a historic budget gap. The Scottish Government should provide detail on any assumptions it is making about cost savings and efficiency in its options appraisal.

72. Scottish Government should provide absolute clarity on these points given the potentially significant ongoing financial implications of these proposals for the whole of Scotland and for the financial stability of local government. This includes detail as to whether the intention is to fund these proposals through taxation.

CEC Response to the Scottish Government National Care Service (NCS) Consultation

Summary

1. The City of Edinburgh Council welcomes this opportunity to respond to the Scottish Government Consultation on the establishment of a new National Care Service for Scotland.

2. This response is being submitted in addition to a submission responding to the consultation questions. This is being done to ensure the Council's views on the proposals are adequately articulated as the questions asked are not sufficiently open so as to allow all the required points to be made.

3. In Summary, the Council:

i. Supports the principles for improving social care and social work articulated by the Feeley Review

ii. Recognises the challenges in delivering a shift in the balance of care; meeting the needs of service users within reducing budgets; the challenges of mixed local markets and current procurement methods; the undervaluing of care and carers and; the limited investment in preventative models of care that exist in the social care and social work system and welcomes the Government's commitment to working towards a better and better resourced system of care in Scotland.

iii. Believes that there are some key opportunities for service and outcome improvements through greater national collaboration; particularly around workforce, careers, pay, service standards, specialist and complex care, data and information sharing

iv. Asks that these reforms are taken forward in partnership with councils and informed by officers working locally to deliver services alongside those with a strategic expertise.

However, the council:

v. Believes that the Scottish Government has not yet laid out a convincing and evidence-based proposal showing that structural change is the best means of resolving these issues or delivering on improvement opportunities.

vi. Is concerned by the ambiguity in the proposals being put forward for consultation which seem to go well beyond any mandate established during the election and asks that the Scottish Government further consult once it is able to lay out sufficiently detailed material and an options appraisal for consideration by service users, stakeholders, providers and statutory partners.

vii. Is concerned that proposals for change of this magnitude are being brought forward at a time of great service stress, as a result of the pandemic, and for a workforce and a wider system that continues to operate under great strain with limited resilience.

viii. Believes that Children's services, Criminal Justice Social Work and Homelessness should remain out of scope.

ix.   Notes that many of the issues with the current system identified by the Feeley Review are a result of a reducing/underfunded local authority budget – despite local authority efforts to protect front line service spend.

x.   Believes that a concerted effort to address that underfunding would, at this point in time, have more impact than structural change without the service level upheaval and distraction involved in establishing a new body.

xi.   Notes that the financial implications for local government could extend beyond the services referenced to impact the debt profile of the Council and its ability to leverage capital and borrowing for investment in critical infrastructure and other policy priorities such as addressing the climate emergency.

xii.   Is concerned that the reforms are being proposed without reference to the wider system of interdependent services; in particular, the potential for these reforms to reshape the nature and role of local government as a consequence of the establishment of the new care service rather than by design to better serve Scotland's residents

xiii.   Would like to see greater clarity on how these reforms will positively contribute to tackling poverty; improving wellbeing and shifting the balance of care

xiv.   Expects the Scottish Government to lead by example in terms of producing detailed equality impact assessments and consulting direct with service users including children and young people.

xv.   Notes the experience of establishing Public Health Scotland shows how long establishing a new national body could take with a relatively simple landscape of services and professions and is concerned that the timeframe set out for a National Care Service feels overly ambitious and unrealistic in this context.

4.   The response below further explains the Council position summarised above and includes some more technical detail around key areas such as key service areas, workforce, funding, governance, information sharing and procurement.

Response to the Consultation

General comments and questions

5.   The City of Edinburgh Council welcomes this opportunity to respond to the Scottish Government consultation on the establishment of a new National Care Service for Scotland.

6.   The Council shares the Scottish Government's commitment to ensuring that social care and social work services are highly valued; are built on a rights based and personalised approach; achieve improved outcomes for service users; are adequately resourced and result in a meaningful shift in the balance of care.

7.   The Council is keen to work with COSLA and the Scottish Government on any forthcoming material with the aim of improving the delivery of health and social care in Scotland and believes that any proposal for a National Care Service would only be strengthened by the operational and practical knowledge of service delivery and local markets held by Councils

8.   However, the consultation does not describe the form and function of the new care service in sufficient detail to allow meaningfully responses to be made or for this

process to be considered as having fulfilled requirements to consult on reform of this nature and scale.

9. While the Council provides as full a response as possible on key issues below, the following questions would need to addressed in order to give due consideration to the Government's ambition for an National Care Service :

    i.   What issues, challenges or opportunities is the NCS being established to address?
    ii.   What evidence is there that nationalisation of a service is the best answer and were other options considered?
    iii.   What services would be in scope of the reform and what is the rationale for their inclusion?
    iv.   Is the Government considering progressing that in a single step or as part of a staged approach?
    v.   How are staff going to be integrated into the new body and how will they be organised?
    vi.   Will the duties relating to all services being nationalised be removed from Local Government?
    vii.   How will support functions currently delivered within Councils (such as ICT, procurement, information governance, HR) be impacted?
    viii.   How will governance actually work and how is it envisaged that the systems of governance interact?
    ix.   There are significant strategies, objectives, ambitions and plans across the proposed scope of the new body and into the wider public service landscape. How will the wider policy landscape be joined up under this new body and as part of the reform approach?
    x.   What level of local democratic accountability is anticipated in the new systems?
    xi.   What are the envisaged implications of this move on the form and function of local government and how do these reforms contribute positively to localism?
    xii.   What is the proposed means of paying for the substantive costs involved in increasing and extending entitlements as well as the costs associated with structural reform of this scale?
    xiii.   How will capital investments and assets be accounted?
    xiv.   Given the lack of detail in the current consultation, will there be further consultation before legislation is proposed?

Service based concerns

10. The City of Edinburgh Council has made every effort, within the context of reducing public budgets to protect front line services, particularly those aimed at vulnerable residents and to prioritise poverty and prevention within its work and budgets. However, reduced local budgets have ultimately reduced the Council's capacity to invest or expand local provision in line with the consultation proposals. Despite this, and particularly during COVID, the council would highlight and celebrate the efforts and work of key front line staff groups and the effective collaboration between community planning partners.

11. As mentioned, the consultation makes several commitments to deliver free and increased provision for services in scope. Estimates from the Scottish Government are for additional investment in excess of £800m to achieve this outcome. If Edinburgh based social work and social care were to receive an uplift of £80m to extend eligibility, accessibility, support, pay and employment standards then significant transformative

action could be achieved immediately within the city. This could be delivered without a loss in capacity and the general upheaval and disruption associated with structural change.

12. Scottish Government commitment to the additional resource investment required to improve outcomes identified in the consultation regardless of whether or not services are centralised would also ensure that professional and citizen engagement in the reforms will be focused on its relative merits rather than seeing it as a means to secure ongoing financial security.

13. These general remarks aside, the following issues relating to specific services are highlighted for consideration by the Scottish Government.

Children's services and Education

14. The Council notes that children, young people and their families have not been consulted directly on the proposals for service redesign and that wider impact assessment including those relating to communities with protected characteristics have not been undertaken. Reform of these services needs to be based on evidence of how it will improve services and outcomes for young people.

15. The published proposals do not consider or describe the interplay between children's services and education. Councils have previously taken the view that the benefit of having children's services and social work closely aligned with local education provision is critically important to child protection, general wellbeing and the improvement of educational attainment. There is a significant risk that reforms which separate children's services and social work from local education would create new silos and barriers to collaboration which would adversely impact Edinburgh's children and their families.

16. In addition, audits conducted into child protection incidents or incidents involving vulnerable adults nearly always point to a break down in local relationships, trust and information sharing as a major contributing factor to increased risk and harmful incidents. Further disruption to service provision and capacity resulting from structural reform, following on from the impact of responding to a global pandemic could, not only undermine the local ability to positively contribute to children's outcomes but also present an increased local risk to child protection.

17. Given that the Scottish Government has not described how inclusion into a national body would meaningfully improve outcomes for children and noting the absence of evidence to support this move and the potential increase in risk to services should reform go ahead, the City of Edinburgh Council believes that children services should be out of scope of the new body.

Local Government as a social care provider

18. The suggestion that local government will retain a role as a social care service provider within the social care market and under a national service model of commissioning is untested. In order to take a view on this, Council's would need to be clear on whether the government is proposing removing the service; duties relating to the service; governance and accountability for service delivery; associated service budgets and; the relevant workforce or, whether some hybrid of the above is intended. For greater operational and public clarity, legal obligations to provide a service should sit alongside the budgets to deliver on that obligation and the accountability for service delivery. Splitting these by leaving duties with the Council would be undesirable and Council's

should not be expected to continue as a service provider within a mixed economy of provision in these circumstances – although some may choose to do so.

Criminal Justice Social Work

19. The CJ community has already, and relatively recently, undergone a period of reform - from the establishment of Community Justice Authorities to the establishment of Criminal Justice Scotland. The case for reform and uncertainty when the service is facing particular challenges in COVID-19 recovery and expect high volumes of work from the courts over the next three years has not been made within the consultation.

20. Again, structural change without additional resources will see no change in the level and quality of services offered to our citizens. There needs to be a shift in the amount invested in community disposals rather than prisons. If the additional resources implied in this proposal were to be made available to Local Government, it could be transformative for the criminal justice service and outcomes for offenders.

21. In addition, the evidence is clear that better access to welfare, housing, and employability assistance, as well as health care, have an important role in reducing or even prevent offending. Similarly, the shift away from short prison sentences needs effective, evidence-based community interventions. All of which call for local approaches.

Homelessness

22. Homelessness services are also noted as potentially in scope for the new services although no information as to the scale or rational for its inclusion has been given.

23. Councils have made considerable progress in addressing homelessness through their Rapid Rehousing Transition Plans, and Edinburgh has introduced effective models of prevention and early intervention in collaboration with a range of local partners.

24. The local context is crucial in shaping the demand and the type of response needed to support those who find themselves homeless or at risk of being homeless. Edinburgh's housing market is shaped by its uniquely high cost of renting or buying homes, with a large private rented sector and the lowest proportion of social rented homes in the country This means that often, significant numbers of people presenting as homeless are struggling with affordability and debt alongside those who have significant and complex social care and support service needs. In the majority of cases a close working relationship between homelessness services, housing development and support services, advice, debt and benefit support are needed to meet homelessness duties. As such, inclusion of homelessness in the scope of the new body would not be supported.

25. However, for those with significant health and social care support needs, there may be some benefit in establishing a strengthened approach which offers additional eligibility, entitlements and access to services. The Council would be keen to engage on this type of additionality within the reform proposals.

Personalisation and Direct Payments

26. More progress is needed to ensure that people are given the support that they need to take up the option of a personal budget to meet their needs in a way that best suits them. This has been challenging for a range of reasons, including the availability of options to support choice where commissioning and market support play a key role. However, there is a tension between the proposals to introduce standards of care and

consistency and the flexibility needed to deliver personalisation and the benefits of direct payments. The Scottish Government has not laid out how it, and the newly formed NCS would be better placed to address the current tensions and barriers to fully realising the objectives of self directed support.

Reform of the IJB

27. The Council recognises that despite local progress on integration, there remains a need to improve the framework of services in place to meet people's social care needs. A large part of the local challenge relates to pressures arising from the mismatch between the level of demand and the resources available to meet needs and an inability to substantively deliver a shift in the balance of care.

28. The consultation does not articulate how or why the proposals for change would be able to improve on and overcome the challenges currently faced by the IJB. Integration is also relatively new as a structure and we should invest in improving the effectiveness of IJBs rather than introducing more change and restructuring. The Council believes that improvement is possible within the existing framework with local leadership, expertise and the right financial framework**.**

Local Partnership working during national restructuring

29. When considering the benefit, opportunities and risks of the Scottish Government proposals, consideration should be given from the learning and experience of recent centralisation of services and the establishment of national bodies such as Fire, Police, Criminal Justice, Integration and Public Health for example, local experience has been that:

  i.   Structural reform absorbs significant amounts of organisational energy, capacity and resource which is often to the detriment of service delivery;

  ii.   the ability to engage and collaborate locally can stall for a number of years while the national body establishes itself;

  iii. the ability thereafter of the national body to work flexibly with local partners can be hindered by a national desire for consistency of approach;

  iv.   sometimes the national approach adopted is at odds with local practices and approach;

  v.   National direction and national priorities for budget use can be to the detriment of local solutions and priorities that reflect the needs of citizens within a given community;

  vi.   local place-based decision making is made more difficult in respect of capital and asset ownership and management; and

  vii. expected operational efficiencies are often optimistic and unrealised.

<u>Workforce</u>

30. It is unclear what workforce(s) are in scope and what being in scope would mean. There are workforce implications in the long term should a National Care Service be established but the proposals themselves, and the prospect of this level of upheaval in an already pressured system, while still managing and coping with the consequences of a pandemic also creates immediate workforce implications and risks to the service.

31. The risk that substantive numbers within the social care and social work profession will take the prospect of change at this magnitude and at this point in time as impetus to leave or retire is significant. In Edinburgh, more people aged over 80 work in adult social care than those aged under 20. There will be an immediate escalation in the recruitment risk and associated cost to the service and the employer during this period of uncertainty and change.

32. However, workforce is one area where a more national framework would potentially benefit the service and its long term sustainability and attraction as a positive career choice. Harmonisation of pay and fair work principles, improved training and career pathways, and improved workforce planning could benefit from national collaboration and consistency. The national framework for teachers offers a potential model for improvements which could be implemented relatively quickly and without the need for structural reform.

Governance

33. The governance within the consultation is loosely described, with a lack of clarity on the form, duties and responsibilities and how the system would work as a whole and integrate with partners. It is not clear how duties relating to the services that are in scope would be disaggregated from current legislation and allocated to the new body. What is suggested does not immediately look simpler or less bureaucratic and it is unclear as to whether the proposals are seeking to lay out a governance system as part of the wider system of public service delivery or a means of achieving national control of social care. The lack of detail means it is difficult to comment on any specifics and it is recommended that the governance proposal should address the following matters:

I. The structures which will be put in place to improve service delivery – structural reform does not just result in improved service and there needs to be more detail on what will be put in place;
II. Where legislative duties will sit whilst ensuring responsibility, accountability and service delivery sit together;
III. How CHSCBs will be effective with accountability to ministers rather than the National Care Service
IV. The loss of local democracy and accountability with service delivery being accountable to one minister rather than local people and communities;
V. How national consistency and oversight will be managed whilst still ensuring local decisions and solutions; and
VI. Further detail on how the service will integrate on housing, education and policing recognising that being a statutory consultee is not integration.
VII. The relationship between the NCS and Criminal Justice Scotland and other relevant national bodies

34. Local democratic accountability is not achieved through the membership of a small number of Councillors on a Board or Partnership. Divorcing services targeting some of our most vulnerable resident from local democratic accountability is not desirable and there is no evidence to suggest that communities and citizens themselves are empowered more and have greater recourse to action in the face of a complaint about local service delivery within a nationalised service model.

Funding

35. The proposals provide no detail as to how the identified additional entitlements and rights and the costs associated with the development and ongoing running costs of the new body would be funded. In Edinburgh, the budget for the services potentially in scope is £380m per annum with demand for current provision and entitlements expected to grow by £8m per annum before any additional commitments are accounted for.

36. Depending on the scope of the reform, these proposals could therefore remove about 40% of the Council's budget. The financial implications for local government could extend beyond the services referenced to impact the wider debt profile of the Council and its ability to leverage capital and borrowing for investment in critical infrastructure and other policy priorities such as addressing the climate emergency. The Council is at the heart of investing in the regeneration, development and improvement of Edinburgh as a city and removing this budget would radically limit its potential to invest in the wider roles, responsibilities and duties the Council holds and which are a shared priority for the government.

37. The consultation is not clear on how capital and capital assets will be dealt with if social care and social work services are centralised along with their revenue budgets. The purchase, rental or sale of capital assets will need careful operational, financial and legal consideration before progressing.

38. The mixed market of social care is also linked to the overall cost of social care. The consultation document does not deal with the difficult issue of profit within the sector and the different local pressures on markets with a strong private sector component.

39. Audit Scotland report on police integration reflected the challenges of a proposal for change built on the assumption of efficiencies. Nationalising a service does not necessarily result in efficiency especially when a service has experienced a historic budget gap. The Scottish Government should provide detail on any assumptions it is making about cost savings and efficiency in its options appraisal.

40. Scottish Government should provide absolute clarity on these points given the potentially significant ongoing financial implications of these proposals for the whole of Scotland and for the financial stability of local government. This includes detail as to whether the intention is to fund these proposals through taxation.

Other considerations

Procurement

41. It is acknowledged that for certain service needs there might be some benefits to a more collective approach to procurement in terms of efficiencies and scale that it would be helpful to explore. However, there are existing mechanisms, frameworks and organisations such as Scotland Excel which could be utilised before establishing a new body with a similar remit or function.

42. In addition, the Council's experience is that the market is fragmented and locally based, with the majority of social care provision being delivered by SMEs and the third sector. Further, and more importantly in terms of service delivery, there is a real risk that such a

national approach would detract from the collaborative locality networks which local authorities, including the Council, have been developing with key partners over years.

43. In particular, the Council is currently undertaking work in Community Based Networks and Hubs, through current work in the Edinburgh PACT and 20 minute neighbourhoods, which is seeking to build a community "circle of support" with statutory services, third sector and independent organisations working collaboratively and collectively to meet individual outcomes. Such an approach could be placed at risk by the proposals. In addition, a national approach would be less able to respond to localised procurement objectives, for instance ensuring roles for local community organisations, SMEs and the third sector, and more generally developing local markets.

44. Market shaping is certainly required to meet the demands the Council is experiencing in particular sectors, with increases in numbers of older people, especially those with disabilities, complex and multiple needs and increases in the number of children with disabilities. A national strategic approach to this could be of assistance, perhaps with a regional focus based on capacity and gap analysis.

45. However, the Council's experience, through listening to social care providers, is that traditional forms of procurement do not necessarily deliver the outcomes that are needed for these services. Instead, better outcomes are more likely to be secured through those contracts that are developed from significant co-production with service providers and service users. Again, it is difficult to see how such an approach could be facilitated on a national scale without losing that collaborative, local approach.

Information Governance
46. While it is recognised that a National Care Service will require data in achieve its functions, the existing legislative landscape already enables proportionate and relevant data sharing. Data protection law already provides legal gateways which ensure that personal data can be shared when appropriate, and without reliance on consent.

47. It is accepted that there can be some concerns over the legality of sharing personal data in certain contexts; however, in order to ensure public trust, it is recommended that this be tackled through better communication and guidance to improve confidence and the development of a shared culture in this space rather than the use of legislation

48. Investment in better communications, guidance and/or codes of practice would consolidate a consistent approach to data collection and information flows without eroding individual rights and public trust.

49. On a practical level, prescriptive data collection would be complex to achieve given the number and variety of organisations involved. It may also cause organisation to collect data that they do not need, and a national record may then retain information longer than would otherwise be required creating tension and potential non-compliance with data protection legislation. There is also the potential for numerous data controllers to jointly control an individual record creating a confusing picture in terms of responsibilities over 'the record' and individual entries within it. Numerous and varying access rights would require central administration.

50. The creation of an over-arching record will also require consideration in terms of statutory responsibility and control. Should responsibilities for record-keeping be centralised to a single body, that same body will need to also become responsible for

current and historic records held by organisations losing that responsibility, ensuring that these are then managed and made accessible according to the Public Records (Scotland) Act 2011, Data Protection Act 2018 and other legislation.

51. Such a national recording system is likely to require extensive resource to ensure effective central administration, system support, and regulatory compliance. If a devolved record-keeping model is chosen instead, where different organisations retain responsibilities for their own records, it is hard to see how the National Care Service will be able to reduce the duplication of systems and create the integrated social and health care record that seems to be a key aim of the proposal.

52. A more practical and less burdensome approach to support consistent and effective information flow and service user experience would be create a series of thematic but detailed good practice codes addressing record-keeping, data sharing, and rights to access information.

53. Scottish Public Services Ombudsman (SPSO) already provides the priorities identified in the consultation and a model complaints handling system (including for social care services) and it is unclear what is likely to be achieved by introducing a new system specific to the national Care Service. Similarly, legislation already exists to facilitate relevant and proportionate information sharing with regulators. Further legislation in this area is not needed.

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Policy & Sustainability Committee

10:00am, Tuesday 1 November 2022

Forced Marriage Policy Review Report

Executive/routine	Executive
Wards	
Council Commitments	

1. Recommendations

1.1 Note the content of the City of Edinburgh Council's revised Forced Marriage Policy, which has been broadened to include specific considerations for survivors and people at risk with particular protected characteristics

1.2 Note the links between Forced Marriage and the attached policy to the Equally Safe strategy, as well as child and adult protection policies and procedures

1.3 Approve the content of the revised Forced Marriage Policy which includes background information, warning signs, impacts, information on legislation, practice guidance for support and protection and local and national sources for support.

Amanda Hatton

Executive Director of Education and Children's Services

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Forced Marriage Policy Review

2. Executive Summary

2.1 The report includes the completed revision of the City of Edinburgh Council's Forced Marriage Policy, which has undergone an Integrated Impact Assessment. The report is submitted to the Policy and Sustainability Committee for approval and endorsement by the City of Edinburgh Council. This will be the first revision of this policy since 2015.

3. Background

3.1 Forced Marriage is a matter of public protection, which disproportionately affects women and girls, and particularly people with protected characteristics.

3.2 Since 2015, when the Council's Forced Marriage Policy was last reviewed, there have been changes to legislation and guidance. The current review acknowledges and incorporates these changes.

3.3 The current review also discusses broader impacts of forced marriage, risk factors for different populations, and includes up-to-date best practice for professionals and organisations involved in supporting survivors and people at risk.

4. Main report

4.1 Edinburgh aspires to be a city where everyone is equally safe from all forms of abuse, exploitation and violence in any public or private domain. This includes in their own home, within their family and extended family, and within their immediate and wider community.

4.2 Forced Marriage is an issue that overwhelmingly affects women and girls, and particularly those with the protected characteristics of age, race/ethnicity, religion/ belief, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender identity.

4.3 Given that a marriage can be arranged for a child at a very early age, protection from Forced Marriage is a key consideration for child protection and education; however, risks can continue to be present well into an individual's later life, rendering forced marriage a concern for adult protection as well.

4.4 For people at risk and for survivors to stay safe and to lead healthy and fulfilling lives, Forced Marriage needs to be recognised as a matter of child and adult

protection and as a form of gender-based violence, particularly violence against women and girls.

4.5   The revised force marriage policy aligns with a number of relevant policies and procedures within the Council, specifically the Adult Protection Policy, the Adult Protection Multi-Agency Guidelines, the Adult Protection Procedure, the Edinburgh Child Protection Procedures, and the Edinburgh and Lothians Inter-Agency Procedures for the Protection of Girls and Women at Risk of Female Genital Mutilation.

4.6   The proposed Forced Marriage Policy is intended to substitute the Council's current policy, which was last updated in 2015. Specifically, the revised policy now:

4.6.1   Clearly defines forced marriage and sets it apart from arranged marriage

4.6.2   Identifies specific risk factors for particular populations and age groups

4.6.3   Discusses the impact and consequences of forced marriage on children and adults, particularly girls and women

4.6.4   Sets out the legal context that protects survivors and people at risk of forced marriage and how to access it

4.6.5   Highlights warning signs and sets out processes and best practice guidance for professionals who might come into contact with survivors and people at risk, including both children and adults.

4.6.6   Provides information on useful resources and information for professionals and people at risk

5.   Next Steps

5.1   Following approval of the revised Forced Marriage Policy by the Policy and Sustainability Committee, the Policy will be available on the City of Edinburgh Council's website and Policy Register.

5.2   The revised Forced Marriage Policy will be disseminated to the Equally Safe Edinburgh Committee, the Edinburgh Adult Support and Protection Committee and the Edinburgh Child Protection Committee.

5.3   The new Forced Marriage Policy will be reviewed on a yearly basis thereafter.

6.   Financial impact

6.1   Following a completed Integrated Impact Assessment, no financial impacts were identified as a result of this policy revision

3

7.   Stakeholder/Community Impact

7.1   The revision of the Council's Forced Marriage Policy was carried out on an inter-agency basis and based on up-to-date research and statistical information on people most likely to be affected.

7.2   Although direct community engagement did not take place, key partners and stakeholders who regularly engage with survivors and people at risk of Forced Marriage directly contributed to the development of the policy. This includes professionals within the Council, as well as partners from the voluntary sector who are members of Public Protection Committees.

7.3   No environmental impacts were identified as a result of this policy.

8.   Background reading/external references

8.1   The background to the revision of the Forced Marriage Policy relies on the following legislation that specifically addresses forced marriage:

    8.1.1   The Forced Marriage etc. (Protection and Jurisdiction) (Scotland) Act 2011

    8.1.2   The Anti-social Behaviour, Crime and Policing Act 2014

8.2   The revised policy also aligns with Equally Safe: Scotland's strategy to eradicate violence against women

8.3   Forced Marriage: Statutory Guidance (the Scottish Government)

8.4   Forced Marriage Practitioner Guidance (the Scottish Government) – update 2014

9.   Appendices

9.1   Appendix 1 - Revised Forced Marriage Policy

Forced Marriage Policy

Control schedule

Version control

Approved by		Policy and Sustainability Committee	
Version	**Date**	**Author**	**Comment**
0.1	08.03.2022	Angela Voulgari	Equally Safe Edinburgh Committee Lead Officer
		Kate Armit	Edinburgh Adult Protection Committee Lead Officer
		Euan Currie	Edinburgh Child Protection Committee Lead Officer
0.2			
Scheduled for review	November 2023		

Subsequent committee decisions affecting this policy

Forced Marriage Policy

Policy statement

1.1   This policy outlines how practice in relation to forced marriage is aligned with existing Council structures, policies and procedures designed to protect children and adults with support needs and those experiencing domestic abuse.

Scope

2.1   This policy informs and supports the work of practitioners who are responsible for protecting children and adults from the abuse associated with forced marriage.

2.2   This policy links with, and should be read together with, a number of other City of Edinburgh Council policies pertaining to Child Protection and Adult Protection, outlined in section 14 of this document

2.3   This policy recognises that many people affected by Forced Marriage will come from Black, Asian and Minority Ethnic (BAME) backgrounds, for some of whom English will not be their first language. The City of Edinburgh Council will make this policy available, upon request, in other languages and formats, including Braille.

Definitions

3.1   FMPO   - Forced Marriage Protection Order

        FMU   - Forced Marriage Unit

        IRD   - Inter-Agency Referral Discussion

        LGBT   - Lesbian, Gay, Bisexual and/or Transgender

        BAME   - Black, Asian and Minority Ethnic

        FGM   - Female Genital Mutilation

4. What is forced marriage?

4.1   A forced marriage is where one or both people do not or cannot consent to marriage and undue pressure or coercion is used (e.g. some people with learning disabilities may be unable to give consent because of their lack of understanding).

4.2   It is an indefensible practice and is recognised in the UK as a form of violence against women and men, domestic/child abuse and a fundamental abuse of human rights.

4.3   The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel they are bringing shame on their family). Financial abuse (taking wages or not giving the person any money) can also be a factor.

4.4   Parents who force their children to marry often justify their behaviour as protecting their children, building stronger families and preserving cultural or religious traditions. However, forced marriage cannot be justified on religious grounds; every major faith condemns it.

4.5   Victims are under immense pressure to conform to the wishes of family. This can be accompanied by physical, emotional and sexual abuse. It is not uncommon for victims to be killed (so-called 'honour' killing) or to attempt or complete suicide.

4.6   The circumstances of forced marriage are such that victims may remain with or return to families, or not be able to follow through on actions. This is not a failure on their part.

4.7   Services should continue to be available to victims on a long-term basis, and support should not include other family members, apart from any who are deemed to be at risk.

5. What is arranged marriage?

5.1   Arranged marriage is an ancient and evolving tradition; whereby families take the lead role in helping to choose the marriage partner, but the

marriage takes place with the explicit, ongoing and enthusiastic consent of both parties and either party can change his/her mind at any time, without any negative repercussions.

5.2   In cases where a young person appears to be happy about an engagement to be married, if they are under 16, they are not able to consent to such an arrangement and are therefore being forced to marry.

5.3   Likewise, people with learning disabilities may be unable to give true consent as a result of not fully understanding the implications of what they are agreeing to. In these circumstances, the marriage would be forced, rather than arranged.

5.4   People with learning disabilities, cognitive disabilities as well as LGBT people are disproportionately affected by Forced Marriage. People with mental health issues are also particularly vulnerable to being forced to marry, and it is important to remember that any mental health issues that affect them could be the result of the pressure to marry.

5.5   As such, it is crucial that professionals and services that support them are trauma-informed, person-centred, and well informed on their sex, gender identity, cultural and religious requirements.

6. Who may be affected?

6.1   Both women and men can be forced into marriage, although most cases involve women aged between 13 and 30. Women who are divorced or who have children from a previous relationship/marriage and women who are pregnant or who have had children outside of marriage are at particularly high risk as they are deemed to have brought 'shame' to their family or community.

6.2   People with physical and learning disabilities may be forced into marriage by families wanting to ensure their long-term care. Lesbian, gay, bisexual and transgender (LGBT) people can also be affected. For many traditional and faith-based communities, the LGBT identity is seen as transgressive of cultural/religious norms, and ensuring that a heterosexual marriage takes place is seen as maintaining the family's or the community's 'honour'.

6.3   Although children and young people are most at risk of forced marriage, people of middle/older age can be affected based on their individual circumstances. For example, women who are over 30 who have never married, women who are divorced and/or who have children from a

previous marriage/relationship or people who have been widowed might also experience pressure to marry or re-marry. People from this demographic might well be under-represented in services due to a lack of knowledge of where/how to access support, although they are able to access support and information through the resources identified in Section 13: Roles and Responsibilities.

6.4   Most reported cases in the UK so far have involved South Asian families (Pakistani, Indian and Bangladeshi). This partly reflects the large, established South Asian population in the UK. There have been cases involving East Asian, Middle Eastern, European and African communities as well. It is also important to note that asylum-seeking and refugee communities are at particularly high risk, often due to a lack of knowledge that forced marriage is a crime in Scotland, or a lack of awareness of alternatives.

6.5   Gypsy/traveller communities also anecdotally report high rates of forced marriage; this is often not reported to services due to the tightly-knit nature of the community. The City of Edinburgh operates to 'The City of Edinburgh Council Management of Roadside Encampments' protocol which identifies the roles and responsibilities or Police Scotland and Family and Household Support in identifying and responding to the needs of families and communities in roadside encampments. The protocol aims to improve access to public services and uphold the rights of people present in the encampment, including any affected by, or at risk of, forced marriage.

6.6   Forced marriage is an issue that can affect people from all ethnic, cultural, religious and socio-economic backgrounds. However, it is important to recognise that people with No Recourse to Public Funds (NRPF) are particularly at risk of forced marriage, domestic abuse and other forms of violence and abuse.

6.7   Similarly, people experiencing forced marriage and domestic abuse might be deterred from reporting or seeking support for fear of destitution or deportation, if their leave to remain in the UK is dependent on their marital status.

6.8   Forced marriage does not exclusively affect BAME communities, as it can also affect faith-based or traditional communities of any ethnic origin. However, no major world religion condones forced marriage, nor does the practice have a religious basis.

6.9   Some forced marriages take place in Scotland with no overseas element, while others involve a partner travelling to the UK from overseas or a British national being sent abroad. In some cases, religious marriage ceremonies can also take place over the phone, with partners based within the UK or abroad.

7.   What is the impact of forced marriage?

7.1   Isolation is one of the biggest problems facing those trapped in, or under threat of, a forced marriage. They may feel they have no one to speak to about their situation – some may not be able to speak English.

7.2   These feelings of isolation are very similar to those experienced by victims of other forms of domestic and child abuse. Only rarely will an individual disclose fear of forced marriage.

7.3   Therefore, someone who fears they may be forced to marry will often come to the attention of health professionals, police, social care services, education services or other professionals for various behaviours consistent with distress.

7.4   It is also important to remember however, that some people (especially young people between 16-18 years of age), might not know that their marriage is being arranged, in the UK or abroad. Some may have been told that they are going abroad for a family holiday, or to attend 'a family celebration'. As a result, they may feel excited rather than distressed.

7.5   In such situations, it is the responsibility of organisations and services supporting these people to be alerted to any potential risks of forced marriage in the UK or abroad, and to take the necessary steps to mitigate risks and to report any concerns to the relevant agency (for example, to report a child who is missing after not returning from a holiday abroad).

7.6   Young people forced to marry, or those who fear they may be forced to marry, are frequently withdrawn from education, restricting their educational and personal development. They may feel unable to go against the wishes of their parents and be threatened with disownment if they do – consequently they may suffer emotionally, often leading to depression and self-harm.

7.7   These factors can contribute to impaired social development, limited career and educational opportunities, financial dependence and lifestyle restrictions. Self-harm and suicide are also possible consequences.

7.8 Children and adults with support needs are particularly vulnerable to forced marriage and its consequences because they are often reliant on their families for care; they may have communication difficulties; and they may have fewer opportunities to tell anyone outside the family about what is happening to them.

7.9 There have been reports of children and adults with mental health needs, learning and physical disabilities being forced to marry. Some adults with support needs do not have the capacity to consent to the marriage. Some children and adults with support needs may be unable to consent to consummate the marriage.

7.10 Sexual intercourse without consent is rape. There are various other offences under the Sexual Offences Act 2009, relating to a person with a mental disorder.

8. What are the possible consequences of forced marriage?

8.1 Women forced to marry may find it very difficult to initiate any action to end the marriage and may be subjected to repeated rape (sometimes until they become pregnant) and ongoing domestic abuse within the marriage.

8.2 In some cases, they suffer violence and abuse from the extended family, often being forced to undertake all the household chores for the family.

8.3 Victims frequently become trapped in a relationship marked by physical and sexual abuse.

8.4 Leaving might not seem possible, because often the entire family, extended family and community might be conspiring to ensure that there is sustained pressure on the victim to stay in the marriage.

8.5 If they leave, they can be completely ostracized and abused by their community, leaving them without any source of support.

8.6 The impact this has on children within the marriage is serious. Children may learn that it is acceptable to be abusive and that violence is an effective way to get what is wanted. They may learn that violence is justified, particularly when angry with another person. They may also learn that forcing someone to marry is the norm for their family or community, and thus not speak up or seek help if they, or someone they know is at risk.

8.7 Children witnessing abuse can be traumatized, because witnessing persistent violence undermines children's emotional security and capacity to meet the demands of everyday life.

8.8 Children's academic abilities can be affected. Witnessing violence as a child is associated with depression, trauma-related symptoms and low self-esteem in adulthood.
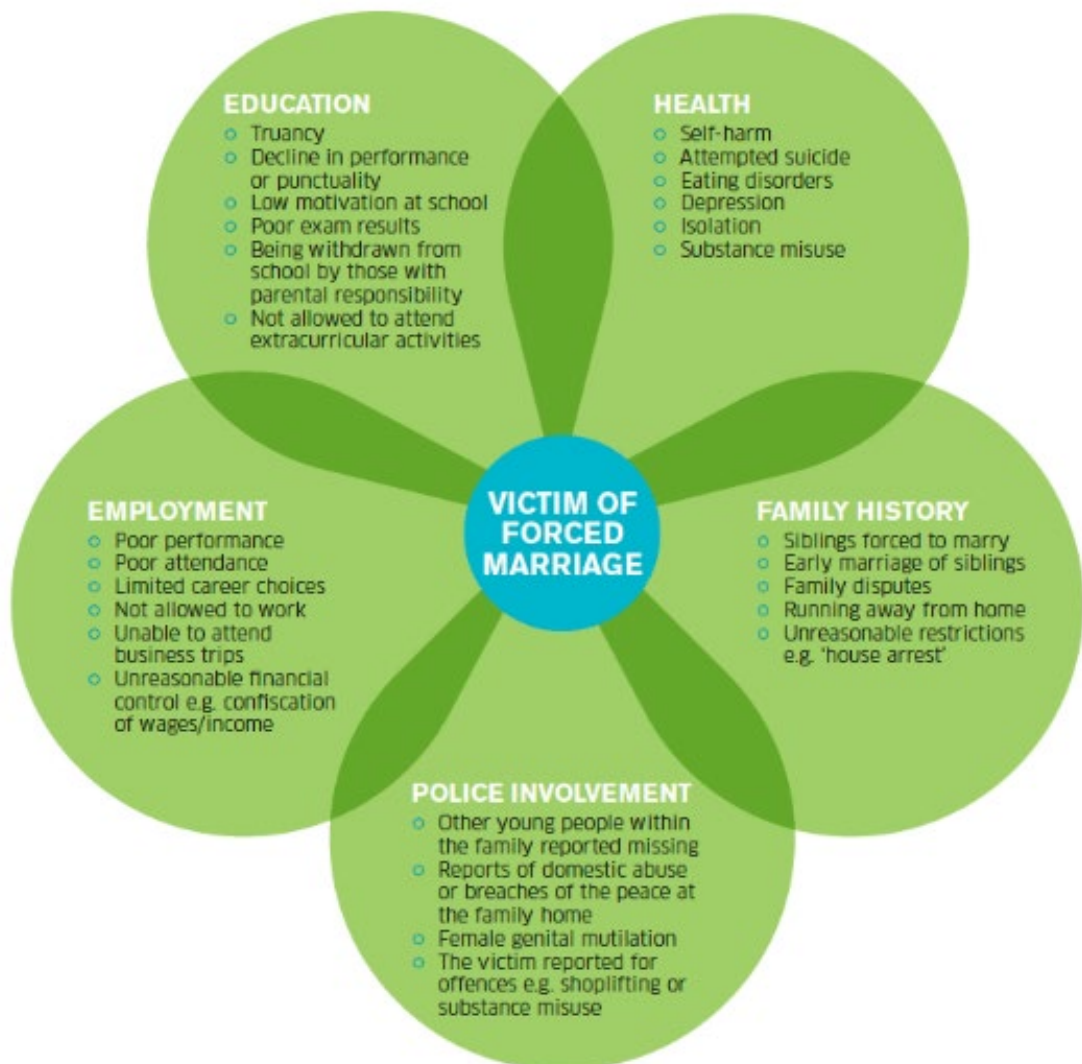
9. Legal context

9.1 The law in Scotland provides both civil and criminal protection.

9.2 The Anti-Social Behaviour Crime and Policing Act 2014 made forced marriage a criminal offence. This means that forcing someone to marry or taking advantage of their lack of understanding to trick them into taking part in a marriage is against the law in Scotland; so too is taking someone away from Scotland, against their will, to be married elsewhere.

9.3 There may be associated criminal activities, such as abduction, physical abuse and threats.

9.4 The Forced Marriage etc (Protection and Jurisdiction) (Scotland) Act was passed in 2011 and created Forced Marriage Protection Orders. Forced Marriage Protection Orders (FMPO) are designed to prevent a forced marriage from occurring or to offer protective measures when a forced marriage has taken place.

9.5 The court's powers are wide-ranging and the terms of the order can be tailored to the specific needs of the victim. Orders may contain prohibitions, restrictions or requirements to stop or change the conduct of those who would force the victim into marriage.

9.6 FMPOs are a civil remedy. They exist alongside the criminal offence of forced marriage. This means that a victim can apply for an FMPO to the civil court separately from criminal proceedings. Depending on the circumstances, criminal proceedings may take place in tandem.

9.7 A FMPO can be:

- granted by the civil sheriff courts for either a child or adult

- applied for by third parties (including the police and local authorities) on a victim's behalf

- applied for by all other relevant third parties, with leave of the court

- made by a civil court on its own initiative under certain circumstances

- applied for on behalf of the victim in criminal cases by the Lord Advocate, if the case has been referred by the court.

1.1

9.8 If there are complexities associated with immigration status, nationality, dual nationality and whether the victim is in Scotland, elsewhere in the UK or overseas, the Forced Marriage Unit can be contacted for advice, as these complexities might affect how victims can be assisted

10. Potential warning signs

EDUCATION
- Truancy
- Decline in performance or punctuality
- Low motivation at school
- Poor exam results
- Being withdrawn from school by those with parental responsibility
- Not allowed to attend extracurricular activities

HEALTH
- Self-harm
- Attempted suicide
- Eating disorders
- Depression
- Isolation
- Substance misuse

EMPLOYMENT
- Poor performance
- Poor attendance
- Limited career choices
- Not allowed to work
- Unable to attend business trips
- Unreasonable financial control e.g. confiscation of wages/income

VICTIM OF FORCED MARRIAGE

FAMILY HISTORY
- Siblings forced to marry
- Early marriage of siblings
- Family disputes
- Running away from home
- Unreasonable restrictions e.g. 'house arrest'

POLICE INVOLVEMENT
- Other young people within the family reported missing
- Reports of domestic abuse or breaches of the peace at the family home
- Female genital mutilation
- The victim reported for offences e.g. shoplifting or substance misuse

10.1 In order to make sensitive and informed professional judgements about the child's or potential adult victim's needs, it is important that professionals are sensitive to differing family patterns and lifestyles, and to child-rearing patterns that vary across different racial, ethnic and cultural groups.

10.2 At the same time, they must be clear that abuse cannot be condoned for religious or cultural reasons – therefore, forced marriage must be responded to as a protection and safeguarding issue.

11. Key Practice Messages and Checklist

11.1 The following key messages and checklist are for frontline practitioners who have identified that forced marriage may be an issue. Forced marriage should always be referred to Social Care Direct as an adult protection or child protection issue, depending on the age of the victim.

11.2 **Focus on safety and protection:**

i. always focus on the safety and protection of victims and avoid contributing to risk

ii. always take the issue and the concerns of the victim seriously and recognise the potential risk of significant harm to the victim; many practitioners underestimate, or find it hard to believe, the lengths that families go to in order to force a marriage and that families do kill in the name of 'honour'

iii. ensure that risk is assessed thoroughly, including risk of other harmful practices such as FGM and crimes like human trafficking

iv. Assess whether there are other family members at risk of forced marriage, for example other siblings or family members with additional vulnerabilities

v. **do not** attempt family counselling, mediation, arbitration and reconciliation if forced marriage is an issue; this can put a victim at further risk

vi. **do not** share information with family / friends / community members; and, as with all cases, only share information with other practitioners in your own or other agencies if it is necessary to protect victims

vii. as with all records belonging to individuals, forced marriage cases should be kept secure to prevent unauthorised access by anyone other than those dealing directly with the case.

11.3 **Checklist:**

11.3.1. You may only have one chance to speak to a potential victim of forced marriage, and therefore, only one chance to:
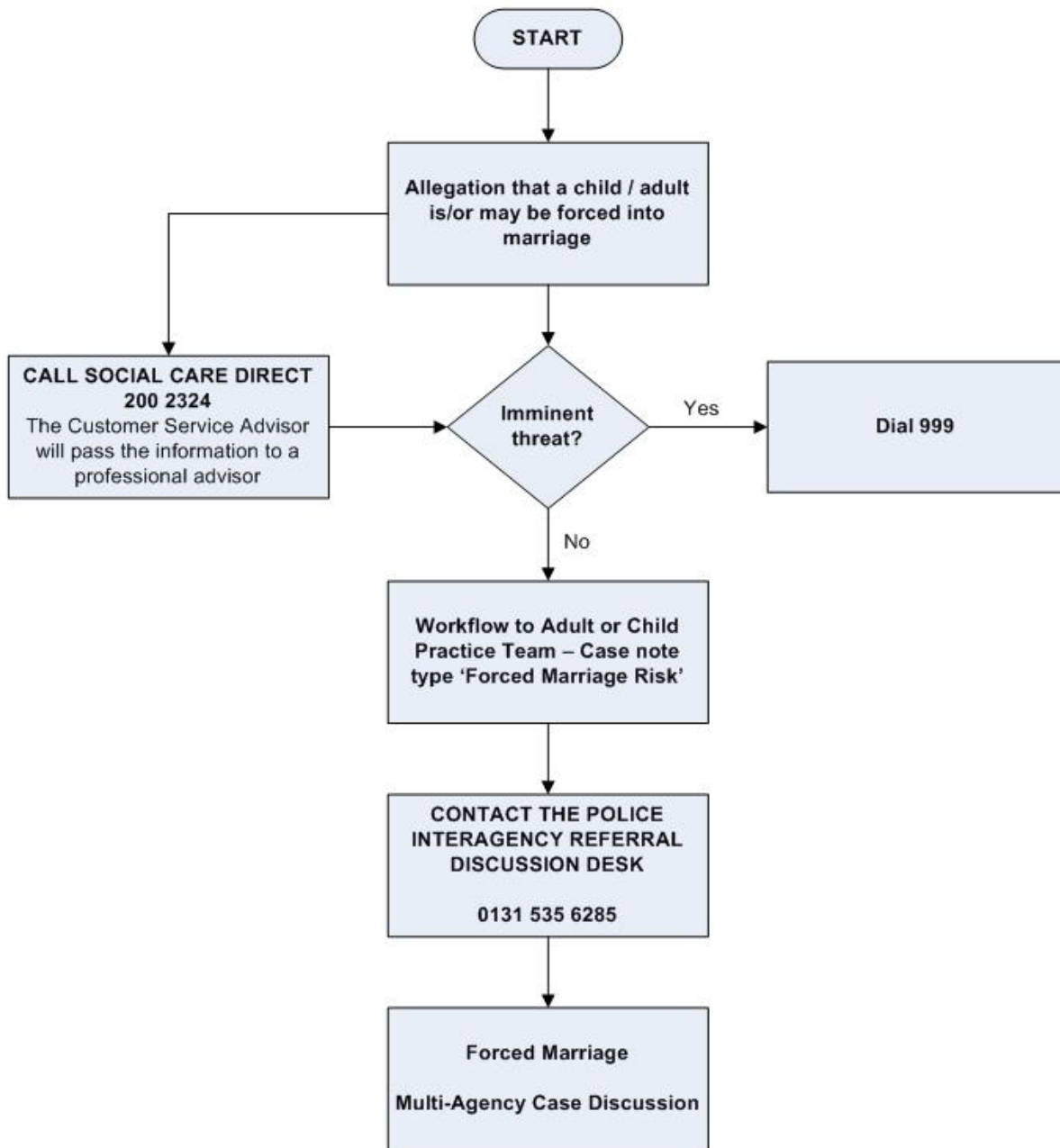
    i.   see the victim on her/his own – even if s/he is accompanied by others

    ii.   see her/him immediately in a secure and private place where you will not be overheard

    iii.   reassure her/him that you will not give information to family / friends or community

    iv.   take what s/he says seriously

    v.   ensure an independent translator[1] is available if necessary

    vi.   be aware a woman may not be allowed or willing to speak to a male worker alone

    vii.   recognise and respect her/his wishes

    viii.   obtain as much information as possible from her/him about the situation and the risks s/he faces

    ix.   agree a way to contact her/him safely (for example, agree a code word)

    x.   obtain full details and record these safely to pass on to Social Care Direct or the police

    xi.   explain all the options to her/him and their possible outcomes, as much as you are able

    xii.   give her/him (or help her/him memorise) your contact details and/or those of a support agency, such as Shakti

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[1]*There are risks in using interpreters so you should be cautious and ensure they are professional, independent and have no links with the community or victim's family. Make sure the interpreter understands that their role is to translate verbatim and not "interpret" the message or censor / omit any of the information.*

xiii.   consider the need for immediate police involvement, protection and placement away from the family, and arrange this if necessary; this includes any action to stop her/him from being removed from the UK (please see FMU contact details below)

11.3.2. Be ready to inform victims about their options - both civil and criminal, the help available and how to get it. Advising a woman that she can apply for a Forced Marriage Protection Order may help reduce any anxiety about criminal sanction.

11.3.3. The consent of the victim is not a prerequisite for criminal proceedings. The views of the victim would be one factor for prosecutors to consider when deciding whether to initiate or continue with criminal proceedings in any particular case.

11.3.4. However, prosecutors have a duty to make decisions based on the wider public interest.

11.3.5. Contact Social Care Direct immediately if you become aware that forced marriage may be an issue. It is important not to contact the victim's friends / family, community or community leaders or attempt to mediate with them.

11.3.6. How services will align with the family will be considered as part of the forced marriage multi-agency discussion, which will take place following the referral to Social Care Direct.

11.3.7. All forced marriage multi-agency case discussions will be recorded as IRDs on the eIRD system. If under 16, or under 18 and in full time education – child protection eIRD; if over 18 or aged 16-18 and not in full time education – adult protection eIRD.

Allegation that a Child/Adult is/or may be forced into Marriage

START

Allegation that a child / adult is/or may be forced into marriage

**CALL SOCIAL CARE DIRECT
200 2324**
The Customer Service Advisor will pass the information to a professional advisor

Imminent threat?

Yes → **Dial 999**

No ↓

Workflow to Adult or Child Practice Team – Case note type 'Forced Marriage Risk'

CONTACT THE POLICE INTERAGENCY REFERRAL DISCUSSION DESK

0131 535 6285

Forced Marriage

Multi-Agency Case Discussion

Planning options from forced marriage case discussion – considerations could include: investigation of criminal offence, safe use of interpreters, locking down records, support from Shakti, or other relevant specialist agency, application for Forced Marriage Protection Order, initiation of further adult and child protection processes, identifying any other / younger siblings who may also be at risk, risk assessments and safety plan completed, travel / abduction precautions (passport details / dual passports / immigration status), Trigger Plan if child disappears, including list of all vehicles used by family, full details of extended family (addresses in UK and abroad), photograph of victim / DNA sample taken/details of distinguishing marks, details of school attended and school contact, establish regular safe contact.

Implementation

12. Implementation of this policy is the responsibility of all City of Edinburgh Council employees working in public protection, as well as of professionals in the voluntary sector who are represented in the Council's Public Protection Committees.

Roles and Responsibilities

13. Useful contacts for general advice and guidance:

All agencies should follow the procedure above if forced marriage cases are identified. However, the contacts below can provide general advice and guidance.

Scotland's Domestic Abuse and Forced Marriage Helpline

Free helpline with trained advisors on hand 24 hours a day

0800 027 1234; www.sdafmh.org.uk

Forced Marriage Unit (FMU)

You should contact the FMU if you know or suspect that a child or adult victim is being taken out of Scotland or out of the UK. It can assist in alerting the police and authorities at points of departure so that the victim and those accompanying the victim can be prevented from leaving the UK.

Tel: 020 7008 0151 (Mon-Fri: 9am-5pm); Email: fmu@fco.gov.uk.

Lead person within each agency

Each agency has a lead person for forced marriage who can offer general guidance and advice.

City of Edinburgh Council

Social Care Direct

If you are concerned about forced marriage, you can refer a child or adult to Social Care Direct for support through Social Work.

Tel: 0131 200 2324

(Monday- Thursday 8.30am-5pm and Friday 8.30am to 3.55pm_

Outside office hours, you can contact Emergency Social Work:

0800 731 6969

(Monday to Thursday 5pm-8.30am and Weekends from Friday 3.55pm to Monday 8.30am)

Email: socialcaredirect@edinburgh.gov.uk

Police Scotland

In an emergency, or if someone's life is at risk, call 999.

If it is not an emergency, contact Police Scotland on 101.

Other sources of support

Other organisations and agencies that can provide support, advice and information can be found on the City of Edinburgh Council website : https://www.edinburgh.gov.uk/domestic-abuse/support-women-abused

Related documents

14.1.   Relevant Council Policies and Procedures:

  14.1.1.   Adult Support and Protection: Enduring rights and preventing harm: (Adult Protection Multi-Agency Guidelines available at: https://www.edinburgh.gov.uk/downloads/file/27072/adult-support-and-protection-multi-agency-guidelines)

  14.1.2.   City of Edinburgh Council Adult Protection Policy (available at: https://www.edinburgh.gov.uk/downloads/file/26915/adult-protection-policy)

  14.1.3.   City of Edinburgh Council Adult Protection Procedure (available at: https://www.edinburgh.gov.uk/downloads/file/26916/adult-protection-procedure)

  14.1.4.   City of Edinburgh Council Child Protection Procedures (available at: https://www.edinburgh.gov.uk/downloads/file/23055/child-protection-procedures)

  14.1.5.   Edinburgh and the Lothians Inter-Agency Procedures for the Protection of Girls and Women at Risk of Female Genital Mutilation (available at: https://www.edinburgh.gov.uk/downloads/file/23066/inter-agency-procedures-for-the-protection-of-girls-and-women-at-risk-of-female-genital-mutilation)

14.2. Further information:

Practitioner guidance: multi-agency guidance intended to inform all frontline staff and volunteers within agencies who are likely to come across adults or children and young people threatened with or in a forced marriage and who are at risk of the abuse associated with this. There is specific guidance for:

- health workers
- school, college and university staff
- police officers
- children and families social workers
- adult support and protection staff
- local authority housing

Practitioner guidance can be accessed here

http://www.scotland.gov.uk/Publications/2014/10/4797

Statutory guidance: guidance describes the responsibilities of chief executives, directors and senior managers within agencies involved in handling cases of forced marriage. It covers roles and responsibilities, accountability, training, inter-agency working and information sharing, risk assessment and information sharing, risk assessment and record keeping.

Pdf version of statutory guidance can be accessed here

https://blogs.glowscotland.org.uk/fa/public/GirfecFalkirk/uploads/sites/2017/2015/06/Forced-Marriage-Statutory-Guidance-2014.pdf

Integrated impact assessment

15. The Integrated Impact Assessment for the revision of the City of Edinburgh Council's Forced Marriage Policy identified that this is a much-needed update of a policy relevant to all areas of public protection.

15.1. The revised Forced Marriage policy has broadened the spectrum of the original policy to include a wider range of people with protected characteristics.

15.2. As Forced Marriage is a sensitive issue involving personal characteristics, family and community dynamics, it is possible to expect both possible positive and negative outcomes for people affected. This review is intended to reflect best practice for all professionals and agencies involved in both supporting survivors and people at risk of Forced Marriage

15.3. The revised Forced Marriage Policy makes more explicit mention of the risk factors for specific populations with particular characteristics, both protected and not protected by the 2010 Equality Act

15.4. The Integrated Impact Assessment did not find any positive or negative environmental impacts as a result of this policy review.

15.5. The Integrated Impact Assessment has been published on the City of Edinburgh Council's Communities and Families Integrated Impact Assessment webpage: https://www.edinburgh.gov.uk/directory-record/1442777/review-of-forced-marriage-policy

Risk assessment

16. This policy represents an overarching statement in relation to the multi-agency assessment and management of risk of forced marriage. It seeks to reduce and mitigate risks to those at risk of forced marriage as described in the Forced Marriage etc (Protection and Jurisdiction) (Scotland) Act 2011.

Review

17. This policy will be reviewed on a yearly basis.

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Policy and Sustainability Committee

10:00am, Tuesday, 1 November 2022

Women's Safety in Public Places Community Improvement Partnership Progress Report

Executive/routine	Executive
Wards	All
Council Commitments	

1.   Recommendations

1.1   That members of the Policy and Sustainability Committee note the progress of the Women's Safety in Public Places Community Improvement Partnership.

1.2   That members of the Policy and Sustainability Committee peruse and scrutinise the findings of the public consultation on Women's Safety in Public Places (June-September 2022) and consider the implications of interim recommendations (attached as Appendix).

1.3   That members of the Policy and Sustainability Committee consider the recommendations made in this report and associated Appendix against competing priorities in other areas, particularly Transport and Environment.

1.4   That members agree and recommend the frequency of reporting by the Women's Safety in Public Places Community Improvement Partnership regarding progress and the implementation of recommendations included in the Appendix of this report.

Amanda Hatton

Executive Director, Education and Children's Services

Contact: Jon Ferrer, Senior Manager, Quality, Governance and Regulation and Deputy Chief Social Work Officer

E-mail: jon.ferrer@edinburgh.gov.uk | Tel: 0131 553 8396

Report

Women's Safety in Public Places Community Improvement Partnership Progress Report

2. Executive Summary

2.1 This report outlines the progress of the Women's Safety in Public Places Community Improvement Partnership (WSPP CIP) and some initial findings from the Women's Safety in Public Places public consultation that took place between July – September 2022.

3. Background

3.1 On 30 November 2021, a report on Women's Safety in Public Places was presented to the Policy and Sustainability Committee. This was in response to motions brought forward by Cllr. Watt on 29 April 2021 and Cllr Osler on 26 August 2021.

3.2 During the meeting on 30 November 2021, the Policy and Sustainability Committee approved a number of actions to commence a new workstream around women's safety in the public spaces around the city of Edinburgh.

3.3 These actions are:

3.3.1 A public consultation on women's feelings of safety in public places in Edinburgh

3.3.2 A campaign targeting men's attitudes, thoughts and behaviours towards women in public places in Edinburgh

3.3.3 Increased monitoring through CCTV in particular areas of concern

3.3.4 A review of risk assessments for licensing and regulation of public events

3.3.5 Increased joint working between the Equally Safe Edinburgh Committee and relevant teams and divisions within the Council

3.3.6 Regular messaging on Violence Against Women and Girls to the public from the City of Edinburgh Council

4. Main report

4.1 To implement the actions approved in November 2021, an implementation group was put together with colleagues from a range of divisions within the Council and Police Scotland in January 2022. The teams represented from the Council included 20 Minute Neighbourhoods, Community Safety, Communications and Smarter Choices, Smarter Places. Police Scotland is represented through the Public Protection Unit and the Prevention, Intervention and Partnerships Team.

4.2 In February 2022, the decision was made following communication with Cllr. McNeese-Mechan for the implementation group to become a Community Improvement Partnership (CIP).

4.3 By establishing itself as a CIP, the implementation group now directly reports to the Edinburgh Community Safety and Justice Partnership and is led by the Equally Safe Edinburgh Committee (ESEC).

4.4 Since its inception, the WSPP CIP has attracted considerable interest by partners within and outside the Council. To ensure that its work continues in a more focus and strategic manner, the CIP will commence quarterly meetings from October 2022, with four subgroups carrying forward specific pieces of work:

4.4.1 The Women's Safety in Public Transport subgroup will specifically address risks women face when traveling using public modes of transport

4.4.2 The Communications Subgroup will focus on public messaging around women's safety in public places, and will also undertake the delivery of action 3.3.2 on a public campaign targeted at men

4.4.3 The Evidence-based Practice subgroup will collate reports, research and evidence of interventions that we know are effective in making public places safer throughout Scotland, the UK and beyond

4.4.4 The Intelligence Mapping subgroup will focus on mapping public spaces where the public has reported feeling unsafe against areas where crime has taken place in a public space. This will allow us to come up with more focused interventions to improve both feelings of safety and crime reduction.

4.5 To date, the WSPP CIP has completed two actions:

4.5.1 Action 3.3.1: a public consultation on Women's Safety in Public Places was carried out between July and September 2022. It was followed by focus groups during the later half of September 2022. An analysis of the findings of this consultation is included as an Appendix in Section 9.

4.5.2 Action 3.3.3: In discussions with the Community Safety team within the Council, as well as in the November 2021 report, the Meadows was highlighted as an area of particular concern for people, particularly women and girls. The community safety team acted swiftly in installing two additional CCTV cameras in the Meadows, covering a larger area of the park, and collaborating with Street Assist who have increased their patrols

around the Meadows on Friday and Saturday nights. The CCTV infrastructure in Edinburgh will be upgraded in the autumn and winter of 2022, providing additional security and taking into consideration areas of concern as highlighted by the Women's Safety in Public Places consultation.

4.6 The remaining actions to be undertaken by the WSPP CIP and its subgroup are currently in progress.

5. Next Steps

5.1 The work currently undertaken in Edinburgh on Women's Safety in Public Places has been noted by the Improvement Service, the Coalition of Scottish Local Authorities (COSLA) and the Scottish Community Safety Network. The Community Improvement Partnership has been invited to present its work at a National event during the 2022 '16 Days of Activism on Gender-Based Violence' campaign.

5.2 The Women's Safety in Public Places Community Improvement Partnership will update its report on the findings from the relevant public consultation once focus group data has been collated and analysed.

5.3 The Women's Safety in Public Places Community Improvement Partnership will continue to report to the Edinburgh Community Safety and Justice Partnership twice annually, and to the Policy and Sustainability Committee at a time and frequency decided by the Committee's members.

6. Financial impact

6.1 The recommendations included in this report (Appendix) as a direct result of the public consultation on Women's Safety in Public Places will have financial implications for the Council.

6.2 The implementation of recommendations will further require conciliation with competing priorities for the Council, particularly those relating to Transport and Environment.

6.3 The Women's Safety in Public Places Community Improvement Partnership would like to highlight that the recommendations provided which will incur financial costs are derived following direct engagement with the public, and particularly women and girls-which comprise the majority of Edinburgh's population.

6.4 Further, in view of competing priorities, the long-term benefits of prioritising women's safety measures will outweigh the costs involved in implementing them. For example, increased lighting levels will incur additional costs but will likely encourage more residents to travel actively rather than using privately own vehicles, which will reduce emissions.

4

6.5 The costs associated with the current report are specifically related to the estimated versus actual cost of running the public consultation and analysing responses, and are incurred in the financial year 2022-2023:

Activity:	Estimated Cost	Actual Cost	Excess/deficit
Communications and Marketing	£7,000	£7,894	-£894
Translation of the consultation documents (Polish, Punjabi, Mandarin, Arabic)	£5,000	£1,482	£3,518
Outsourcing support for data analysis & focus group creation	£12,000	0	£12,000
Focus group recruitment and additional support required *	£5,000	£6,838	-£1,838
Additional translation costs for responses provided in other languages	£6,000		£6,000
Estimated total	**£35,000**	£16,214	£18,786

The total cost for this category was £7838.60 including VAT, which was paid through a different budget

6.6 All recommendations included in the Appendix to this report (section 9) are the result of direct engagement and consultation with Edinburgh residents. The Women's Safety in Public Places Community Improvement Partnership wishes to highlight that implementation of the recommendations will directly positively impact residents' feelings of safety when out and about in Edinburgh

6.7 The budget required for implementing recommendations will be decided at a later date and following consultation with a range of divisions within the City of Edinburgh Council, following:

6.7.1 The completion of analysis of data gathered through focus groups

6.7.2 The completion of mapping analysis during the Women's Safety in Public Places Consultation

6.7.3 Discussions with colleagues in 20 Minute Neighbourhoods, Smarter Choices, Smarter Places, Transport, Environment, and Planning

6.7.4 Discussions with partners within Police Scotland and the third sector.

6.8 Budgets associated with the implementation of measures recommended following the public consultation will be made available to the Policy and Sustainability Committee in due course, at a time agreed by Committee members.

7. Stakeholder/Community Impact

7.1 The present report was compiled following direct engagement with Edinburgh residents through a public consultation

7.2 The impact of the proposed recommendations in the Appendix of this report, if implemented, is expected to be positive for Edinburgh residents, particularly

5

women, girls and people with other protected characteristics - and consequently the majority of Edinburgh's population

7.3   There further needs to be a recognition that some of the recommendations compete with other priorities set by the council, particularly regarding the environmental impact.

7.4   However, careful consideration and analysis is required to weigh the long-term benefits of implementing recommendations in the Appendix of this report against the costs of implementing them.

7.5   Further analysis of the associated costs and benefits can be presented to the Policy and Sustainability Committee at a time and date agreed by the Committee

7.6   Lastly, the recommendations included in the Appendix of the current report meet the Council's priorities as summarised in the following strategies:

7.6.1   Equally Safe: Scotland's Strategy for preventing and eradicating Violence Against Women and Girls

7.6.2   Business Plan: Our Future Council, Our Future City

7.6.3   The Edinburgh Partnership Community Plan 2018-2028

7.6.4   The Council Equalities, Diversity and Inclusion Framework

7.6.5   The Edinburgh Local Development Plan

7.6.6   The Edinburgh Design Guidance

7.6.7   The Edinburgh City Plan 2030

7.6.8   The Edinburgh City Mobility Plan

7.6.9   The Active Travel Action Plan

8.   Background reading/external references

8.1   [Women's Safety in Public Places report to the Policy and Sustainability Committee](), 30 November 2021.

8.2   ['Getting Home Safe'] report by Atkins

8.3   [Public Health Scotland: Violence Against Women and Girls and the Public Health Priorities](): Priority 1: Place and Priority 6: Healthy and Active.

8.4   [Equally Safe](): Scotland's strategy for preventing and eradicating violence against women and girls.

8.5   City of Edinburgh Council [Business Plan: Our Future Council, Our Future City]()

8.6   [The Edinburgh Partnership Community Plan 2018-2028]()

8.7   [The Council Equalities, Diversity and Inclusion Framework]()

8.8   The City of Edinburgh Council's [Edinburgh Local Development Plan]()

6

9.   Appendices

9.1   Appendix 1 – Analysis from the Women's Safety in Public Places consultation.

Women's Safety in Public Places:

Interim Analysis of public consultation

held between July – September 2022

Equally Safe Edinburgh Committee

Women's safety in public spaces
Tell us what makes you feel safe or unsafe when out and about

EDINBVRGH
THE CITY OF EDINBURGH COUNCIL

Table of contents

1.   Executive Summary

1.1   The Women's Safety in Public Places consultation was planned, coordinated and delivered by the Women's Safety in Public Places Community Improvement Partnership. This is a partnership between the City of Edinburgh Council and Police Scotland, created to deliver the actions approved by the Policy and Sustainability Committee on 30 November 2021.

1.2   The Women's Safety in Public Places public consultation yielded responses from 1,461 residents in a range of areas in Edinburgh, overwhelmingly women and girls.

1.3   Most respondents reported feeling very safe or fairly safe in their own neighbourhood overall, but the majority reported feeling at least little unsafe in their neighbourhood after dark.

1.4   The most determining factor that contributes to feeling safe or unsafe in any particular area was reported to be lighting- with good lighting helping people to feel safe, and poor lighting contributing to feeling unsafe.

1.5   The secondary contributing factor relates to the busyness of an area in terms of high footfall, the presence of shops and hospitality venues, active frontages on buildings, and a sense of community. Contrary to this, an area's busyness can also contribute to it feeling unsafe when there is public drinking and antisocial behaviour, particularly by men and by young people.

1.6   Design and planning features such as traffic, active travel options and green spaces were also highlighted as important factors to people's neighbourhoods feeling safe, but less important than lighting or busyness. Similarly, a lack of active frontages, businesses, public transport and active travel route availability contributed to people feeling unsafe in particular areas.

1.7   Where respondents identified feeling safe in an area, they overwhelmingly responded that they feel safe there all the time – both during the day and after dark. Similarly, areas that were highlighted as unsafe, were reported to feel unsafe all of the time.

1.8   Over 95% of respondents reported taking additional measures to ensure their safety in public places. Although many of those may well be common for people of all genders, some of the identified measures were heavily gendered, such as carrying a rape alarm and paying particular attention to one's appearance for fear of being targeted for violence, abuse or harassment.

1.9   Only 17.7% of respondents stated they have never experienced violence, harassment or abuse in a public place in Edinburgh. 76% reported that they had, but this percentage could be much higher, possibly up to 82.3% if we include all response options aside from the negative responses to this question.

1.10   Out of all respondents who experienced violence, harassment or abuse, 89% decided not to report it or to seek support from a specialist agency. For a number of reasons, 95% of respondents stated that they did not/would not report a crime specifically to the police. These reasons included a lack of faith in responding, the reporting process in itself being traumatic, and most significantly, a lack of faith that anything would change as a result.

10

1.11   Through analysis of the consultation responses, we have come up with preliminary recommendations that could improve feelings of safety in Edinburgh.

1.12   Key recommendations include, but are not limited to:

1.12.1   reviewing and adjusting lighting levels in areas of Edinburgh where there are higher incidences of antisocial behaviour or crime occurring in public places

1.12.2   campaigns targeted at men addressing their behaviours and attitudes towards women in public spaces

1.12.3   The inclusion of Women's Safety and Equally Safe Principles in all Council business planning and decision-making processes and

1.12.4   Increased investment in community groups and initiatives focusing on work with young people and on community revival.

1.13   Please note that this report is the result of the analysis of data yielded by the public consultation alone. Six focus groups were also carried out to complement the consultation process, and the consultation itself will be repeated in targeted communities during the 16 Days of Activism on Gender-Based Violence between 25 November – 10 December 2022.

2.   Introduction and Background:

2.1   On 30 November 2021, a report on Women's Safety in Public Places was presented to the Policy and Sustainability Committee. This was in response to motions brought forward by Cllr. Watt on 29 April 2021 and Cllr Osler on 26 August 2021.

2.2   During the meeting on 30 November 2021, the Policy and Sustainability Committee approved a number of actions to commence a new workstream around women's safety in the public spaces around the city of Edinburgh.

2.3   These actions are:

2.3.1   A public consultation on women's feelings of safety in public places in Edinburgh

2.3.2   A campaign targeting men's attitudes, thoughts and behaviours towards women in public places in Edinburgh

2.3.3   Increased monitoring through CCTV in particular areas of concern

2.3.4   A review of risk assessments for licensing and regulation of public events

2.3.5   Increased joint working between the Equally Safe Edinburgh Committee and relevant teams and divisions within the Council

2.3.6   Regular messaging on Violence Against Women and Girls to the public from the City of Edinburgh Council

2.4   To implement these actions, an implementation group was put together with colleagues from a range of divisions within the Council and Police Scotland in January 2022. The teams represented from the Council included 20 Minute Neighbourhoods, Community Safety, Communications and Smarter Choices, Smarter Places. Police Scotland is represented through the Public Protection Unit and the Prevention, Intervention and Partnerships Team.

2.5   In February 2022, the decision was made following communication with Cllr. McNeese-Mechan for the implementation group to become a Community Improvement Partnership (CIP).

2.6   By establishing itself as a CIP, the implementation group now directly reports to the Edinburgh Community Safety and Justice Partnership and is led by the Equally Safe Edinburgh Committee (ESEC).

3.   The Women's Safety in Public Places Consultation

3.1.   A public consultation on women's feelings of safety in the public spaces of Edinburgh was one of the first actions to be implemented by the Women's Safety in Public Places Community Improvement Partnership.

3.2.   The consultation questions were formulated following discussions with organisations and professionals who had carried out similar consultations in other local authorities. This included Wise Women in Glasgow and the Community Safety Team in West Lothian. Police Scotland also supported the development of the consultation by sharing the questions used in the annual Your Police survey and contributing to the themes on which the consultation focused.

3.3. The decision was made that, although the title of the consultation focused on women's safety, anyone over the age of 13 would be invited to contribute their views.

3.4. The Consultation was approved by the City of Edinburgh Council's Consultation Advisory Panel on 24 May 2022 and it went live on the Council's Consultation Hub on 29 June 2022.

3.5. Aside from the main consultation, there was an option to respond to the questions in an additional four languages most spoken in Edinburgh. These include Mandarin, Urdu, Arabic and Polish.

3.6. To further ensure that responses were as inclusive as possible, we also decided to run six focus groups with participants with particular protected characteristics. Participants were remunerated for their participation, and the selection of participants was outsourced to a research company, 2CV, which was recommended by the Scottish Government's Market Research Framework. The focus groups included:

   3.6.1. One group for women over 65
   3.6.2. One group for younger women, aged 16-22
   3.6.3. One group for men
   3.6.4. Three generic groups with women with a range and spread of protected characteristics, including women residing in areas classed as high on the Scottish Index of Multiple Deprivation (SIMD).

3.7. Lastly, to capture the public's views on women's safety in public places at different times of the year and during seasonal fluctuations, an action will be carried forward to carry out a 'Women's Safety in Public Places Roadshow' during the 16 Days of Activism on Gender-Based Violence campaign (25 November – 10 December). This event will involve colleagues travelling to five key shopping locations across Edinburgh (we are proposing the Gyle, Cameron Toll, Ocean Terminal, Wester Hailes Plaza and St. James Quarter) to invite people to discuss their experiences and to provide them with an opportunity to respond to the consultation.

3.8. Unfortunately, in spite of the consultation being available in other languages, no responses were received in languages other than English. This may have been due to technical issues with the email inbox to which respondents were directed to email their responses in other languages, which were identified two days after the consultation had closed. The Community Improvement Partnership would recommend that this does not deter future consultations from being available in other languages, but that appropriate checks are carried out ahead of time to ensure that the IT infrastructure supporting such an exercise is fully functional.

13

4. Women's Safety in Public Places Consultation Report

<u>Where do respondents live?</u>

4.1.   The overwhelming majority of people who responded to the consultation lived in Edinburgh (93.57%).

4.2.   We also received responses from people who do not live in Edinburgh but who regularly visit Edinburgh for work, holidays, to visit family and friends or to study. Graphs 1 and 2 demonstrate the breakdown of respondents' location within and outside the Lothians:

GRAPH 1: GEOGRAPHICAL LOCATION OF RESPONDENTS: LOTHIANS

Edinburgh Council, 93.57%

Midlothian Council, 1.51%

West Lothian Council, 1.16%

East Lothian Council, 1.98%

Graph 2: Geographical locations of respondents: outside the Lothians

Location	Percentage
Fife	0.55%
Glasgow	0.21%
Falkirk	0.14%
Aberdeen	0.07%
Dundee	0.07%
Not responded	0.75%
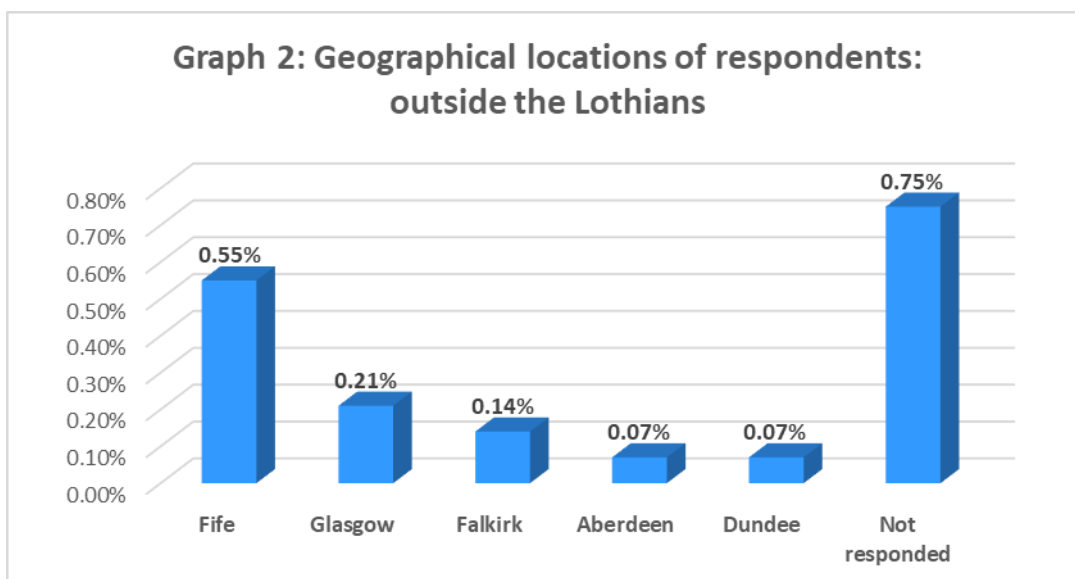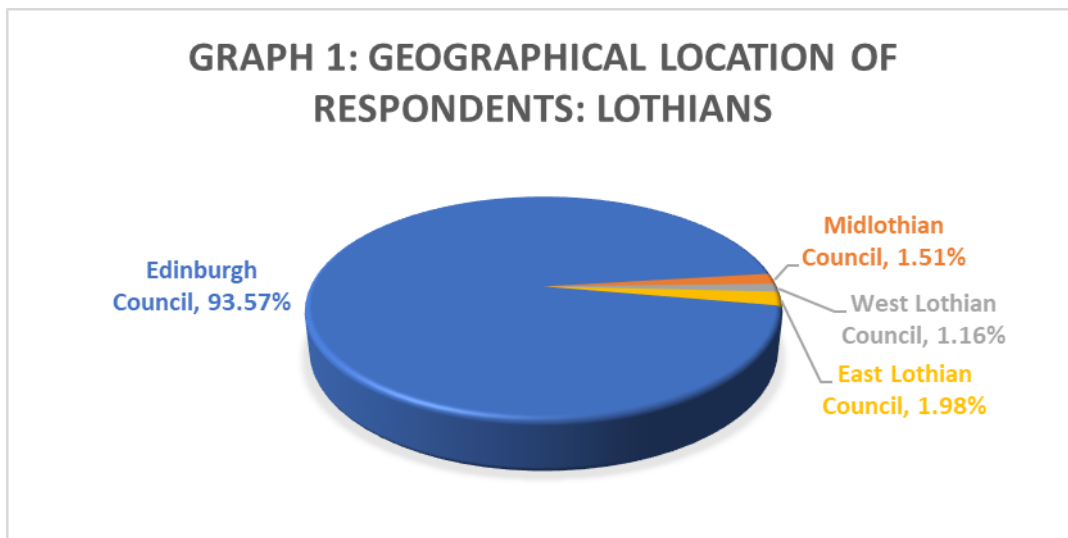
4.3.   Within Edinburgh, respondents resided in a range of locations, and they indicated these
through the first half of their postcodes. Graph 3 shows the different postcode areas from
which people responded to the consultation:

Graph 3: Percentage of responses by City of Edinburgh postcode

Postcode	Percentage
EH1	2.0%
EH2	0.3%
EH3	6.8%
EH4	7.6%
EH5	3.7%
EH6	17.9%
EH7	11.6%
EH8	6.5%
EH9	4.4%
EH10	5.6%
EH11	7.7%
EH12	6.1%
EH13	1.7%
EH14	5.3%
EH15	5.1%
EH16	4.8%
EH17	1.9%
EH28	0.4%
EH29	0.3%
EH30	0.4%
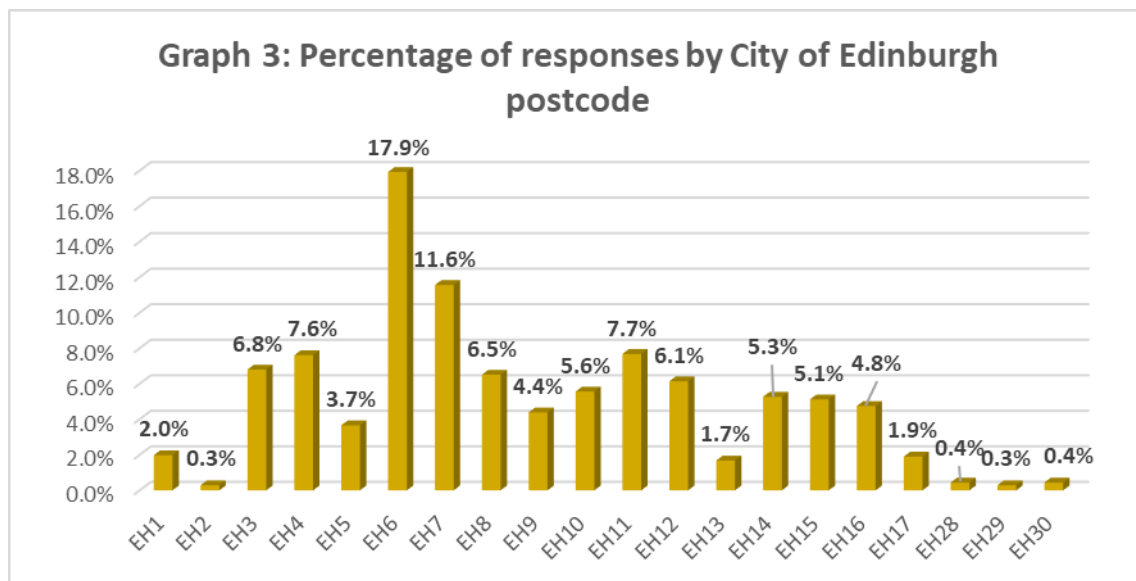
4.4.   When asked whether they are responding on their own or on someone else's behalf,
98.4% of respondents stated they were responding as an individual, while 0.34%
responded on behalf of someone else.

4.5.   Out of all the respondents, 0.8% did not state on whose behalf they were responding,
while 0.5% responded on behalf of an organisation. In total, 7 responses were received
from the following organisations:

4.5.1.   Bikes for Refugees (Scotland) (Charity)

4.5.2.   Queen Margaret University (Higher Education institution)

4.5.3.   Street Assist (SCIO)

4.5.4.   Street Assist (Charity)

4.5.5.   Arup (private sector organisation)

4.5.6.   Living Streets Edinburgh Group (community group)

4.5.7.   Water of Leith Conservation Trust (Charity)

4.6.   Organisations who took part in the consultation had the opportunity to provide one overall
response to the question of what contributes to a lack of safety in public spaces, as well as
what could improve women's and girls' safety in public spaces. The responses provided are
summarised below:

4.6.1.   Bikes for Refugees (Scotland) reported that women have stated that fear of
motorists and drivers, particularly aggressive drivers, is a major source of fear and a
significant barrier to them cycling and using public spaces for commuting and
accessing services. This is a human rights and equalities issue, leaving women and
refugees with unequal access to public spaces and services. They add that 'current
city cycling infrastructure is inadequate, unsafe and not fit for purpose'.

15

4.6.2. <u>Queen Margaret University:</u> The University highlighted factors that contribute to an unsafe commuting route to and from campus: the path on Newhailes Road by the estate and industrial estate has no lighting, is not visible from the road and is very dark. There are very infrequent transport links to and from campus, even though this is a necessary route for people working and studying at the campus.

4.6.3. <u>Street Assist (SCIO):</u> Street Assist already responds to calls regarding safety and vulnerability within the nighttime economy hours every Friday and Saturday between 10pm and 4am. Our focus of work is within the footprint of the city centre and 4 areas where footfall is particularly high, George St/Rose St, Grassmarket/Cowgate, Lothian Rd, Omni Centre, The Meadows and Newington. All areas where there is a need for our service, especially around the Cowgate area where the street is particularly dark, CCTV coverage is low and there are many side streets, alleyways and deep door recesses where people can effectively disappear from view. This is why we do patrols and respond to calls from many sources to try and identify vulnerability earlier. Our stats since 2017 tell us that the calls we receive are roughly 50/50 male/female split, 50% of the female calls are for females who are found alone which is a very worrying statistic.

There needs to be a conversation with all operators within the nighttime economy to make sure we are all following best practice and we can learn from other cities and other projects like Street Assist who have a focus on making places safer not just for females but for everyone.

Intoxication, spiking, people being separated from friends, lost possessions, unwanted attention from males are just some of the contributing factors to vulnerability and, in some cases, situations can escalate very quickly.

There needs to be a plan put in place where there is more effective partnership working, a way for pubs/clubs to be represented under one umbrella to ensure good practice is encouraged, executed and enhanced and that charities like Street Assist who are already operating within this area of work are better supported and better funded as with the right investment and support we could enhance our service and look to increase the number of nights delivery from the 2 we already do.

We also need better investment in improved street lighting and more CCTV coverage in areas that we already know are 'hotspots' and more public awareness of not just the issues but where vulnerable people can seek help.

4.6.4. <u>Street Assist (Charity):</u> The Meadows are probably the most unsafe because the area is so dark and isolated. Feelings of safety also depend on the general 'vibe' and who is around you in a nightclub or the wider environment. For example, a group of men walking behind a women, older men walking around, a loud group of people. It would help to have better lighting on route to student accommodations and popular student spots such as the Bruntsfield area and the Meadows.

4.6.5. <u>Arup (Private Sector Organisation):</u> Arup highlighted that safety can be enhanced through the adoption of open spaces with good visibility and busier areas. The further highlight that good lighting plays a key role in perception of safety at night, following 30 years of work experience in this area. They finally recommend a more holistic approach by the council to review main active travel routes at night across the city, working with stakeholders and design consultants to help curate these

journeys to ensure they are used and they are safe for all. They comment that too often various departments deal with different aspects of projects, when what is needed is a safety champion to take on this role and oversee initiatives using best practice. Lastly, there is a recommendation for the endorsement and use of local safety apps and the adoption and recruitment of a 'Night Czar', a scheme already operating in London since 2016.

4.6.6. <u>Living Streets Edinburgh Group (Community Group):</u> The group comments that the safety of women is improved by good design and management of public space. Female pedestrians may be especially vulnerable to attack or harassment. Specific measures include good quality, wide pavements, good lighting and 'active frontages' (avoiding blank walls etc.) The importance of simple facilities such as seats/benches and toilets should not be overlooked. Noisy, over -trafficked streets should be reduced. Management is as important as design - removing fly tipping, rubbish, clutter etc - and presence of helpful personnel at key times/places including of course the police.

4.6.7. <u>The Water of Leith Conservation Trust (Charity):</u> The charity commented that a proposal to improve Coalie Park is currently under way and the charity would welcome opportunities to discuss an analysis of the responses to the consultation to support the shape of their project going forward.

Feelings of safety in your own neighbourhood

4.7. For the purposes of the consultation, a 'neighbourhood' was defined as the area within a 20-minute walk from respondents' homes. The majority of respondents said they feel either very safe or fairly safe in their own neighbourhoods during the day (88.4%). However, this number changed when people were asked how safe they feel in their neighbourhood after dark, with the majority feeling a little unsafe (47.2%). Responses are summarised in Graph 4 below:

Graph 4: Feeling safe in your own neighbourhood: daytime vs. nighttime
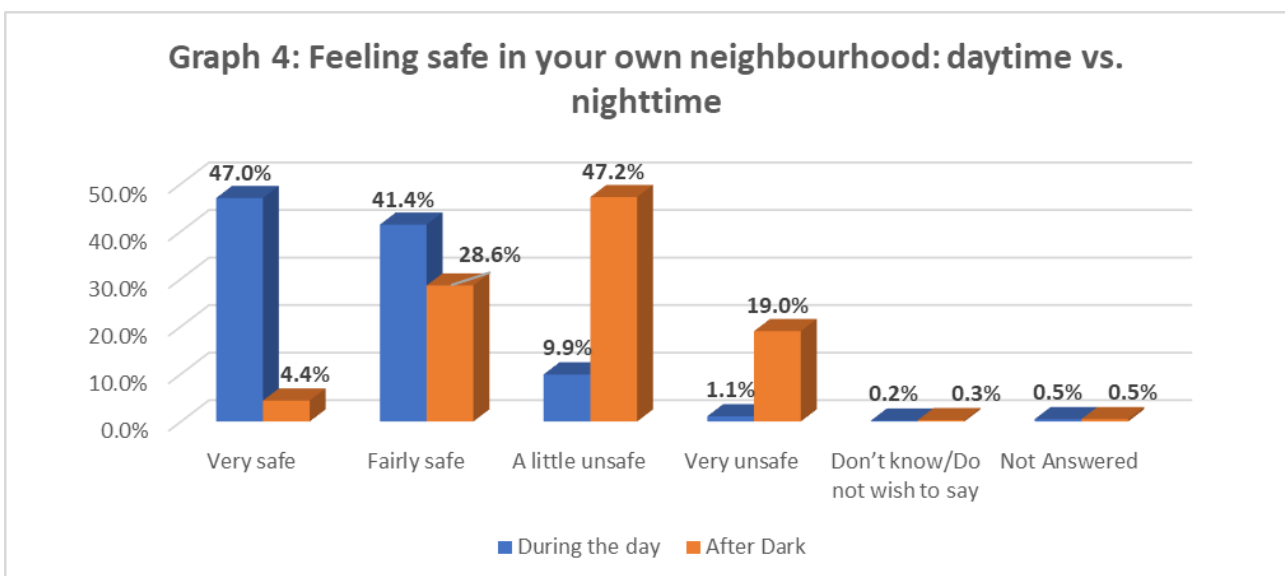
4.8. When asked what contributes to people feeling safe or unsafe, a number of trends emerged, as demonstrated by Graph 5 and table 1.

17

4.9. Feelings of safety were largely attributed to good lighting, the busyness and footfall in the neighbourhood, as well as people's behaviours and relationships with locals:

Graph 5: What helps you to feel safe in your neighbourhood?

Category	Percentage
Good lighting	84.4%
Lots of people around	62.6%
The area is well-looked after	53.6%
Hospitality venues open	48.7%
The area's reputation	48.3%
Relationship with locals	45.7%
Cleanliness of the area	43.7%
Overlooked public spaces	42.6%
Safe crossings	42.0%
Safe traffic around	38.9%
Active travel options	32.6%
Police presence	29.6%
Green space/community...	18.6%
None of the above	1.3%
Not Answered	0.8%

4.10. This question also offered people the opportunity to write in additional responses as to what helps them to feel safe in their neighbourhood, and 17.4% of respondents added in their own comments. It is important to note that these numbers are small so it would be challenging to generalise from them, however the table below summarises the comments respondents made to the question of 'what other factors help them feel safe in their neighbourhood':

Table 1: Responses to 'Other' category of factors that make people feel safe in their own neighbourhood

Other things that make people feel safe	Number of respondents
Good street/building design (e.g. no funnel paths for temporary building/ roadworks, safe pavements, escape routes, less bushes/vegetation.	31
Good public transport	11
Enforced good standards by police action (rather than police presence)	11
Community cohesion/events/schemes/apps	10
Other*	24

4.11. Under the 'Other' category, we classed responses such as: CCTV, single sex toilets, less drugs, men not harassing, good community public services, more women of all ages around, less student accommodation, familiarity, animal control, type of business/people around, lots of dog walkers around, positive experiences, 20 mile per hour zone.

18

Feeling less safe in your neighbourhood

4.12.   When asked 'what makes you feel less safe in your neighbourhood', people respondent along similar lines to what helps them to feel safe. Lighting levels were highlighted as playing a critical factor in feelings of safety, as well as people's behaviour in the area (particularly the behaviour of men and the behaviour of young people).

4.13.   Public drinking and antisocial behaviour, combined with design features which allow people to hide, or the quietness of an area and lack of active frontages all appeared to contribute highly to feelings of lack of safety in respondents' neighbourhoods, as indicated by Graph 6:

Graph 6: What makes you feel less safe in your neighbourhood?

4.14.   Respondents also had the opportunity to identify 'Other' factors that contributed to their feelings of lack of safety in their neighbourhoods. In total, 6.6% of respondents added information on other factors, and these are summarised in Table 2 below. Please note that again, due to the low number of responses, it is difficult to generalise from those statements, although it is crucial that they also be borne in mind:
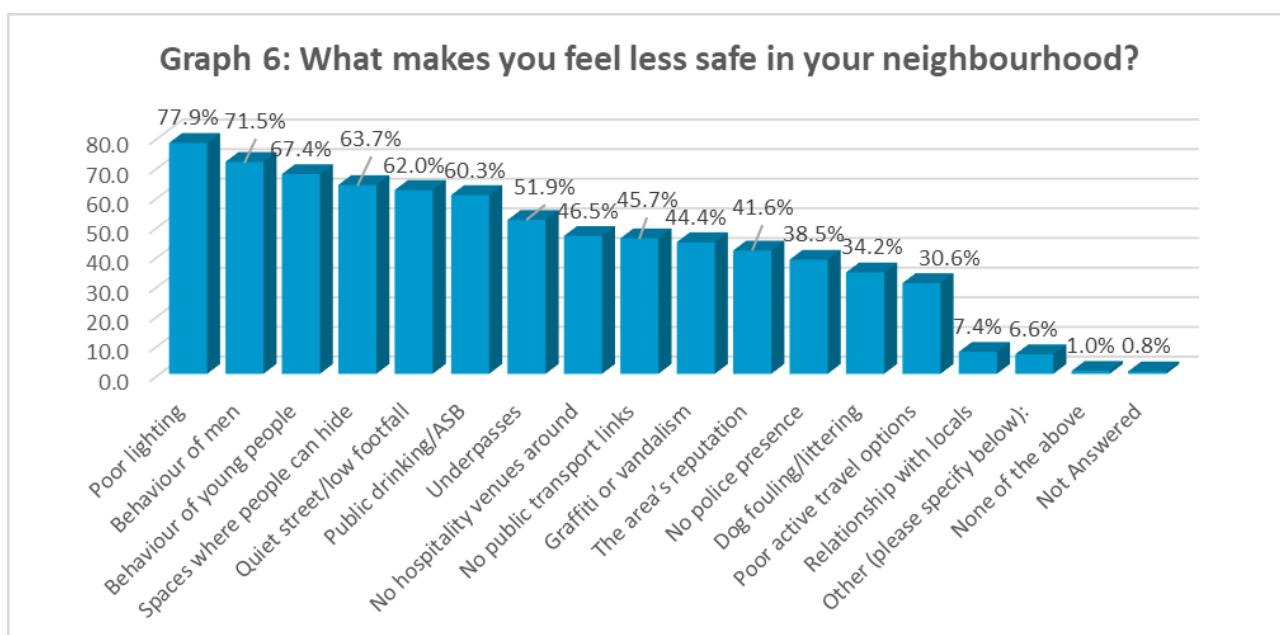
Table 2: Responses to 'Other' category of factors that make people feel safe in their own neighbourhood

Other things that make people feel less safe	Number of respondents
Vehicle crime	17
Drugs	15
Overgrown foliage/trees / Neglect	12
Cycle paths	10
Unsafe roads	9

19

Lack of exits	7
Parks	7
Narrow streets/paths	6
Knowledge/experience of incidents	6
Other	42

4.15. Under 'Other', respondents identified a number of factors that did not neatly fit into any of the categories on Table 2, such as: lack of single sex facilities, lack of CCTV, racism/ homophobia/ transphobia, unsafe cyclists/e-scooters, places where people urinate, unattractive neighbourhood, sexual entertainment venues, built up places, lots of lighting, hiding places, noise, perceptions, litter, shoplifting, homelessness, and an increase in short term lets.

Areas where you feel safe

4.16. Respondents had the opportunity to select a public space by dropping up to three pins on an interactive map of Edinburgh to represent a location or area where they feel safe. If they wished, they could provide additional information to further specify the location the identified. Respondents were given the opportunity to do this up to three times.

4.17. Graph 7 shows respondents' connection to the areas where they identified feeling safe:
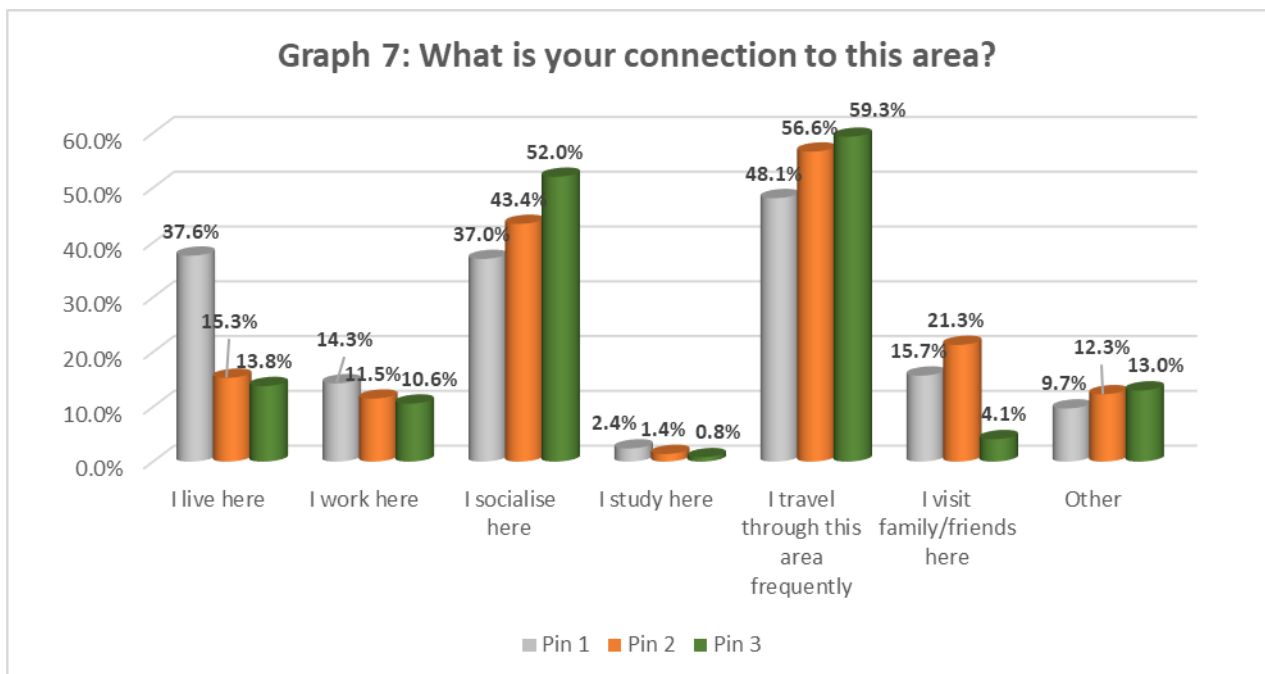
Graph 7: What is your connection to this area?

4.18.   Following the placement of the pin on the map, respondents were asked about the time(s) of day when they felt safe in this area- during the day, after dark, or both. The results from this question are presented in graph 8:

Graph 8: Do you feel safe in this location during the day, or after dark or both?

Pin	During the day	After dark	Both
Pin 1	23.4%	1.1%	75.5%
Pin 2	27.2%	1.9%	70.9%
Pin 3	26.4%	0.8%	72.8%
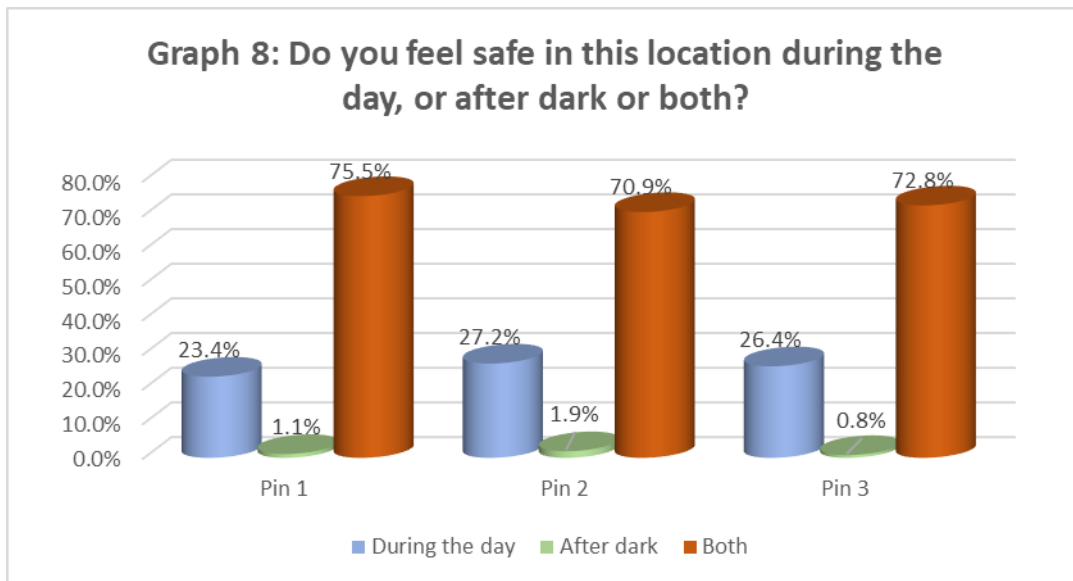
4.19.   Respondents were then asked to explain their connection to the location they identified as well as the factors that contribute to their feeling safe in that area (any number of factors from a list could be selected from a list, but respondents were also offered the opportunity to add in other factors not included in the list).

4.20.   A summary of the factors that contribute to people's feelings of safety in a particular area are summarised in Graph 9 (p.15).

4.21.   Good lighting and high footfall were the two key factors that appear to determine whether an area is perceived as being safe.

4.22.   This was followed by the overall appearance and upkeep of the area, the presence of businesses and hospitality venues and people's behaviour in the area, as well as active frontages overlooking public spaces.

21

Graph 9: What helps you to feel safe in this location?

Category	Pin 3	Pin 2	Pin 1
Other	5.6%	4.9%	3.5%
None of the above	0.0%	0.0%	0.7%
Residences and businesses overlooking streets/parks	46.4%	36.4%	36.5%
Positive personal experiences in this area	58.4%	58.5%	56.0%
Public events	14.4%	12.4%	13.0%
Plenty of options for walking and cycling routes	36.8%	29.9%	27.3%
Green space or community groups/activities	30.4%	22.1%	16.7%
The area's reputation	40.0%	41.8%	40.7%
People's behaviour in this area	52.0%	54.7%	50.3%
Relationship with neighbours/local people	24.0%	21.3%	26.5%
Safe options for crossing roads	40.8%	37.7%	42.6%
Safe traffic around	40.8%	36.9%	41.4%
Lots of shops and pubs/restaurants open	55.2%	53.9%	55.2%
Police presence	10.4%	12.9%	17.4%
The area is well-looked after	56.8%	56.3%	55.7%
Cleanliness of the area	41.6%	45.0%	43.2%
Lots of people around	77.6%	7.0%	69.9%
Good lighting	63.2%	65.0%	77.8%

■ Pin 3 ■ Pin 2 ■ Pin 1

22

4.23. Respondents had the opportunity to select a public space by dropping up to three pins on an interactive map of Edinburgh to represent a location or area where they feel less safe. If they wished, they could provide additional information to further specify the location the identified. Respondents were given the opportunity to do this up to three times.

4.24. Graph 10 shows respondents' connection to the areas where they identified feeling less safe:

Graph 10: What is your connection to the area?
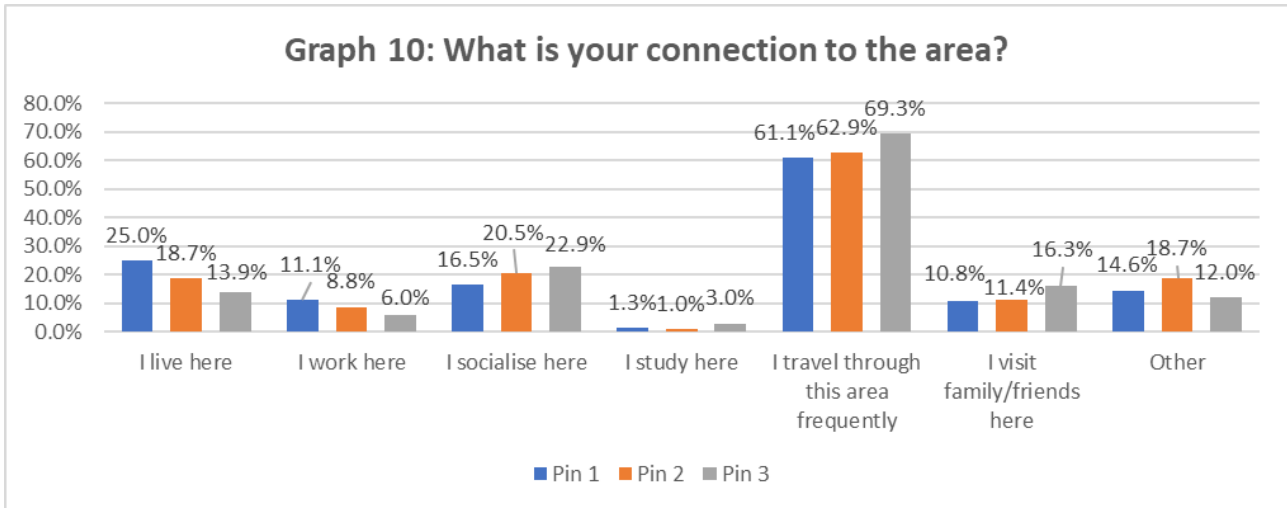
4.25. Following the placement of the pin on the map, respondents were asked about the time(s) of day when they felt safe in this area- during the day, aft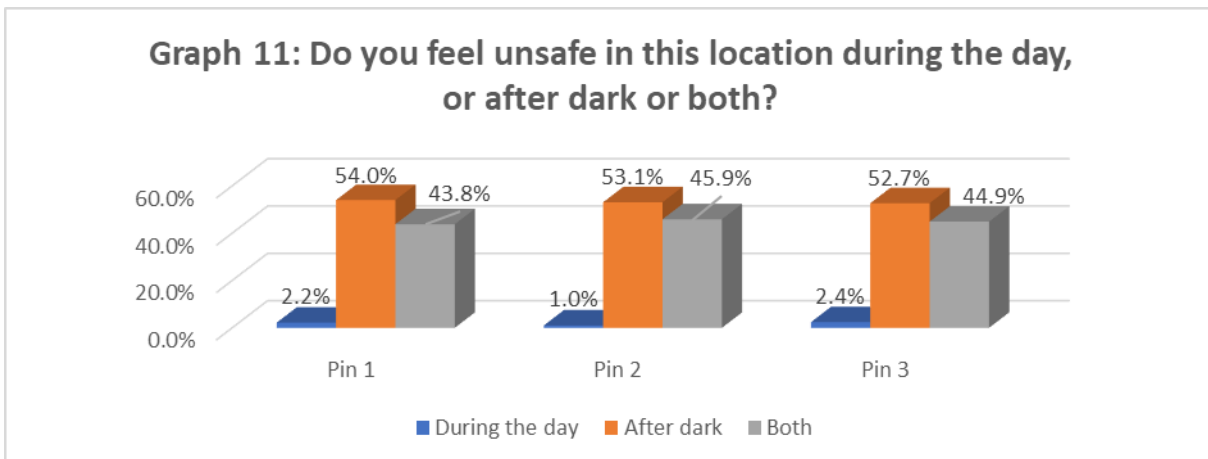er dark, or both. The results from this question are presented in graph 11, and they demonstrate that overwhelmingly, when people feel unsafe in a particular area, they feel unsafe there regardless of the time of day, but particularly after dark:

Graph 11: Do you feel unsafe in this location during the day, or after dark or both?

4.26. Respondents were then asked to explain their connection to the location they identified as well as the factors that contribute to their feeling less safe in that area (any number of factors from a list could be selected from a list, but respondents were also offered the opportunity to add in other factors not included in the list).

23

4.27. The list of factors respondents identified as contributing to them feeling less safe are summarised in graph 12:

Graph 12: What makes you feel less safe in this area?

Factor	Pin 3	Pin 2	Pin 1
Other (please specify below):	21.6%	14.4%	8.4%
None of the above	0.0%	0.0%	0.6%
Public drinking/antisocial behaviour	46.1%	48.6%	52.3%
Poor walking/cycling options and routes	18.0%	17.5%	14.9%
Underpasses	13.1%	15.9%	19.4%
The area's reputation	38.3%	37.7%	46.4%
People I know have had bad experiences…	31.1%	37.5%	40.8%
Other people have told me it's unsafe	29.3%	30.8%	33.2%
Spaces where people can hide	41.9%	47.8%	55.0%
Negative personal experiences in this area	32.9%	4.8%	40.0%
Public events	3.6%	3.3%	3.9%
Behaviour of young people	56.9%	61.7%	67.1%
Behaviour of men	58.7%	63.5%	67.1%
Relationship with local people	5.4%	4.6%	7.2%
No public transport links	10.8%	11.4%	12.1%
No shops, pubs or restaurants around	29.3%	27.8%	32.1%
No police presence	37.7%	41.3%	40.2%
Dog fouling/littering	20.4%	28.1%	30.8%
Graffiti or vandalism	28.7%	33.7%	38.9%
Quiet street/not a lot of people around	41.9%	38.7%	40.0%
Poor lighting	42.5%	46.3%	50.3%

■ Pin 3 ■ Pin 2 ■ Pin 1

4.28. Interestingly, when considering factors that made respondents feel unsafe in a particular area, the key contributing factors were the behaviour of men, the behaviour of young

24

people, with poor lighting following shortly thereafter, but close to public drinking and antisocial behaviour.

4.29. After these three key factors, respondents also identified design features that allow people to hide, the upkeep and cleanliness of the area, the area's reputation and an absence of businesses and hospitality venues.

Measures women take to stay safe in public spaces

4.30. As a Community Improvement Partnership, we firmly believe that the onus to keep safe from harassment and abuse in public spaces should not be on women. The source of women's fear of public spaces stems from male violence against women, which is a cause and consequence of systemic and endemic gender inequality in society.

4.31. The responsibility for reducing women's fear of public spaces will only be addressed by approaches that challenge the normalisation of male privilege which gives rise to 'rape culture': the patriarchal values embedded in society which trivialise and normalise the objectification and harassment of women and, further down in the continuum, the tacit acceptance and normalisation of abuse, harassment and violence of women by men as 'a fact of life'.

4.32. Responses received in this consultation demonstrate that sadly, this is not only a reality in women's lives, but one that women have internalised, and one that determines how they respond to incidents of abuse (see section 3.35)

4.33. The spirit in which this question was asked in the consultation was to explore how many respondents affirmed that they feel responsible for their own safety against male violence against women in public spaces, but also to highlight the lengths to which women will go to try to ensure their own safety when out and about in Edinburgh.

4.34. Under no circumstances does the Women's Safety in Public Places Community Improvement Partnership suggest that it is acceptable for women to experience fear in public spaces, or that they are solely responsible for keeping themselves safe, however responses serve to highlight that this is a live issue for women and girls throughout Edinburgh.

4.35. Approximately 95.1% of respondents to the consultation stated that they take measures to keep themselves safe when out and about in Edinburgh, and they described taking the following measures:

4.35.1. **Planning routes and sticking to busy well-lit areas** – Over half of respondents plan their routes whilst walking alone in the dark so that they avoid routes that are quiet and dark. Many will avoid parks, cycle paths and public walkways at night. Others like to ensure there is an escape route if needed. Some people prefer to take familiar routes when out alone, whilst others like to change their route regularly so that they aren't deliberately targeted.
   o "I tend to avoid routes that are dark or have less people, I try to walk on main roads where there are traffic and people"

4.35.2. **Letting someone know where they are going** – Around half of respondents reported that they would let friends or family know where they were going, what route they are taking and rough timings of when they plan to get there. They also reported that they would check in with friends and family when arrived. In the event that their friend or family member don't hear from them within a certain period they would be able to raise the alarm. In addition, some people said that they use a tracking app on their mobile phone to share their location with friends or family.

   o "I tell my family where I'm going/have a tracker on my phone"

4.35.3. **Having a mobile phone to hand or chatting to someone on the phone whilst walking** – a large proportion of respondents would ensure they had their phone in their hand ready to use in an emergency or would purposely call a friend or family member to chat to whilst walking alone at night to act as a deterrent to anyone looking to target them. On the other hand, there were a few people who would hide their phones/valuables so as not to attract attention.

   o "If I am alone I am constantly checking in with family members and the same goes for when they are out in Edinburgh. There is a communication check in we do and if walking alone, we're on the phone and giving location updates."

4.35.4. **Carrying a personal alarm or keys in hand** – Many people would hold their keys in their hands, between their fingers for use in self-defense if need be. Some would make sure they had some sort of object that they could use in self-defense, e.g. an umbrella, metal water bottle. Some people would carry a personal alarm to make them feel safe.

   o "I carry my keys in my hand, have a rape alarm and always tell someone where I'm going at night."

4.35.5. **Avoid walking alone** - A lot of respondents would try to make sure they walk with a friend in the dark or would purposely not go out at night alone. Others would try to walk close to other groups of females at night to feel safer.

   o "At night-time, walk home with others"

4.35.6. **Aware of surroundings** – many respondents would ensure that they are alert and aware of their surroundings and who is around them while out and about alone in Edinburgh. A high proportion of people would avoid using headphones whilst listening to music or podcasts.

   o "Mindful of where I am and who is around me."

4.35.7. **Drive, use public transport, taxis or cycle** – Some people stated that they would feel safer using transport to get to places when dark. Some preferred driving or getting a lift from friends or family and others would prefer to get taxis. Some felt safer using public transport and would purposely only go to locations that were on good public transport routes at night. However, a number of people would avoid public transport and private taxis if alone for safety reasons. Some people would like to cycle at night whilst others chose not to cycle for safety reasons.

   o "Sometimes I will choose to take a taxi rather than walk, or take the bus rather than walk a route that is 20 minutes or less after 10pm"

4.35.8. **Walk fast, walk confidently or run** – Many people reported that they will walk fast or with confidence when alone, particularly at night. Others would run if they are in a place where they felt threatened or unsafe.
   o "I always walk fast and look straight ahead and ignore comments."
   o "Looks around and walk fast/run through scary spots."
   o "Walk fast and confidently with keys in my hand"

4.35.9. **Appearance and clothing** – Quite a few people would consider their appearance and wear clothing that makes them feel safer, e.g. trainers/flat shoes when walking in case they need to get away quickly, clothes that won't attract male attention, or wearing hair up in a ponytail. Some people would wear their bags under their jackets so that they won't be seen. Others would use over the body bags so that they feel more secure.
   o "Wearing footwear and clothing that I can run in if I need to get away from someone"
   o "I tie my hair up so no one can grab me from behind"
   o "Feeling the need to be covered up entirely even after a night out (massive hoodie or jacket to avoid any 'encouragement' of remarks from men)"

4.35.10. **Other actions** that people take to make themselves feel safe include: taking self defense classes, ensuring their mobile phone is charged, using a bike light or headtorch, taking their dog with them. One person said "I also adjust my behaviours, e.g. I would never be holding hands with a same-sex partner in many areas"

4.36. Although a number of the responses could be considerable 'reasonable' measures that ensure personal safety, there are a number of responses that are heavily gendered. For example, the focus on personal appearance, clothing and footwear very much demonstrates the belief that a particular 'kind of appearance' could be responsible or inviting an attack in a public place.
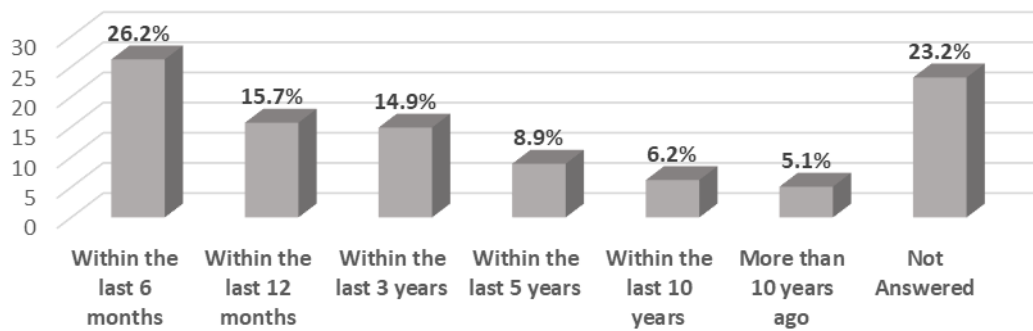
4.37.   An alarming finding of this consultation is the number of people who responded having experienced harassment, abuse or violence in Edinburgh's public spaces. The majority of respondents (76%) had some kind of experience of this nature, and only 17.7% said they did not, as graph 13 below indicates:

Graph 13: Have you ever experienced harassment, abuse or violence while out in public places in Edinburgh?
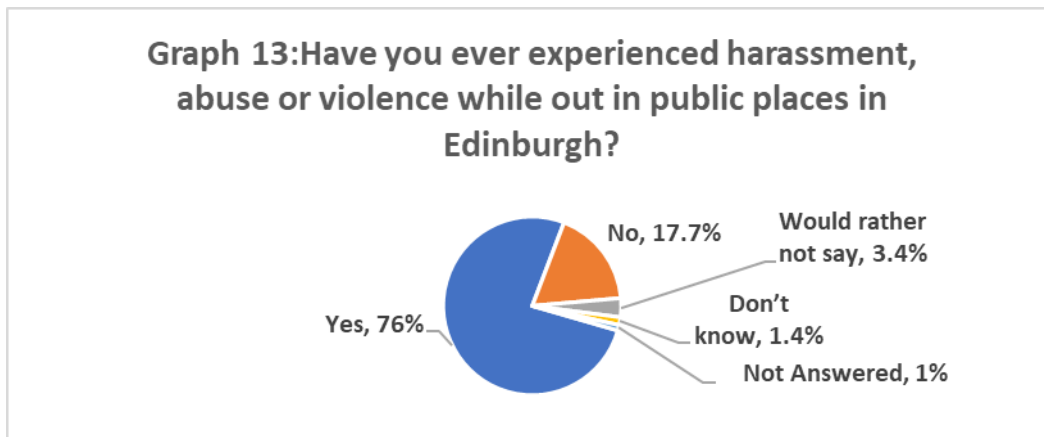
4.38.   Considering that people who didn't answer, didn't know or would rather not say may have chosen those options to avoid disclosing their experience, it is possible that the actual number of people who have experienced harassment, abuse or violence could potentially total over 80%.

4.39.   Further, considering that the overwhelming majority of respondents are women, it is safe to extrapolate that the majority of women in Edinburgh have experienced some form of harassment, abuse or violence in a public place in Edinburgh.

4.40.   A further alarming finding was that over a quarter of respondents experienced some incident of harassment, violence or abuse within the last 6 months (26.2%), 15.7% had experienced in 6-12 months ago, while in total, almost half had had this experience within the last 12 months (41.9%). Given that a high percentage of respondents did not answer this question (23.2%), it is possible that this percentage is actually much higher.

4.41.   Excluding those who chose not to respond to this question, a sobering finding is that at some point in their lifetime, 77% of women who responded to the consultation had experienced some form of harassment, abuse or violence in a public space.

4.42.   This demonstrates that despite progress and societal change, some of the attitudes that perpetuate misogyny and the objectification of women continue to persist to this day. Please see Graph 14 below for more details.
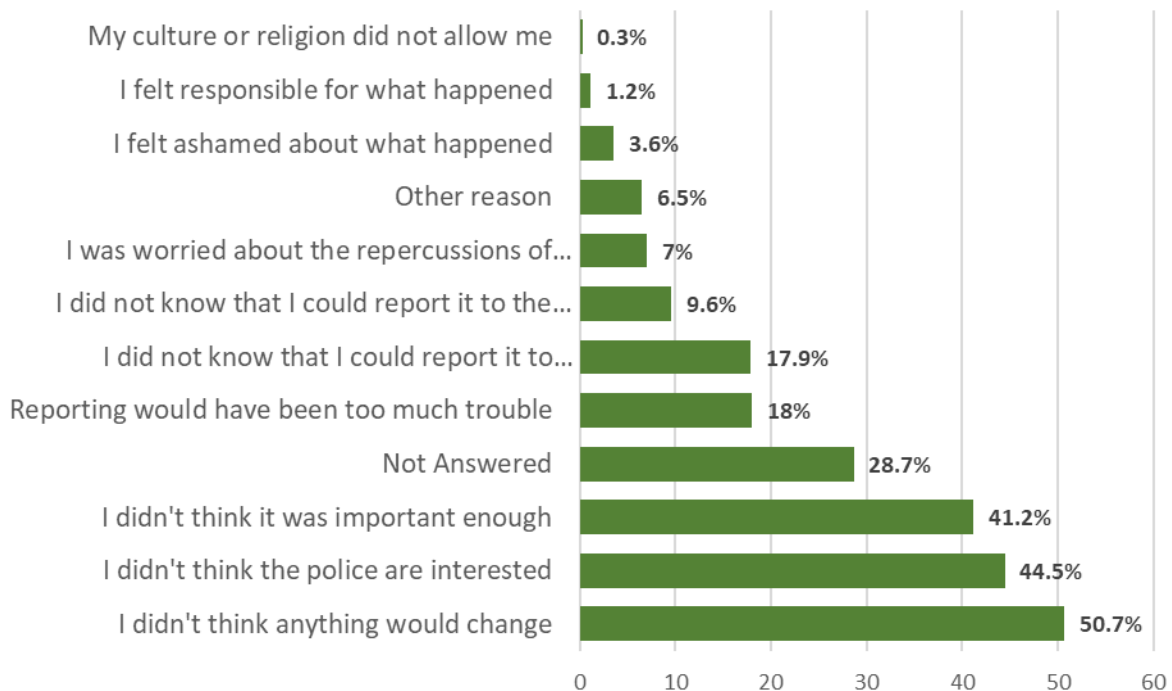
Graph 14: How long ago was the incident you are referring to?

Category	Percentage
Within the last 6 months	26.2%
Within the last 12 months	15.7%
Within the last 3 years	14.9%
Within the last 5 years	8.9%
Within the last 10 years	6.2%
More than 10 years ago	5.1%
Not Answered	23.2%

Decision to report, not to report and to whom

4.43. Respondents named a number of reasons that influenced their decision to report or not to report an incident to the police, or to seek support from a specialist agency. Sadly, the key reasons women identified behind their decision not to report harassment, abuse or violence in a public space all reflect a despondence around reporting: the majority (50.7%) felt that there would be no point in reporting an incident as nothing would change, because they did not think the police would be interested (44.5%) or because they did not feel that the incident was important enough to report (41.2%). A summary of the responses to this question is presented in graph 15 below:

Graph 15: If you chose not to report, please tell us why that was?

Reason	Percentage
My culture or religion did not allow me	0.3%
I felt responsible for what happened	1.2%
I felt ashamed about what happened	3.6%
Other reason	6.5%
I was worried about the repercussions of…	7%
I did not know that I could report it to the…	9.6%
I did not know that I could report it to…	17.9%
Reporting would have been too much trouble	18%
Not Answered	28.7%
I didn't think it was important enough	41.2%
I didn't think the police are interested	44.5%
I didn't think anything would change	50.7%

29

4.44. Seeking Support from a specialist service/agency: Of 1,110 people that had experienced harassment, abuse or violence while out in public places in Edinburgh, 70 people (6%) reported that they sought support from a specialist agency/organisation. These agencies/organisations included:

  i. NHS Lothian
  ii. Instagram account 'catcallsofedi'
  iii. Edinburgh Women's Aid
  iv. Doctor
  v. Accident & Emergency Department at the hospital
  vi. Mental Health Team
  vii. Citizen's Advice Bureau
  viii. Stalking helpline
  ix. Housing association
  x. MSP
  xi. Victim Support Scotland
  xii. Councillor / Therapist
  xiii. Support worker
  xiv. Line manager
  xv. The City of Edinburgh Council
  xvi. Edinburgh Rape Crisis Centre
  xvii. Edinburgh Headway
  xviii. Action on Stalking
  xix. Privately accessed Cognitive Behavioural Therapy
  xx. The University of Edinburgh
  xxi. The city's antisocial behaviour reporting website.

4.43. Deciding not to seek support from a specialist service/agency: Of those that had experienced harassment, abuse or violence while out in public places in Edinburgh, there were 990 people (89%) that answered that they had not sought support from a specialist agency/organisation.

4.44. The majority of respondents who did not seek specialist support said it was because the incidents did not feel serious enough, e.g. catcalling, verbal abuse, and these types of incidents happen too frequently.

4.45. Many felt like there was no point in seeking help and that agencies or organisations would not provide support for this. some respondents did not feel they needed specialist support or they dealt with it themselves. A few people went to friends for support instead.

  o "I've experienced a lot of verbal sexual comments from young men and catcalling. I didn't report this or seek help because it seemed like such an everyday occurrence."
  o "It literally happens all the time. I would have to be consulting one of these organisations like every other day."
  o "Didn't think it was that serious - just accepted it as being normal"
  o "Don't feel that anything can or will be done about it."
  o "Dealt with it myself, not unusual behaviour sadly."

4.46. There were a number of other reasons why respondents did not seek specialist support, including: incidents were difficult to prove, Agencies/Organisations do not always provide female only support which makes some women feel uncomfortable, not being taken

seriously, embarrassed/uncomfortable reporting non-violent incidents, and wanting to forget the incident. Finally, some people did not know where they could go to access help.

4.47.   Reporting Incidents to the Police: Of all people who stated that they had experience an incident of harassment, violence or abuse in a public place, 95% did not report it to the police. The main reasons for not reporting an incident to the police included:

4.47.1.   **Negative experience of the police** – 34% of those that commented did not report it due to previous negative experiences with the police or negative perceptions of the police. Some respondents did not report their incident due to a lack of trust that they would be taken seriously or that something would be done.

   o   "a policeman watched it happen and regarded it as boys being boys"
   o   "I do not trust police in general, but also specifically I don't trust them to take me seriously or treat me with any respect because I am transgender"
   o   "I don't trust the police. I reported before and they took no action"
   o   "My friend had an experience where she phoned the police and the officer talking to her was very dismissive and nothing got done in the end"
   o   "They can't be trusted, see Sarah Everard."

4.47.2.   **Lack of evidence** - Two in 10 of those commenting did not report an incident to police because they did not feel that there would be enough evidence for the police to do anything.

   o   "The volume of these types of incidents and lack of detail /specificity (it is usually random people) would mean it was pointless"
   o   "It happened very fast and they ran off afterwards - couldn't really describe them as it all happened so fast."
   o   "As our law requires corroboration there was no point in following this through."

4.47.3.   **Frequency of harassment/violence/abuse towards women** – Around 15% of those that commented did not report it to the police because they believe that abuse towards women happens too frequently. Some expect this behaviour and it has become normalised. Many didn't think the incidents were serious enough for the police to be able to do anything about it. Others felt that the police wouldn't take these types of crimes seriously or that they were wasting police time.
   o   "Most women do not report incidents because the bad behaviour of men has been normalised in our society and most women know that unless it is a seriously violent offence the police will do nothing."
   o   "Catcalling/whistling - feels common and everyday so didn't think it was a reportable offence."
   o   "If I reported every instance of homophobic/sexist abuse I worry that the police wouldn't take me seriously when I needed to report something serious."
   o   "Because if women reported every single "low-level" (ie harassing/unwanted) incident then the police would never do any other work. It's endemic out there."

4.47.4.   **Not worth the trauma** – One in 10 of those commenting did not report it to the police because they were scared of the repercussions or did not think it was worth the effort or trauma. Some believed that they would be blamed by the police for the incident happening to them or that they wouldn't be believed.

31

Others believed they were too young and naive at the time or too embarrassed to report the incident.

- o "Honestly doubt anything would have even happened if I did report it. Is it really worth the mental trauma and effort of doing this?
- o "I didn't think I would be believed."
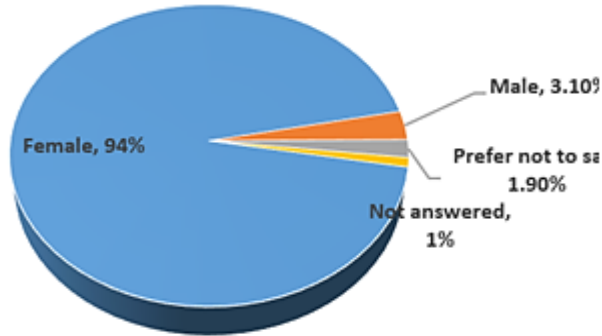- o "I was drunk so I felt like I was maybe overreacting"

4.47.5. **Other reasons** – Other reasons people didn't report an incident to the police included: they didn't think or know they could report it, they dealt with it themselves, they gave up waiting to get through to the non-emergency number (101), or they chose to forget.
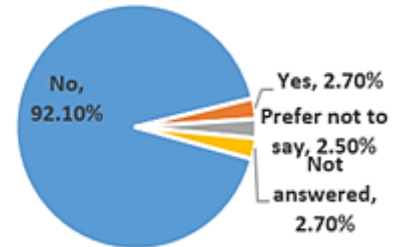
Equalities information

4.48. The Women's Safety in Public Places consultation received 1461 responses.

4.49. Of those responses, the overwhelming majority was from women (94%), most of whom were cis-gendered (92.1%)

4.50. Most respondents were aged 25-54 (72.3%)

4.51. The majority did not belong to a religion (68.5%)

4.52. Most people who responded stated that they are heterosexual/straight (70%)

4.53. Most respondents (62.8%) did not have caring responsibilities, but over a third (34.3%) cared for a child, a person with a disability or an older person. 4.6% were also a secondary carer.

4.54. Almost half (45.5%) of respondents had never married or been in a civil partnership, but a third (33.6%) were married and 1.4% were in a civil partnership.

4.55. The infographics on the following two pages summarise a breakdown on respondents' protected characteristics.
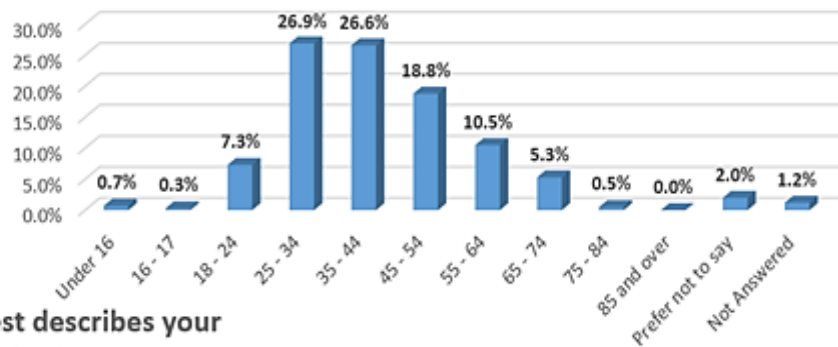
32

Respondents' Equality Information
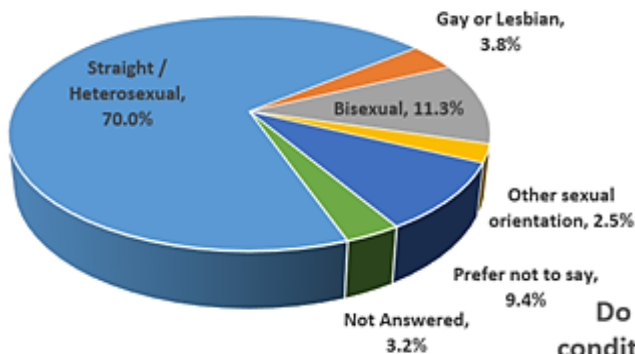
Percentage of respondents by sex

Female, 94%
Male, 3.10%
Prefer not to say 1.90%
Not answered, 1%

Do you consider yourself to be trans, or have a trans history?

No, 92.10%
Yes, 2.70%
Prefer not to say, 2.50%
Not answered, 2.70%

What is your age?

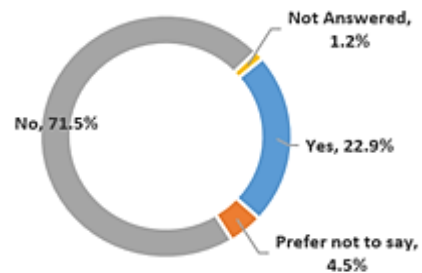| Age group	Percentage
Under 16	0.7%
16 - 17	0.3%
18 - 24	7.3%
25 - 34	26.9%
35 - 44	26.6%
45 - 54	18.8%
55 - 64	10.5%
65 - 74	5.3%
75 - 84	0.5%
85 and over	0.0%
Prefer not to say	2.0%
Not Answered	1.2%

Which of the following best describes your sexual orientation?

Straight / Heterosexual, 70.0%
Gay or Lesbian, 3.8%
Bisexual, 11.3%
Other sexual orientation, 2.5%
Prefer not to say, 9.4%
Not Answered, 3.2%

Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

Not Answered, 1.2%
No, 71.5%
Yes, 22.9%
Prefer not to say, 4.5%

33

Page 299

Respondents' Equality Information (continued)

Do you have caring responsibilities?

- Prefer not to say, 2.80%
- Not answered, 4.20%
- No, 62.80%
- Other, 34.30%
  - Primary carer of disabled child/children, 1.80%
  - Primary carer of disabled adult (18+), 1.90%
  - Primary carer of an older person (65+), 3.70%
  - Secondary carer, 4.60%
  - Primary carer of a child/children (under 18), 22.30%

What is your legal marital or registered civil partnership status?

- Never married and never registered in a civil partnership: 45.5%
- Married: 33.6%
- In a registered civil partnership: 1.4%
- Separated, but still legally married: 1.0%
- Separated, but still legally in a civil partnership: 0.1%
- Divorced: 5.3%
- Formerly in a civil partnership which is now legally dissolved: 0.1%
- Widowed: 1.4%
- Surviving partner from a civil partnership: 0.1%
- Prefer not to say: 8.2%
- Not Answered: 3.4%

What is your ethnicity?

- Did not respond: 1.7%
- Prefer not to say: 2.7%
- Other Ethnic Group: 0.3%
- Caribbean Background: 0.1%
- African, Scottish African or British African: 0.2%
- Other Asian Background: 0.3%
- Chinese, Scottish Chinese or British Chinese: 1.0%
- Indian, Scottish Indian or British Indian: 0.8%
- Pakistani, Scottish Pakistani or British Pakistani: 0.3%
- Mixed or multiple ethnic groups: 2.9%
- Other white ethnic group: 10.9%
- Polish: 1.4%
- Irish: 4.2%
- Other British: 19.2%
- Scottish: 54.1%

What religion, religious denomination or body do you belong to?

- None, 68.5%
- Chuch of Scotland, 6.9%
- Roman Catholic, 6.4%
- Other Christian, 3.7%
- Prefer Not to Say, 7.3%
- Not Answered, 3.2%
- Other (Muslim, Hindu, Buddhist, Sikh, Jewish, Pagan, Other), 4.0%

34

5. Focus Group Analysis

5.1   Beyond the consultation being available on the City of Edinburgh Council's consultation hub, an additional 6 focus groups were organised and run between 20-29 September.

5.2   Forty-eight participants were recruited to take part and 46 attended. Participants were selected citywide across a diverse range of protected characteristics. A quota was applied to include a quarter of the sample from ethnic minority groups and a quarter from areas classed high on the SIMD index. The final groups consisted of:
- One group for women aged 65 and over
- One group for younger women, aged 16-22
- One group for men
- Three generic groups for women with a range and spread of protected characteristics.

5.3   Four focus groups were run online via MS Teams and two were carried out in person.

5.4   Given the sensitive nature of the topic area, in addition to the facilitator a professional attended each group to provide emotional support to participants if required.

5.5   Participants were asked to complete a questionnaire after taking part to provide feedback on the focus group. Twenty-one participants completed the questionnaire and feedback suggests that the majority of participants found the focus group a positive experience, with 20 agreeing that this was a good way of engaging people on women's safety in public places. Further detail on this can be provided on request.

5.6   The aim of the focus groups was to make sure that people from seldom-heard groups were given the opportunity to be included in the consultation, and to elicit richer discussion around the various different aspects of women's safety in public places and what can be done to improve it.

Key findings from Focus Groups

5.7 *What makes people feel safe in public places?*

Good lighting, open and busy roads were key factors contributing to people feeling safe in pubic. Familiarity of a place and people, along with a sense of community also played a role. Police presence was a topic that arose in most groups. More specifically:

5.7.1. **Good Lighting and Road Layout:** All the female groups felt that well-lit streets and public spaces made them feel safe in their neighbourhood. The design of streets was also talked about in the female groups with bigger, wider streets making participants feel safer. The older female age group (65 and over) discussed feeling safer in areas that have good pavements without obstacles, such as potholes, cracks or additional cycle lane features.

- *"Centre of Edinburgh is well lit. I feel comfortable walking around"*
- *"[In] our neighbourhood when it gets dark, lights on front doors come on, you see that dotted along, spotlights in gardens, etc. I would be happy to walk through the road we live in. Lights help."*
- *"Well lit, widish pavements feel pretty good."*

> *"Down at the Shore, bit more cosmopolitan so don't tend to see kids. Upgraded streetlights have improved the area, it's brighter and safer."*

5.7.2. **Knowing the neighbours / Sense of community / Familiarity** – All groups, including the male group, highlighted that the familiarity of their neighbourhood made them feel safe. They would know which streets to best use when on their own and alternative routes they could use. The general sense was that knowing their neighbours and recognising people who lived in the area gave them a greater sense of security. If people had grown up in an area, they were more likely to feel safe in that area. In addition, the younger female participants (16–22-year-olds) felt that the neighbourhood watch scheme and the way new build houses allows neighbours to look out onto each other more easily, made them feel safe.

- o *"If I know it quite well and if one route doesn't feel good and I can go round a different route."*
- o *"Knowing your neighbours, knowing your street, knowing people that live in your street."*
- o *"I've lived there all of my life and I know people. You just feel safe. You know everyone or most folk. You wouldn't mind walking past people because you know them."*
- o *"Everyone knows each other quite well, it's been there for centuries so families been there for generations, makes me feel safe, like a village. Less traffic, know people."*
- o *"Think my own area, been here so long … known each other for years, receptive to new families."*
- o *"I think recognising faces as well like…cos I've just moved into my flat and like…when you move in somewhere in the first place, your kind of more like wary around you but when you start recognizing people and recognising streets and actually knowing like shortcuts or whatever you start to feel more comfortable and safer."*

5.7.3. **Other people around / busy roads** – Participants felt safe on busier roads with shops open and roads used frequently by cars, buses, and people. Some felt that having bus stops nearby and having a frequent bus service helped them feel safe. However, others said that there being many people around in certain areas at night sometimes had the opposite effect.

- o *"Feel assured because there's bodies."*
- o *"If I saw someone else walking in front of me… that makes me feel safer, rather than it just being an empty street and me just walking along."*
- o *"Roads that are used. Main road or with buses."*
- o *"Cars passing feel safe"*
- o *"Live quite near city centre, at weekend more buzz and prefer walking home when lots of people are out."*

5.7.4. **Police presence** – Female groups generally felt that seeing police officers walking about on the streets helps them feel safe. However, there was the perception that this does not happen now as much as it used to.   Some participants felt that having CCTV cameras around their neighbourhood made them feel safe. Yet, others were strongly against the use of CCTV cameras for privacy reasons.

- o *"Having police on the streets. We don't see that anymore. There is a sense that you can get away with things if it's not being monitored"*
- o *"Living close to a police station. They're doing patrols. Sometimes makes you feel safe"*

5.8 *What makes people feel less safe in public places?*

Dark, quiet streets and areas were identified as a major factor which made people feel less safe in a public place. The behaviour of other people also played an important role, including motorists, cyclists, and young people. Unfamiliarity would add to the feeling of being less safe for some. The restrictions and rules associated with Covid has also played a part over the past couple of years. On the contrary, some felt the lockdown boosted community spirit.

5.8.1. **Dark, quiet places** – The female groups highlighted that dark, narrow streets and dark areas/parks, particularly at night make them feel less safe. They discussed that places where there is a lack of/problem with streetlights makes them feel unsafe. Some female participants would avoid streets or areas which have overgrown hedges or a lot of vegetation which made it difficult to see, especially at night. Quiet streets/areas would also make females feel less safe. The younger female age group were particularly cautious of underpasses, the old railway paths or pavements which have temporary construction work where there are no quick exits to escape.

   o *"Tram station is very close and up until a certain point it's well lit, people about but then it gets quieter and darker. The road itself is quiet, no taxi rank, no people, I wouldn't walk down that road at night"*
   o *"Dark and quiet roads make it quite scary."*
   o *"Often problems with streetlights, …. feels different if darker, quieter."*
   o *"Lots of parked cars, dark, narrow pavement – less safe"*
   o *"Some streets quiet, no one there, disconcerting"*
   o *"Vegetation that makes it difficult for people to be seen"*
   o Places where there is construction/road works – paths are closed off, feeling of being *"enclosed".*

5.8.2. **Street design/layout** – The group with older people (aged 65 and over) felt that the new cycle lanes and features at the side of pavements were unsafe and caused accidents. It was difficult to see cyclists and walk beside/cross over these cycle lanes. The rubber strip that separates the lane was seen a safety hazard and had caused injury from tripping over them. They all felt that priority was given to cyclist over pedestrian safety on pavements. Yet, comments also highlight that there was perhaps a lack of understanding of the rational for the cycle lanes to encourage more people to cycle.

   o *"The amount of focus they've [The City of Edinburgh Council] given to cyclists in terms of lanes and places where only they can go is way out for the number of cyclists there are actually around."*

5.8.3. **Behaviour of motorists/cyclists** – the speed of some private cab drivers was brought up by the older age group (65 and over) as making them feel less safe. They also reported that some cyclists can be quite aggressive, don't always follow the rules and have caused accidents resulting in them feeling less safe. Electric scooters being ridden illegally on pavements were also seen as a major problem by this group. These are seen as issues throughout Edinburgh rather than anywhere specific. Groups highlighted that there was a major problem with motorbikes being stolen and ridden by young people in balaclavas. This terrified participants and appeared to be a citywide issue. They explained that if the young riders are not wearing helmets, police won't chase after them due to safety reasons.

- o *"Cyclists not using lights at night. If a motorist hits a cyclist, then it's the motorist fault."*
- o *"Cyclist knocking people over."*
- o *"Speed of Ubers/Private hire cabs driving round the town."*
- o *"Motorbikes/scooters. Scary as hell. They don't care"*
- o *"People riding bikes or scooters on the pavements. It's illegal. This is a problem everywhere in Edinburgh."*
- o *Motorbike theft – "they are scaring people and I can't even take my dog for a walk. The Police have attended but they cannot identify them, they are not allowed to chase them, so it continues."*

5.8.4. **Behaviour of others** –Participants, including males, felt that certain places can feel unsafe due to the way people behave in those areas. For example, Princes Street might feel safe for many during the day whilst it is busy, but at night some find the busyness less safe as people are more likely to be drunk or behaving antisocially. This is particularly the case around areas which have bars or clubs. If someone is seen loitering by themselves, it can make people feel unsafe to walk past them. The lack of police presence was mentioned by some as a factor making them feel less safe. Racism was also highlighted as a serious issue that persists in Edinburgh making them feel less safe.

- o *"If I go the other side (Queensferry Street) it's a different vibe – when I leave my home and go into the street there's bars and clubs – fine through the day – but as it gets darker, at weekends it gets quite raucous. 11pm – people been drinking quite a while – palpable danger. It doesn't feel easy. Cluster of nightlife, that alcohol encourages certain behaviour. Sick, fights and emergency vehicles."*
- o *"Not comfortable passing aggressive drunks – groups of drunk people are worse – you're aware they're unpredictable – I wouldn't feel intimated crowd coming out of the theatre, café etc."*
- o *"When I see someone by themselves not going anywhere and just loitering. Even if it's a woman sometimes. I'm scared to walk past them as you don't know who they're with and what they're planning. Especially near a park."*
- o *"It can be even worse if you are not originally from here…if you are a foreigner and you've lived in Edinburgh for so many years …racists still exist."*

5.8.5. **Groups of young people** – this was a recurring theme that arose across all groups. Groups of young people congregating in areas such as outside shops, bus stops or parks, intimidating and displaying antisocial behaviour made people feel less safe in their neighbourhood. The older female age group (aged 65 and over) felt that it was also a citywide problem on busses. They felt that providing young people with free bus passes has exacerbated this issue. Participants thought that being caught by the police or having a police presence does not seem to deter some young people nowadays as there does not appear to be any consequences. Some participants, including the male group, highlighted that it has put them off allowing their children to travel alone in their neighbourhood.

- o *"Not really a lot of places around here, take daughter to park – groups of youths congregating – intimidating, daughter would have to ask to use swings etc. Obviously, something lacking for them to do – therefore drinking in park, children see this."*
- o *"Gangs of people and young kids - drinking and hurling abuse. I know you're only 13 but when there's a big group of them what could you possibly do. It's a bit intimidating. Older kids (late teens) are even worse. I try to avoid them cause you never know what might happen. They want to cause trouble."*

38

- *"Kids aren't bothered even if police are about. It doesn't seem to be a deterrent for them nowadays."*
- *"Threatening behaviour. Knife and balaclava on. Threats of "I'll kill you"".*
- *"When you see a lot of youths on the street hanging around. Maybe they could be dispersed. Puts you off from going out. Don't want to come across them. Don't want to intimidate them. It's anytime of the day. "*
- *"Groups of young people on buses. I've actually got off a bus and waited on the next one because of this." The youths getting free bus passes now has encourage them to use them more and is causes more problems. Smoking, drugs, cheek on the bus. They're bored and nothing else to do and showing off to their friends."*
- *"Young people have nothing to lose, unlike older people with families – we tend to be more cautious about where we go etc. Look at a young teenage group the wrong way and they may shout or attack. You need to be careful with what you do (especially with your kids around you)."*
- *"I cycle with my son to Scouts. You can hear the kids before you see them – shouting, smoking etc. Wouldn't like my son to cycle himself, so go with him and pick him up."*

5.8.6. **Less of a community feel** – The male group discussed certain areas of Edinburgh feeling less community like and less safe. They highlighted that some areas, which can be just round the corner in their neighbourhood, can feel unsafe due to turnover of tenants, people coming and going, and a lack of ownership. One person explained that living in their neighbourhood requires a level of acting "tough" and "rough" so as not to attract any conflict. Groups felt less safe in areas which were not well kept or dirty (with litter or graffiti) and also, certain places which have a reputation for being unsafe at times, e.g. the Meadows at night.

- *"Once round the corner it feels like that's where they're housing problem people – can't get housed anywhere else, tend to not have a sense of community, don't have a sense of ownership, don't take care of their property or neighbourhood maybe because they don't feel secure or that they belong. Within that area as well there's a historical mentality that this is our area, if you live here you have to be tough, rough and ready and that creates a bit of a conflict."*
- *"Kids congregate at NRS and people down on their luck. Sheltered and quiet area so they gather. Highlights safe areas can be unsafe depending on who is there."*
- *"Quite a lot of council housing – turnover of tenants, people who are homeless, people coming and going, people in stairwell makes me feel unsafe."*
- *"If no one's on the lookout, if no one cares about picking up the rubbish, why would they care about if I got kidnapped?"*

5.8.7. **Unfamiliarity** – It was apparent that unfamiliarity of a place is likely to contribute to feeling less safe. Many female participants said that they wouldn't feel comfortable walking in an area that they did not know in the dark.

- *"I tend to walk everywhere, out at different concerts / shows but never personally feel unsafe in areas. Going further out, towards Royal Infirmary etc – even those areas that are less common for me, I still don't feel unsafe during the daytime but when it gets dark and younger 12–14-year-olds are gathering, seem lost in our society. Where is the control for them? I'd never have been allowed out at that time when I was their age."*

- o *"Prince's street would feel safe because it's really busy. But I wouldn't walk down your street as I don't know it."*
- o *"I wouldn't feel safe going to Leith or the shore. But that might be because I don't know the place so well so it's out of my comfort zone."*

5.8.8. **Covid** – Groups highlighted that Covid-19 restrictions and laws contributed to make them feel unsafe, such as the forced wearing of face makes meaning you could not see people's faces, lockdown and being questioned about why you were leaving your house. There was less of a community feel due to people not being allowed to meet or talk, "people keep themselves to themselves" and are still learning how to interact now. There was a perception that crime was a lot worse during covid. Contrary to this, one group felt that lockdown strengthen community relationships.

5.9 *Actions People take to feel safe*

The focus groups highlighted that people feel the need to be prepared to defend themselves and carry keys in their hand, or similar. Some chat on their phone if out and about alone, particularly at night. Female participants tend to let someone know where they are going so they'll know when to expect them. Additionally, people will plan their journey to avoid unnecessary risks. Some will make sure they travel home with a friend or get a taxi at night. Females will be conscious about what they wear if they have to walk home at night, e.g., trainers, hooded jacket. Male participants recognised that females feel they have to take more action than males when out and about alone and discussed some of the things they do to be considerate of women's feelings.

5.9.1. **Carrying an object for self-defense or to deter others** – Female participants talked about carrying something to defend themselves, e.g. keys in their hand, spray, pointy umbrella. Some of the participants carry personal alarms to deter against attacks, while others have them but never carry them or forget about them. One of the male participants also highlighted that he was taught by his mother to carry keys in his hand at night.

- o *"I bought one of these safety key chains for my 10 year old."*
- o *"Carry my keys, my umbrella – carry it like a club, weapon – makes me feel better."*
- o *"I walk a lot, have crutches (need to keep strength in legs) carry torch and whistle with me – so if I was attacked, I could raise awareness."*
- o *"Carry hairspray in bag."*

5.9.2. **Chatting to someone on mobile phone / having phone ready** – The female groups also discussed phoning a friend or family member while out alone. They felt this would act as a deterrent to unwanted behaviour or targeting. On the other hand, there was also the opinion that a phone would attract unwanted attention so they would put it away instead. Another mentioned they would have 999 dialled and ready to call if need be.

- o *"Mobile phone. If it's late, I'll phone my mum. It's like a deterrent. Pretending to be on the phone"*
- o *"Being on a call with someone, talking so people avoid me – less likely to bother someone on their phone"*
- o *"Putting my phone away as I think it attracts attention. Anything that's valuable, make sure it's hidden. It's the fear of mugging."*

5.9.3. **Letting someone know where they are going / Using a tracking app** – Female participants talked about letting friends or family know where they were going and when they'd expect to be back. A few also talked about sharing their location on mobile tracking apps, e.g. share my location, Life 360, Apple tags.

- o *"If I'm going out at night I say where I'm going and when I'll be back. So hopefully if I'm several hours late my husband might think there's something going on."*
- o *"I text friends and they text me when I'm home safely. So if I haven't received a text in a reasonable amount of time I would be alerted and vice versa."*
- o *"Find my iPhone tracking."*
- o *"One Scream app – connect to couple of people and you switch the app on, so if attacked then the app screams and your contacts are also alerted, sends location details etc. I've enabled it but never had to use it."*

5.9.4. **Planning journeys / Aware of surroundings / Avoiding unnecessary risks** – much of this discussion centred around avoiding unnecessary risks or using common sense. Participants, including some males, would plan their journey to ensure they are taking the safer route even if that means it is a longer route. For example, sticking to well-lit areas and main roads, avoiding unsafe short cuts, avoiding parks in the dark. The younger female group also talked about avoiding crowded areas with lots of men and knowing where escape routes are. However, mixing up routine was touched upon to avoid being targeted. One younger participant would use social media (Facebook Community Group) to keep up to date with the areas where there was active antisocial behaviour. Some talked about keeping their car door locked when in it. Having an awareness of who is around and crossing the road to avoid suspicious people or groups was also touched upon both by female and male groups. Female participants were more likely to avoid wearing headphones when out alone, especially at night. The male group recognised that females are likely to be more affected by this than men and men are perhaps, "privileged".

- o *"If I'm not aware of my location, I plan how to move around – conscious that things could happen so prepare myself for it"*
- o *"I wouldn't take any unnecessary risks. There are a few short cuts but if it's dark I wouldn't go there. Use your common sense as well."*
- o *"I wouldn't dream of going round a park on my own in the dark. Although sometimes you have no choice, if you miss a bus and you just start walking."*
- o *"Stick to well-lit areas even if it takes a bit longer" (Male participant)*
- o *"[People] will post [on the community Facebook page] when there is anti-social behaviour, so you know what areas to avoid. They post quite regularly so it's an active page"*
- o *"Before you get out of the car, you look left, you look right and if you don't feel safe, don't get out."*
- o *"In my neighbourhood, if I see someone I don't know, and they look shifty in any way, I'll avoid them."*
- o *"Avoid wearing headphones"*
- o *"Conscious of who is at the front of me and at the back, especially the back." (Male participant)*
- o *"I generally feel safe most places I go. If I do see large groups, I'd just cross the road to avoid the chance of anything happening." (Male participant)*
- o *"I tend to walk everywhere too, don't feel massively unsafe. Always listen to music, the only time I'll turn it down is if I'm coming up to a group of people. Realise it's a bit of a privilege to walk around wearing my headphones without*

worry when a lot of other people (especially girls) can't consider it." (Male participant)

5.9.5. **Wearing certain clothing** – Female participants in all age groups were conscious of what they wear when out and about alone. They would purposely wear flat shoes or trainers, rather than heels, so they could walk faster or in case they need to get away quickly. One person said, *"The clip clap of heels makes me feel a bit more vulnerable, rather than if I was stomping down in Doc Martins".* Another mentioned they would wear their "*hood up*" to avoid attention. Male participants were instead more conscious of valuables they were carrying. Other comments included:

- o *"If I think I'm going to be walking somewhere, I'd wear shoes where I could pick up the pace. I wouldn't wear heals where I would find it difficult to move away from a situation in. I think it just comes back to being sensible and using your common sense and thinking ahead."*
- o *"I wouldn't carry a bag in the evening, I wouldn't keep my phone in my jean pocket at the back, maybe use a dark pod rather than an air bud to make it less obvious what I have on me*."
- o *"What you wear. I would never walk back if I was wearing heals. I would only walk back if I was wearing trainers so I would know I could get away if I had to. Spare shoes after a night out. Doc martins".*

5.9.6. **Avoiding walking home alone** - Participants felt that safety in numbers was vital when out and about, particularly at night. Female participants would generally try and walk home with a friend at or get a taxi at night rather than walk home on their own. Others would choose to drive if they were going to be travelling back by themselves at night. Looking out for one another, particularly female friends, was considered important by both female and male participants. Participants would make sure their friends got a taxi home rather than walking home alone.

- o *"Safety in numbers – make sure we taxi together, never leave a friend out, if one wanted to go home then make sure they get in a taxi."*
- o *"From a young age, mum taught us never leave a friend, never walk alone"*
- o *"Get a taxi back if I was by myself with the kids at night."*
- o *"I do worry about my female friends leaving clubs at night etc. There have been a few attacks around here, so I try make sure they get a taxi or I'm more than happy to walk them home if they want me to."* (Male participant)

5.9.7. **Considerate of lone female walkers** – It was interesting to hear that most of the male participants were conscious of the safety concerns of lone female walkers. This was not only the case for women on their own but anyone on their own. Media reports have brought women's safety to the forefront in recent years. This, along with social media, has highlighted the perception of women when out and about alone in public places. Male participants talked about the steps they take to make women feel safer in their presence. For example, to avoid frightening them they would give women more personal space, cross the road rather than walk too closely behind them, or talk on their phone when passing.

- o *"Used to do a lot of late nights at uni library, leaving 3:00 or 4:00 in the morning, I'm quite a quick walker and usually catch up on people and I never really thought how that could affect other people. Then after Sarah Everard, I saw a lot of things*

42

on Twitter about what people can do to make other people feel safer in your presence. You know you're not a threat, but other people don't. Simple things like crossing the road or being on the phone, I've worked that into my routine. Seems obvious now but I hadn't really given it thought before. It was a similar story for a lot of my friends – it's about awareness." (Male participant)

o *"A lot more conscious about giving space to people. Maybe it's something that's dawned on men recently, how vulnerable some people are, how women feel compared to a man in that situation." (Male participant)*

o *"Seen myself on the phone just chatting to someone to show I'm not a threat as I pass people. More aware over the last two years since things that have been in the press." (Male participant)*

o *"Told by my mum years ago, if you're walking home after a few drinks and there's a girl ahead of you, don't let the girl get scared at all – just cross the road. Whoever it is, just give them space." (Male participant)*

o *"Somewhere like the meadows / the links, I'd give people space, it's dark etc. Also, not just for their protection but mine. You never know whose around you either – they could be the lunatic." (Male participant)*

5.9.8.   However, this opinion was not felt by all. In particular, one male participant said,

"I'd be more likely to cross the street if I felt threatened. Knowing that I'm not a threat to someone, why should I give space? I know for a fact I'm not a threat to them, I'll just pass them and go on my way."

He also explained that in his neighbourhood crossing the road because you're approaching someone could infer that you think they might be a threat to you and, therefore, be classed as rude. Interestingly, this view was challenged by other men in the group who stated that this is a small price to pay when considering how someone must feel when they believe that they are under threat.

5.10   Reporting an incident to the police/ seeking support from a specialist organisation

5.10.1. Perhaps unsurprisingly participants tended not to report incidents to the police if they did not think it was serious enough, e.g. catcalling, domestic argument. This might be because they did not think the police would take it seriously, there was a lack of police resource or lack of evidence to do anything about it.

5.10.2. Part of this stems from a perception people have built up of the police from others/the media and partly from other's more negative personal experiences. Some are frightened that they'll be blamed by police, some have a fear of retaliation, and some incidents are too traumatic to talk about and people want to forget.

5.10.3. There was a general sense that participants knew there were support organisations out there, however, not many participants were able to name any in particular. Participants made a number of suggestions which would urge people to report an incident or seek support, including sharing the outcome of incidents that are reported, understanding what can be reported and the process involved, and education.

43

5.11   *Factors that would encourage people to report an incident to the police/seek support from a specialist agency*

5.11.1. **Outcomes shared** - Groups felt that if they heard about successful outcomes of crimes that were reported this would encourage them to report future incidents to the police.

> o   *"Maybe if you hear stories of the person getting caught. You don't really get an update of what's happened. You don't have much trust in the police as you don't hear about the outcome."*
> o   *"If you heard about things that are getting done."*
> o   *"The feeling that at least you've done something, done your little bit."*

5.11.2. **Understanding of what should be reported** - Participants thought that it would be helpful to know the types of incidents that should and should not be reported to the police. It is not clear if certain incidents would be treated as "too petty". It would also help knowing where to report things if it's not an issue for the police and before it becomes an issue, e.g. broken streetlighting, disused needles, problems with neighbours. It is not always clear who deals with what.

> o   *"It would help people to know that they're not wasting police time"*
> o   *"Knowing that you're not wasting the police time and you're not reporting something that's too petty. Knowing where the line is or if it's going to be followed up."*

5.11.3. **Knowledge of the reporting process** – Participants thought that it would help to know the process involved when you report something. More clarity around how something can be reported would help. Also, what are the next steps after reporting something?

> o   *"Knowing the process would help. Do you phone and then do you have to go in for an interview? What actually happens. If I knew what was going to happen then I could outweigh over the stress of having to go in over what has happened."*

5.11.4. **Understanding the importance of being a role model** – It was felt important that people should report crimes, no matter how small they seem, as a good example to children. People should be encouraged to lead by example. Children will grow up knowing right from wrong.

> o   *"If you have children you need to teach them to step forward. For me personally, if I don't do all these things then my children will not do them too. For me, I feel I have to do this. Lead by example. If you have someone in your life to push you in the right direction."*

5.11.5. **Education** – One group talked about how school visits from community professionals, e.g. a doctor, police officer, fire officer, NHS professional, would help to educate and encourage children report crimes in future.

44

5.11.6. **Easier/Up-to-date way of reporting a crime** – One group talked about how it would be helpful to have a more modern way to report a crime rather than phoning, e.g. an app where you could pinpoint your location at the time and the incident. This might help show visually what's happening where. Another group suggested an easy access website to log issues and adding the severity level to help authorities monitor cases/incidents.

5.11.7. **Community police** – It was highlighted that having community police officers "*make a big difference*" when deciding whether to report an incident as there is a named person to go to. It is useful that they know the history. There appeared to be value in being able to go into police stations and report something face to face. However, it was noted that a lot of local police stations have now closed.

5.11.8. **Greater victim support/empathy from authorities** – The younger age group felt that if there was less questioning of the victim and more focus on perpetrators of crime this might encourage them to report incidents more.

5.12. *Areas for improvement*

5.12.1. There were many areas where participants thought action could be taken to improve women's safety in public places. Some of these included: educating both males and females from a young age, giving young people somewhere to go/something to do for free, improving public transport at night, having a greater police presence or community volunteers to help people get home safely.

5.12.2. More specifically, focus group participants expanded on the following:

5.12.3. **Education** – Both male and females should be educated at a young age on what is and is not appropriate. The younger age group thought that the "lad culture" misogynistic. It was felt that we should introduce 'consent' and how to respect others, women and the police at a young age. Schools could teach young people how it is not nice to be intimidated or bullied. This might influence the future culture.

5.12.4. **Give young people something to do/somewhere to go** – This was discussed at length by participants. The cost of living was raised as a barrier to families allowing their children to attend after school clubs or sports/leisure activities. "People can't afford it." The provision of free activities and places where young people can go would reduce a lot of the antisocial behaviour on streets.

- o *"In one of the parks some evenings there are groups of young people. They're 14, 15, 16 and they've got alcohol, smoking and doing all sorts, and the litter that they leave is horrible. It's probably because there's nowhere for them to go. Police presence and give them something to do to improve that. If we value them a bit more and give them a bit more responsibility. If people used there skills to teach them, e.g. cars, joinery, classes."*
- o *"Need to have places to go. If they had somewhere to go then that would take most of them off the streets. Although families can't afford to put them elsewhere. Free places to go, e.g. sports place or to play pool."*

5.12.5. **Parks designed for all ages of children and young people** – One person used Saughton Park as a good example of a park that is designed for older children and young people as well as

younger children. The skate park is a good feature - "*even if gangs are there you feel a lot safer*."

5.12.6. **Safe place where children can talk to someone** – One group talked about how it could be useful to have a safe place in schools where kids would be comfortable going to talk to someone about anything they wanted to. One person highlighted that young people aren't aware of support organisations or where they can go to speak to someone.

   o   *"Talking to younger people to see what's going on in their head."*

5.12.7. **Free travel for young people** – The older group thought it would reduce antisocial behaviour to restrict free travel for young people on busses at night. On the contrary, the younger age group believed that free bus travel for younger people should not have a cut-off time. This would make young people feel safer when out and about alone at night.

5.12.8. **More public transport at night to more areas** – Some suggested that more busses to make people feel safer travel alone at night would help. Participants also noticed a decline in taxis available at night since covid.

5.12.9. **Greater police presence / More power for police** – Participants felt that a greater police presence on the streets would help makes them feel safe. One person said "*there isn't any consequence for behaving like that*". Others thought that undercover police on the streets would also help. There was a feeling amongst groups that legislation needs to be changed or improved to allow the police to take action, e.g. against youths involved in antisocial behaviour.

   o   *"Police have to be given greater powers, they're so limited to what they could do"*

5.12.10. **Awareness raising** - Raising awareness of women's safety risks in public places, what can help and who you can go to for support would be valuable. Campaigns on bus stops and back of toilets would be useful. Using social media channels such as Ticktock to say "it's not ok" would reach young people. Make people more aware of the help they can get by the different support organisations.

   o   *"Unless people realise there is an issue, attitudes towards safety are never going to change. So people need to know some of the stats."*
   o   *"Drive more awareness around us – bring attention that things like this can happen – during this conversation it struck me how much **we** have to do to protect ourselves, conscious on how **we** need to keep us safe"*

5.12.11. **Community volunteers –** A couple of the groups talked about looking out for one another - perhaps, having community workers or volunteers on the streets or taking children to and from school to make sure they got there ok.

5.12.12. **Improve behaviour of cyclists –** Holding cyclists more accountable for their actions was raised in the older age group. The suggested issuing fines for cycling on pavements and introduce a bike registration system so cyclists can be tracked if committing traffic offences. Fines were also mentioned for people that rode electronic scooters on the pavements.

5.12.13. **Install more street cameras** – A couple of groups suggested cctv cameras would make them feel safer, as the police can't be around all the time. However, some people were

very against this idea for privacy reasons – "*It would feel like living in an oppressive organisation like Big Brother where everyone is watching*".

5.12.14. **Mobile apps** – The younger groups talked about creating more apps to help, e.g. to pair up with someone to walk home with, and emergency app that you can hit quickly in your pocket if you need help, or an app where you can report where and when incidents are happening and the police will be able to track live updates.

5.12.15. **Get more bars/clubs on board** – The younger age group suggested providing training for door staff and making more use of codes in pubs/clubs, e.g. "Ask Angela" at the bar so the staff can get people home safely.

5.12.16. **Other suggestions** to help make women feel safe in public places included:

- o Improve street lighting – Install energy efficient lights that come on as you walk along the street.
- o Safer street design – less bushes where you can see round corners.
- o Locking parks at night.
- o Emergency intercom system at bus stops in case someone needs help.
- o Do not allow children out of school grounds during the school day.
- o Improve cycle lane layout.

5.13. *Other Comments:*

5.13.1. It is important to note that a few of the participants wanted to ensure that we did not "demonise" Edinburgh by saying it's an "unsafe city". Some believed that there were particular people or sections of community that felt unsafe and that is where the focus should be. Some people questioned why females need to take action to feel safe when it is more than likely to be men causing women to feel unsafe,
- o *"why do I need to buy all these self-defense tools to feel safe because the guys don't want to stop doing what they're doing."*

5.13.2. There was also a general feel that this behaviour has been normalised. One person highlighted that it is not only women that are targeted or feel unsafe. We should be considering all people, including those with mental health issues:

- o *"My brother's got really bad mental health issues and he's got really long dreads and the amount of times I've had to pick him up and take him to A&E because he's been set upon…so it's not just a girl thing. The person I know who's experienced the most violence in this city is my brother because he looks different"*

5.13.3. Other comments touched on the social media culture. Although social media can help raise awareness and provide support, it was also seen by the younger age groups as an influential factor of antisocial behaviour amongst young people.

- o *"Social media has meant people can say what they want and easily erase themselves. There's no respect."*
- o *"Seeing things [antisocial behaviour] on TikTok has meant more kids being less frightened of repercussions."*

47

o *"Social media has made us more aware. People write about everything on social media and it goes viral. You assume that it's probably going to happen to you. A guy went viral for being aggressive in the street. Kids have been thinking it's fine and are lashing out copying the trend of the guy being aggressive. Younger kids are very influenced by what they see. TikTok especially, that's where all these trends start."*

6.   Analysis of Mapping Data

6.1   A large part of the Women's Safety in Public Places Consultation included asking people to pinpoint specific areas where they feel safe or unsafe on an interactive map.

6.2   This yielded excellent visual data to help us understand where in Edinburgh the Council is upholding people's feelings of safety, and where we need to focus our attention in order to improve feelings of safety.

6.3   This question yielded a large number of responses (each participant had the opportunity to identify three areas where they feel safe and a further three where they feel unsafe), the analysis of this data will be carried out in due course. Additionally, the information provided was highly sensitive on some occasions.

6.4   As a result, over the next few months likely into the spring of 2023, we will be analysing this information and deciding on the most appropriate format to communicate findings, as well as the implications these findings will have for future practice.

7.   Preliminary Analysis of Findings

7.1   This analysis has been titled 'preliminary' as it is only derived from the responses and written comments of respondents to the consultation. It does not include an analysis of the six focus groups, which will be carried out in due course and will be used to update the report.

7.2   The Women's Safety in Public Places consultation yielded responses from residents in a range of areas in Edinburgh, overwhelmingly women and girls. There was good representation from people with protected characteristics, as well as responses by people who do not live in Edinburgh but who travel or commute to Edinburgh.

7.3   Most respondents reported feeling very safe or fairly safe in their own neighbourhood overall, but the majority reported feeling at least little unsafe in their neighbourhood after dark.

7.4   The most determining factor that was highlighted as contributing to feeling safe or unsafe in any particular area was reported to be lighting- with good lighting helping people to feel safe, and poor lighting contributing to feeling unsafe.

7.5   The secondary contributing factor relates to the busyness of an area in terms of high footfall, the presence of shops and hospitality venues, active frontages on buildings, and a sense of community.

7.6 Unfortunately, this has also been linked to the potential for an area to feel unsafe: an area's busyness can also contribute to it feeling unsafe when there is public drinking and antisocial behaviour, particularly by men and by young people.

7.7 The overall condition of an area was also reported as playing a vital role to people's feelings of safety or lack of safety: cleanliness and good upkeep of public spaces was reported as demonstrating a sense of community, ownership and care of the area, leading to people creating positive associations with it. Conversely, littering, dog fouling and overall poor upkeep appears to create negative associations and a feeling of lack of safety in the area.

7.8 Design and planning features such as traffic, active travel options and green spaces were also highlighted as important factors to areas feeling safe, but less important than lighting, busyness or cleanliness and upkeep. Similarly, a lack of active frontages, businesses, public transport and active travel route availability contributed to people feeling unsafe in particular areas. This was particularly linked to respondents' feelings of safety or lack of safety in their own neighbourhoods, especially in relation to the use of public transport or active travel modes.

7.9 Where respondents identified feeling safe in an area, they overwhelmingly responded that they feel safe there all the time – both during the day and after dark. Similarly, areas that were highlighted as unsafe, were reported to feel unsafe all of the time.

7.10 Over 95% of respondents reported taking additional measures to ensure their safety in public places. Ideally, we would like to live in an Edinburgh where people can feel safe all of the time in all areas and where the need to take measures to ensure personal safety is unnecessary. However realistically, we know that this is unlikely to be the case.

7.11 Although many of the measures people take may well be common for people of all genders, some of the identified measures were heavily gendered, such as carrying a rape alarm and paying particular attention to one's appearance for fear of being targeted for violence, abuse or harassment.

7.12 These responses sadly highlight the perception that women are still considered responsible for their own safety and that if they are harassed, abused or otherwise subjected to violence, then they hold a responsibility for this.

7.13 As a Community Improvement Partnership, we take these responses to heart and appreciate both their origin but also the impact of such beliefs on women and girls. However, we also need to emphasise in the strongest possible words that harassment, abuse or violence against women and girls in any private or public space is the responsibility and choice of the perpetrator-and nothing that a woman or girl could have invited or prevented.

7.14 When asked whether they had experienced harassment, abuse or violence in a public place in Edinburgh, only 17.7% of respondents stated they have never experienced violence, harassment or abuse in a public place in Edinburgh. 76% reported that they had, but this percentage could be much higher, possibly up to 82.3% if we include all response options aside from the negative responses to this question.

7.15 Given that only 1,374 women responded to this question, it is safe to assume that this percentage could potentially be a lot higher, should the response rate have been higher.

49

7.16   Out of all respondents who experienced violence, harassment or abuse, 89% decided not to report it or to seek support from a specialist agency. For a number of reasons, 95% of respondents stated that they did not/would not report a crime to the police. These reasons included a lack of faith in responding, the reporting process in itself being traumatic, and most significantly, a lack of faith that anything would change as a result.

7.17   The infographic below summarises women's answers to the question of why they decided to report/not report violence, harassment or abuse to the Police or to seek support from specialist agencies, services and organisations. It also demonstrates how gender inequality and the continuum of violence against women contributes to the vicious cycle that enables violence against women and girls, misogyny and gender inequality to continue to thrive:

No reporting of harassment, violence or abuse, which leads to an underestimate of the extent of the problem

Underestimating the issue means that no resources, interventions or preventative actions are taken

Lack of prevention/ response enables the problem to continue and to escalate, ultimately upholding the status quo

The current status quo upholds gender inequality and enables violence against women and girls in all public and private spheres

Normalisation of violence against women and girls leads to internalised misogyny, lack of faith in responses and re-traumatisation

7.18   The responses to this consultation seem to imply that the elements that contribute to women's and girls' feelings of lack of safety can be attributed primarily to behavioural and cultural issues, as well as to environmental, infrastructure, planning and design issues.

7.19   Some of those issues, such as lighting, planning and design can be addressed in more straightforward ways through research, identifying best practice, and making adaptations to existing public spaces while also embedding women's safety in any future planning and design activities.

50

7.20   A number of issues relating to the ownership of public space in a way that feels like a community that is cared for and where everyone contributes to its maintenance and upkeep will require a longer time to address. This is because they will require a joint effort by public sector and voluntary sector organisations, as well as local investment.

7.21   The most challenging aspect of improving women's safety, is also the most worthwhile and the one that requires a long-term consistent and persistent multi-agency approach: changing rape culture, and the patriarchal structures that act as barriers to women reporting abuse and violence, accessing support services and ultimately justice.

7.22   The Women's Safety in Public Places Community Improvement Partnership understands that there will be interventions outside of our control on which we cannot affect change. For example, the extremely long waiting times when seeking justice following a sexual assault or rape are beyond the power of the Council or Police Scotland.

7.23   Further, we recognise that we are living in unprecedented times – the combined impact of Covid and Brexit with the impending energy and cost of living crises means that priorities have shifted. However, we must also bear in mind that these events will not only have a gendered impact with women and girls most disproportionately affected, but that they will likely also contribute to an increase in women feeling unsafe.

7.24   However, there is a key message in this consultation exercise: the majority of Edinburgh's population, women and girls comprising 51%, live in fear of using public spaces. Their human rights of equality of access to public spaces are denied by the embedded patriarchal structures that normalise and perpetuate male violence against women and girls, regardless of whether this means catcalling, physical abuse, assault, rape or murder.

7.25   The same majority of Edinburgh's population has further disclosed that they have lost faith in public services and struggle to access support and justice following an incident of public harassment, abuse or violence; they now accept that these as a 'part of life'.

7.26   Simultaneously, male violence and abuse against women and girls continues to go unchallenged, further embedding gender inequality in our society. Although we recognise that anyone who has experienced harassment, violence or abuse should be able to access support to help them through the experience, our focus should be on ensuring that such incidents do not repeat.

7.27   It is imperative that we listen to the majority of the population of Edinburgh and proactively challenge rape culture, while ensuring that anyone who has survived harassment, violence or abuse can access the support they need to recover from their traumatic experience. The Recommendations in Section 8 highlight possible ways in which we can achieve this.

8.   Preliminary Recommendations

8.1   The recommendations in this section are based on the analysis of responses currently available to us. Once focus group information has been analysed, this section may be updated to include further recommendations as a result. This is expected to be completed by the end of 2022.

8.2 The Women's Safety in Public Places Community Improvement Partnership would like to re-emphasise that, in order to improve women's safety when out and about in Edinburgh, there will be no quick or easy solutions. Redesigning buildings, parks, streets and neighbourhoods will help. However, we need to remember that harassment, abuse and violence against women stems from the abuse of male power and privilege and is a direct cause and consequence of deeply embedded gender inequality in society.

8.3 For women to be safe in public spaces, a concerted effort is required by a range of services, organisations, initiatives, as well as divisions within the Council. These need to coordinate improvement in the design of public spaces, as well as community revival, campaigning and direct interventions with men and young people.

8.4 The Women's Safety in Public Places Community Improvement Partnership further recognises that a number of the recommendations made in this section might contradict some of the Council's priorities and strategies, particularly those relating to the environment.

8.5 A relatively quick and 'easy' recommendation would be to review and adjust lighting levels across the city, particularly in areas where there is antisocial behaviour, or where we know women, girls and people with protected characteristics are most vulnerable.

8.6 This may be considered a challenge as it would increase power usage throughout the city and could impact on wildlife in certain rural areas and parks. However, this measure must also be counterbalanced against the impact on residents' wellbeing if it is not to be implemented.

8.7 Women have told us that to stay safe they avoid public transport and active travel, opting instead to use a private vehicle, public transport or not use public spaces at all. Both of these 'choices' will have a direct impact on the majority of the population's physical and mental health, as well as the environment.

8.8 Different departments of the council, including Policy and Insight, Licensing, Public Protection and Regulation should work together to address the collective responsibility of promoting women's and girls' safety both within and beyond the City of Edinburgh Council. For example, there needs to be an exploration of the responsibilities of hospitality venues and recommendations on what they can do to improve women's safety, especially in the nighttime economy.

8.9 Similarly, the Council and public transport stakeholders can work together to identify ways in which women's safety on public transport can be enhanced. The council already provides transport wardens on two taxi ranks in the city centre. There should be a consideration for similar resources to be made available outside the city centre, especially where bus and tram stops are located in quiet or poorly lit areas.

8.10 The City of Edinburgh Council can further invest in communications campaigns on three levels:

8.10.1 Efforts need to concentrate on addressing and challenging the abusive or violent behaviour of men and boys towards women and girls, both in public and private

52

spaces. Communication needs to be clear and direct and it must state that harassment, abuse or violence against women and girls is not acceptable and will not be tolerated.

8.10.2 Any targeted campaigning activity needs to be complemented by front-line work aimed at changing attitudes and behaviours, at reviving communities, embedding a local sense of ownership of public space and at engaging young people in productive activities that promote safety in public spaces.

8.10.3 Given the numbers of women who reported being uncertain as to where they could access support following an incident, the Council, Police Scotland and their partners further need to invest in communicating this information as widely as possible to the public. This information is currently available [on the City of Edinburgh Council's website](); however, consultation responses clearly indicated that this is not adequate and more needs to be done to raise awareness of support services.

8.11 The Council must consider the recruitment of a 'Night Czar', following the example of the City of London, or an individual in an equivalent capacity, whose role involves action planning around improving women's safety in public places and in the nighttime economy. This could follow the example of Police Scotland who have appointed a Women's Safety officer within their Prevention, Intervention and Partnerships team, and it would send a strong message that the Council takes women's and girls' safety very seriously.

8.12 Planning should take into consideration best practice recommendations for spatial design that supports and promotes women's and girls' safety and consequently the safety of people with a range of protected characteristics. This can be sourced from other parts of the UK and throughout Europe and beyond.

8.13 The Council should further embed the [Atkins 'Get Home Safe' report]() principles in all planning, design and community improvement activities. This is already underway in some areas, with the Atkins Women's Safety team actively participating in the George Street project for example.

8.14 Another recommendation would be for the Council to embed Women's Safety principles in all plans and business undertaken by the Council. To improve the safety of women and girls in Edinburgh, it is imperative that a gender analysis underpins all planning and decision-making processes to ensure that Edinburgh becomes 'safer by design', beyond the design of public spaces.

8.15 The Council must further embed the priorities of [Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls]() in all planning and decision making processes. The Vision of Equally Safe is 'a strong and flourishing Scotland where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse – and the attitudes that perpetuate it'. The strategy has four priorities which must be borne in mind when any decision or plan is considered that would impact the lives of citizens directly or indirectly.:

8.15.1 Scottish society embraces equality and mutual respect, and rejects all forms of violence against women and girls

53

8.15.2   Women and girls thrive as equal citizens – socially, culturally, economically and politically

8.15.3   Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people

8.15.4   Men desist from all forms of violence against women and girls, and perpetrators of such violence receive a robust and effective response

8.16   The Council must prioritise investing resources in improving public spaces for young people to ensure that their free time is spent constructively. Such resources could include physical spaces that are welcoming and appealing to young people, as well as the support of community and third sector initiatives primarily working with children and young people at risk of becoming involved with justice services.

8.17   There are numerous mentions of the hypervigilance women and girls experience in their daily life, as well as of the traumatic impact of harassment, assault or violence in public places. This is compounded by the traumatic nature of processes involved in reporting such incidents. We recommend that the City of Edinburgh Council, Police Scotland and the responses of all partners involved in public safety, community safety and violence against women and girls must be trauma informed. To this end, we would welcome a commitment from all partners to engage with the National Trauma Training Programme provided by NHS Education Scotland to improve interventions supporting survivors of harassment, abuse or violence.

8.18   Lastly, the Council should consider resourcing services and organisations concerned with community safety, public safety, and particularly safety in areas, situations and at times where we know the safety of women, girls and vulnerable people is more likely to be compromised. This could be for example in areas with a thriving nighttime economy, or areas where we know there is a higher frequency of antisocial behaviour.

8.19   In summary, it is critical for the Council and its public and third sector partners to enhance their work together to ensure that male harassment, abuse or violence in public spaces is prevented where possible, or otherwise disrupted and challenged. Simultaneously, those who have experienced harassment or abuse must feel confident in the knowledge that support is available to them and that they are able to access it when they are prepared to do so.

10.   Next Steps

9.1   As mentioned in previous sections, this is a preliminary report of findings from the analysis of the Women's Safety in Public Places Consultation.

9.2   There have been additional sections to this consultation which have not yet been analysed: the data collected from focus groups and from mapping the locations where respondents identified feeling safe or unsafe.

9.3   The unexpected delay to the analysis of focus group data has been due to unexpected staff absences. It is expected that this analysis can be updated and include this information by the middle of November 2022.

9.4   The mapping information provided in the consultation is expected to commence towards the end of 2022 and finalised by the spring of 2023. This is due to the sheer volume of information provided in the consultation, as well as the sensitive nature of some of the comments made, which will merit a discussion as to the best way to analyse and share this information with stakeholders and elected members.

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Policy and Sustainability Committee

Tuesday 1 November 2022, 10am

Diversity and Inclusion Strategy Update

Executive/routine	Executive
Wards	
Council Commitments	

1. Recommendations

1.1 Committee is recommended to note the progress being made in relation to the Diversity and Inclusion Strategy and Action Plan since it was approved on 1 October 2019.

1.2 Committee is recommended to approve the proposal to reconvene the Diversity and Inclusion Focus Group which has not met since prior to the recent election.

Richard Carr

Interim Executive Director of Resources

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Policy and Sustainability Committee

Diversity and Inclusion Strategy Update

2. Executive Summary

2.1 The Council's Diversity and Inclusion Strategy, which was developed and agreed by a focus group was approved at Policy and Sustainability Committee on 1st October 2019, with subsequent updates provided on 6th October 2020 and 5th October 2021 .

2.2 Since then, the prioritisation of focus and deliverables has been driven by the agreed strategic pillars and aligned outcomes.

2.3 For the third year running the Council have taken part in an independent benchmarking exercise using Employers Network for Equalities and Inclusion (ENEI) tool 'TIDE' (Talent, Inclusion and Diversity Inclusion) which ensures we evaluate and track progress and (re) prioritise actions as appropriate.

2.4 The work undertaken to encourage new starters and existing colleagues to disclose their personal equalities data has been shared in a case study for the Scottish Government's strategy document 'Addressing the Ethnicity Pay Gap: an anti-racist strategy'.

2.5 To note that Committee approved a ring-fenced budget of £100k for Diversity & Inclusion work in 2021/22. There is no ongoing budget provision beyond this specifically for D&I activity.

3. Background

3.1 The strategy and action plan approved by Policy and Sustainability Committee 1st October 2019, was developed by a focus group with membership of cross-party elected members, trade unions and representatives from our colleague networks .

3.2 Additionally, the strategy and action plan was reviewed by the Employers Network for Equalities and Inclusion (ENEI) and incorporate best practice advice and ideas from other external organisations including Close the Gap, Coalition for Racial Equality and Rights, COSLA, Scottish Councils Equalities Network and Edinburgh and Lothians Regional Equality Council.

3.3 Since then, the prioritisation of focus and deliverables has been driven by the three agreed strategic pillars and aligned outcomes:

- Developing our understanding
- Building an inclusive culture
- Attracting and retaining a diverse workforce.

3.3 We continue to evaluate delivery of the Strategy and Plan through participation in ENEI's independent benchmarking tool 'TIDE'.
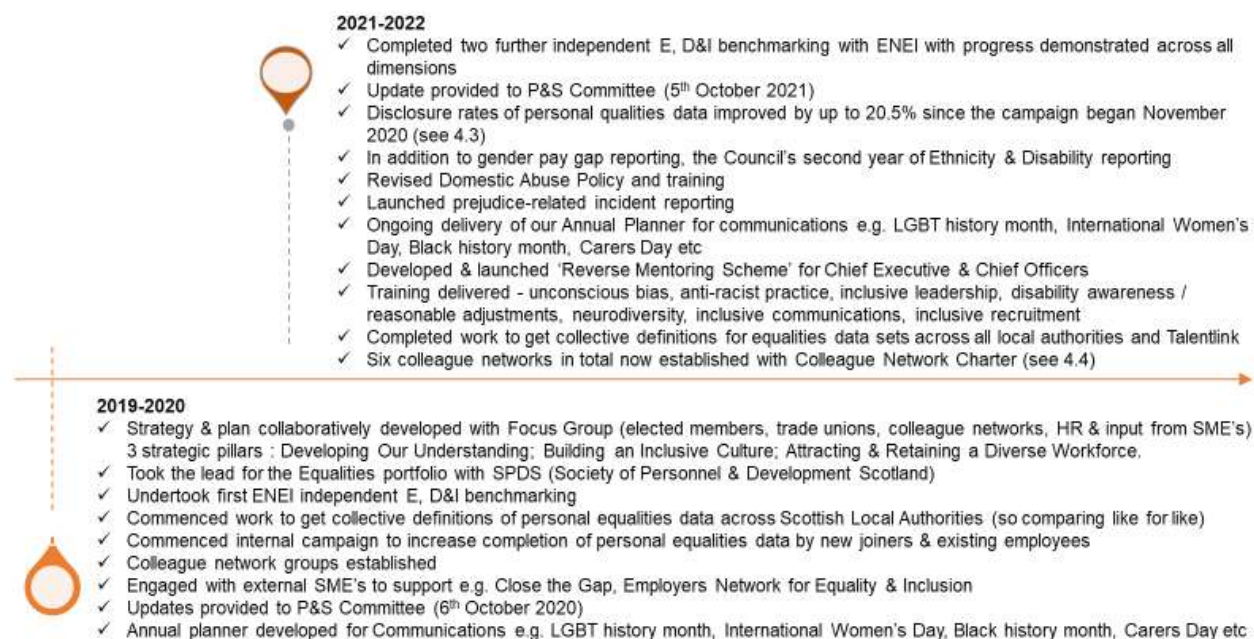
4.   Main report

4.1 The Council's Diversity and Inclusion Strategy sets out our commitment as an organisation to develop an inclusive culture and workplace; one which recognises and values the contribution that a diverse workforce makes. There are three strategic themes which inform the focus of our work.

STRATEGIC THEME	(1) Developing our understanding	(2) Building an inclusive culture	(3) Attracting & retaining a diverse workforce
Building blocks	Review & refresh our Learning & Development to strengthen our focus on D&I.	Engage & collaborate with key partners to help us identify areas for improvement.	Consolidate & analyse recruitment data. Report outputs & target action.
	Campaign to raise awareness & increase rates of equalities data collection.	Continue to promote & raise awareness of equalities issues.	Become an employer of choice for under-represented groups.
Ensure we meet our equal pay and pay gap reporting commitments			

4.2 Below are the key deliverables and progress which have been made in delivering our agreed strategy and outcomes:

Diversity & Inclusion Strategy & Plan – Key deliverables & progress

2021-2022
- ✓ Completed two further independent E, D&I benchmarking with ENEI with progress demonstrated across all dimensions
- ✓ Update provided to P&S Committee (5th October 2021)
- ✓ Disclosure rates of personal qualities data improved by up to 20.5% since the campaign began November 2020 (see 4.3)
- ✓ In addition to gender pay gap reporting, the Council's second year of Ethnicity & Disability reporting
- ✓ Revised Domestic Abuse Policy and training
- ✓ Launched prejudice-related incident reporting
- ✓ Ongoing delivery of our Annual Planner for communications e.g. LGBT history month, International Women's Day, Black history month, Carers Day etc
- ✓ Developed & launched 'Reverse Mentoring Scheme' for Chief Executive & Chief Officers
- ✓ Training delivered - unconscious bias, anti-racist practice, inclusive leadership, disability awareness / reasonable adjustments, neurodiversity, inclusive communications, inclusive recruitment
- ✓ Completed work to get collective definitions for equalities data sets across all local authorities and Talentlink
- ✓ Six colleague networks in total now established with Colleague Network Charter (see 4.4)

2019-2020
- ✓ Strategy & plan collaboratively developed with Focus Group (elected members, trade unions, colleague networks, HR & input from SME's). 3 strategic pillars : Developing Our Understanding; Building an Inclusive Culture; Attracting & Retaining a Diverse Workforce.
- ✓ Took the lead for the Equalities portfolio with SPDS (Society of Personnel & Development Scotland)
- ✓ Undertook first ENEI independent E, D&I benchmarking
- ✓ Commenced work to get collective definitions of personal equalities data across Scottish Local Authorities (so comparing like for like)
- ✓ Commenced internal campaign to increase completion of personal equalities data by new joiners & existing employees
- ✓ Colleague network groups established
- ✓ Engaged with external SME's to support e.g. Close the Gap, Employers Network for Equality & Inclusion
- ✓ Updates provided to P&S Committee (6th October 2020)
- ✓ Annual planner developed for Communications e.g. LGBT history month, International Women's Day, Black history month, Carers Day etc

4.3 A key priority has been focusing on building the understanding of the equalities profile of our workforce to better inform future action plans. We have campaigned extensively since November 2020 to encourage colleagues (permanent, fixed term, casual & supply) to update their equalities data and new starters to provide it (running at 100%):

Disclosure rate	Nov-20	Aug-22	Variance	Notes
Disability	77.4%	82.4%	+5%	*In Autumn 2020, we changed the equalities questions to mirror the revised Scottish Census. Most of our existing data mapped across easily with the exception of data around 'marital status' where there was no direct match for the category of 'single', therefore seeing a marked decline in the data we hold for marital status.
Marital status*	79.1%	52.4%	-26.7%	
Race	79.5%	84.9%	+5.4%	
Sex	100%	99.2%	-0.8%	
Gender reassignment	2.4%	23.4%	+21%	
Sexual orientation	11%	26.9%	15.9%	
Religion or belief	8.9%	25.5%	+16.6%	
Age	100%	100%	0%	** Relates to caring commitments.
Career status**	0%	20.5%	20.5%	

4.4 Six colleague networks have now been established demonstrating the valuable role such networks have in our organisation:

- SPARC – Long term health conditions and disabilities
- NEWS – Women
- PRIDE – LGBT+
- Black, Asian and Minority Ethnic Network
- Black and Minority Ethnic Equality Workers Forum
- Sustainability Network

4.5 We also now have a Colleague Network Charter which sets out the following guiding principles for operation for colleague networks:

- ✓ Empower colleagues to achieve their full potential by working to create an equal, inclusive and diverse workplace
- ✓ Celebrate the diversity of experience within the Council's workforce
- ✓ Contribute to positive changes inside and outside of the workplace
- ✓ Enable colleagues to connect where a shared interest exists
- ✓ Promote a greater understanding of the issues which impact colleagues from a diverse range of backgrounds and with different lived experience.

4.6 As of 1st April 2022, we have a full year view of the recruitment process, from an equalities perspective. We are analysing this data to help identify any trends or areas of potential bias (conscious or unconscious) to inform where resources may be most effectively targeted to increase the diversity of our workforce. We have looked at several potential technical solutions to help improve our inclusive language in recruitment materials and are engaging with social media technology which allows us to target potential candidates from under-represented groups e.g. minority ethnic (4% disclosed) and under the age of 21 years (0.6% of our workforce).

4.7 In May 2021, elected members agreed a budget of £100k to support the D&I work. We have focused on providing an enhanced and expanded range of learning and development opportunities for colleagues and managers to enable them to increase their awareness of diversity and inclusion related matters. Specifically, listed below is what the agreed budget has been spend on:

- Providing learning opportunities for colleagues in the following areas:
  - ✓ Unconscious bias
  - ✓ Anti-racist practice
  - ✓ Inclusive Leadership
  - ✓ Disability Awareness / Reasonable Adjustments
  - ✓ Neurodiversity
  - ✓ Inclusive Communications
  - ✓ Inclusive Recruitment
- Delivering sessions for 150 colleagues in partnership with the Human Library, designed to challenge unconscious bias by encouraging participants to examine their own preconceptions. At the sessions, 'readers' hear from living 'books' about their lived experience as an individual with a protected characteristic or other attribute which may make them subject to prejudice-based behaviour.
- A pilot of 'Active Bystander' training was rolled out in Place Directorate for colleagues from across the service including Parks and Greenspaces, Roads Services, Waste and Cleansing, Scientific Services. The sessions were delivered remotely as well as face-to-face for front-line colleagues with no access to IT. The sessions were very positively evaluated and will form part of our programme of awareness raising and encouragement to challenge unacceptable behaviour in line with our D&I Action Plan, our response to the Inquiry and Review and our Leadership Development Framework.
- Promotional video for use as part of recruitment activity in Planning and Building Standards, aimed at diversifying the candidate pool.
- Membership of Employers Network for Equalities and Inclusion who provide access to advice, consultancy and networking opportunities. Membership also includes access to a wide range of learning and development resources across all protected characteristics.
- Launched a reverse mentoring programme which will run for up to 18 months. The programme involves pairing up a mentee from the Council Leadership Team with a colleague from a minority ethnic background or a colleague with a disability or long-term health condition. The intention is to raise awareness among senior leaders of the direct lived experience of colleagues in the workplace. There are ongoing support groups in place for mentors to make the most of their observations and insight as we work through the process.

4.8 In partnership with Pinsent Mason we have designed a year-long programme of equalities, diversity and inclusion awareness raising. The programme has four key themes, one of which is aimed specifically at recruiting managers. All four themes are targeted first at the Wider Leadership Team then cascaded to the appropriate colleagues via My Learning Hub.

4.9 The ENEI benchmarking tool 'TIDE' (Talent, Inclusion and Diversity Evaluation) which we have now participated in for three years measures progress in eight areas:

 i. your workforce
 ii. strategy and plan
 iii. leadership and accountability
 iv. Attraction and recruitment
 v. training and development
 vi. other employment practices
 vii. communications and engagement
 viii. procurement.

See Appendix One for TIDE results 2020, 2021 and 2022.

4.10 We have made progress since 2020 in understanding the quantitative data, particularly in respect of our demographic profile, pay gap and recruitment and we continue to make steady progress against the TIDE measures. It is important now that we begin to better understand what it feels like to work in the City of Edinburgh Council for people from different backgrounds and to introduce qualitative measures that allow us to track our progress in the experience of our colleagues in areas of work such as securing promotions, development and accessing support as well as measuring the difference specific initiatives make to colleagues' working lives.

5. Next Steps

5.1 We will continue to use the three strategic themes of *developing our understanding*, *building an inclusive culture,* and *attracting and retaining a* diverse workforce.

Diversity & Inclusion Strategy & Plan – Next 12 months priorities

November 2022 – November 2023*

- ✓ Undertake consideration of engagement on membership of Stonewall (P&S decision October 2022)
- ✓ Ongoing delivery of Inquiry & Review recommendations & actions aligned to D&I agenda) e.g. policy, Speak Up Champions etc
- ✓ Roll out of agreed Organisational Behaviours
- ✓ Further benchmarking with ENEI
- ✓ Continue to support & develop Colleague Networks and 'Reverse Mentoring Scheme' for Chief Executive and Chief Officers
- ✓ Launch of new 360 feedback tool (aligned to 'Organisational Behaviours')
- ✓ Training – Mylearning hub, Active Bystander and Conscious Inclusion Hub
- ✓ Working with Scottish local authorities to agree standard approach to pay gap calculation and reporting
- ✓ Further promotion of agreed annual inclusion calendar
- ✓ Continue to work in partnership with diversity and inclusion specialists to review our approach to recruitment, data analysis and professional development including; the Council of Ethnic Minority Voluntary Sector Organisations; Coalition for Racial Equality and Rights; Edinburgh and Lothian Regional Equality Council and Inclusion Scotland
- ✓ Review of documentation including end to end recruitment & onboarding process with Inclusion Scotland, Concept Northern and Employers Network for Equalities and Inclusion
- ✓ Working with social media technologists to further improve recruitment presence/channels by roles (e.g. Planning & Building Standards) & by protected characteristics
- ✓ Review our approach to reasonable adjustments & Access to Work
- ✓ Develop further mechanisms to measure and evaluate impact of actions and deliverables
- ✓ Statutory review of Equal Pay Statement to be shared at P&S Committee

Year end 2023
- ✓ Commence evaluation of delivery against current Diversity & Inclusion Strategy and collaborative development of our next Strategy and Plan to inform D&I priorities

*Subject to request for £100k budget

6. Financial impact

6.1   To note that a budget of £100k was agreed at Committee for 2021/22 in relation to Diversity and Inclusion spend. There is no further budget provision beyond this provision specifically for Diversity and Inclusion work.

7. Stakeholder/Community Impact

7.1   Extensive engagement continues with internal and external stakeholders including trade unions, elected members, colleagues, specialist external organisations, local and national government bodies and colleague networks.

8. Background reading/external references

8.1   Link to Diversity and Strategy and Plan – 1st October 2019
8.2   Link to Committee updates –   6th October 2020
8.3   Link to Committee updates - 5th October 2021

9. Appendices

9.1   Employers Network for Inclusion and Equality (ENEI) results from independent benchmarking using TIDE tool across:
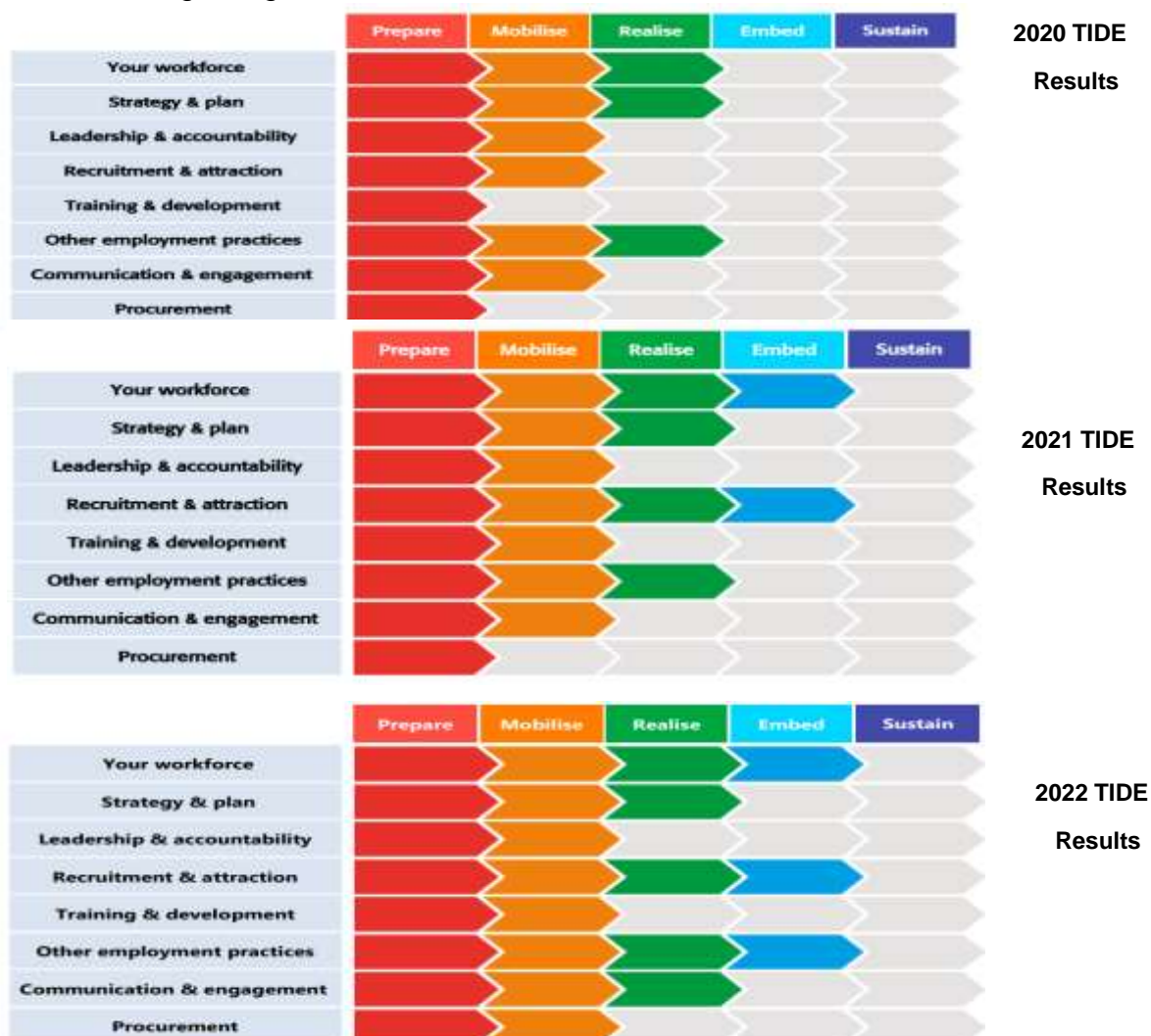
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Policy and Sustainability Committee

10:00am, Tuesday, 1 November 2022

Policies – Assurance Statement – Legal and Assurance

Item number	
Executive/Routine	Routine
Wards	
Council Commitments	

1. Recommendations

1.1 To note the update in relation to the Council policies detailed in this report and that work is ongoing to update some of the policies to ensure that they reflect current legislative requirements and best practice and are fit for purpose.

Richard Carr
Interim Executive Director of Corporate Services

Contact: Nick Smith, Service Director: Legal and Assurance / Council Monitoring Officer
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Report

Policies – Assurance Statement – Legal and Assurance

2. Executive Summary

2.1 To ensure that Council policies reflect current legislative requirements and best practice, all Council directorates and policy owners are required to review their policies on an annual basis.

2.2 A number of policies owned by Legal and Assurance are presently under review.

3. Background

3.1 Council policies are key governance tools. Developing, implementing and following these policies helps to achieve the Council's vision, values, pledges and outcomes. They are critical to the Council's operations and compliance with the policies ensures that statutory and regulatory obligations are met in an efficient and accountable manner.

3.2 To strengthen governance arrangements in this area, a policy framework has been developed to ensure that all Council policies are easily accessible and are created and renewed in a consistent manner and to an appropriate standard. This includes the development of a comprehensive register of Council policies and the introduction of a policy template to provide the Council with a standardised format in terms of content and style.

3.3 The then Corporate Policy and Strategy Committee agreed the approach detailed above on 3 September 2013.

4. Main report

4.1 A critical element of the policy framework is to ensure that all Council policies remain fit for purpose. This requires each directorate and policy owner to review, on an annual (or other agreed period) basis, all policies relevant to their services and to provide the necessary level of assurance that these policies are current and relevant or make the required changes to the policies.

4.2   Legal and Assurance are responsible for the following Council policies:

    4.2.1   Health and Safety Policy;
    4.2.2   Smoke Free Policy;
    4.2.3   Asbestos Policy;
    4.2.4   Fire Safety Policy;
    4.2.5   Water Safety Policy;
    4.2.6   Enterprise Risk Management Policy;
    4.2.7   Risk Appetite Statement;
    4.2.8   Internal Audit Charter;
    4.2.9   Civic Hospitality Policy;
    4.2.10 Corporate Complaints Policy;
    4.2.11 Information Governance Policy;
    4.2.12 Managing Customer Contact in a Fair and Positive Way Policy; and,
    4.2.13 Whistleblowing Policy.

4.3   The current status of each of these policies is set out in the table below:

Policy	Status
Health and Safety Policy	Presented to Policy and Sustainability Committee on 1 December 2020, to be reviewed December 2023 unless any legislative changes before that date.
Smoke Free Policy	Presented to Policy and Sustainability Committee on 1 December 2020, to be reviewed December 2023 unless any legislative changes before that date.
Asbestos Policy	Presented to Policy and Sustainability Committee on 5 October 2021, to be reviewed October 2024 unless any legislative changes before that date.
Fire Safety Policy	Presented to Policy and Sustainability Committee on 10 June 2021, to be reviewed June 2024 unless any legislative changes before that date.
Water Safety Policy	Presented to Policy and Sustainability Committee on 10 June 2021, to be reviewed June 2024 unless any legislative changes before that date.
Enterprise Risk Management Policy	Presented to Policy and Sustainability Committee on 30 November 2021. Currently under review and will be presented to Policy and Sustainability Committee in early 2023.
Risk Appetite Statement	Presented to Policy and Sustainability Committee on 30 November 2021. Currently under review and will be presented to Policy and Sustainability Committee in early 2023.

Policy and Sustainability Committee – 1 November 2022

Internal Audit Charter	Presented to Governance, Risk and Best Value Committee on 8 March 2022, to be reviewed in March 2023.
Civic Hospitality Policy	Presented to Policy and Sustainability Committee on 23 February 2021, reviewed in February 2022 and no changes, to be reviewed in February 2023.
Corporate Complaints Policy	Presented to Policy and Sustainability Committee on 23 February 2021, reviewed in February 2022 and no changes, to be reviewed in February 2023.
Information Governance Unit Policy	Presented to Policy and Sustainability Committee on 23 February 2021, reviewed in February 2022 and minor change to reflect new legislation, to be reviewed in February 2023
Managing Customer Contact in a Fair and Positive Way Policy	Presented to Policy and Sustainability Committee on 23 February 2021, reviewed in February 2022 and no changes, to be reviewed in February 2023.
Whistleblowing Policy	Presented to Policy and Sustainability Committee on 23 May 2019. Further review was suspended pending completion of Pinsent Masons' independent review. A draft of the new whistleblowing policy has been prepared with input from Pinsent Masons to ensure that it complies with the findings of their earlier independent review and will be shared with trade union colleagues. Following conclusion of engagement with the trade unions, an updated version of the new whistleblowing policy will be submitted to Committee in early 2023.

4.4   All Council policies are available through an interactive directory on the Council's website.

5.   Next Steps

5.1   These policies will continue to be reviewed on an ongoing basis to ensure that they remain fit for purpose.

6.   Financial impact

6.1   There are no direct financial impacts as a result of this report.

7. Stakeholder/Community Impact

7.1 Consultation will be undertaken, where appropriate, with recognised trades unions as part of the Council's Working Together Protocol and local collective consultation arrangements.

8. Background reading/external references

8.1 [Corporate Policy and Strategy Committee Report 3 September 2013 – Review of Council Policy.](#)

8.2 [Governance, Risk and Best Value Committee Report 22 May 2014 – Review of Council Policy: up-date.](#)

9. Appendices

9.1 Appendix 1 –Detail on the relevant Policies

Title:	Council Health and Safety Policy
Approval date:	Policy and Sustainability Committee 1 December 2020
Approval body:	Policy and Sustainability Committee
Review process:	3 Years or before if legislation requires

Title:	Smoke Free Policy
Approval date:	Policy and Sustainability Committee 1 December 2020
Approval body:	Policy and Sustainability Committee
Review process:	3 Years or before if legislation requires

Title:	Council Asbestos Policy
Approval date:	Policy and Sustainability Committee 5 October 2021
Approval body:	Policy and Sustainability Committee
Review process:	3 Years or before if legislation requires

Title:	Council Fire Safety Policy
Approval date:	Policy and Sustainability Committee 10 June 2021
Approval body:	Policy and Sustainability Committee
Review process:	3 Years or before if legislation requires

Title:	Council Water Safety Policy
Approval date:	Policy and Sustainability Committee 10 June 2021
Approval body:	Policy and Sustainability Committee
Review process:	3 Years or before if legislation requires

Title:	Risk Appetite Statement
Approval date	Policy and Sustainability Committee 30 November 2021
Approval body:	Policy and Sustainability Committee
Review process:	Annual

Title:	Enterprise Risk Management Policy
Approval date	Policy and Sustainability Committee 30 November 2021
Approval body:	Policy and Sustainability Committee
Review process:	Annual

Title:	Internal Audit Charter
Approval date	Governance, Risk and Best Value Committee 8 March 2022
Approval body:	Governance, Risk and Best Value Committee
Review process:	Annual

Title:	Civic Hospitality Policy
Approval date	Policy and Sustainability Committee 23 February 2021
Approval body:	Policy and Sustainability Committee
Review process:	Annual (no changes in 2022)

Title:	Information Governance Policy
Approval date	Policy and Sustainability Committee 23 February 2021
Approval body:	Policy and Sustainability Committee
Review process:	Annual

Title:	Managing customer contact in a fair and positive way
Approval date	Policy and Sustainability Committee 23 February 2021
Approval body:	Policy and Sustainability Committee
Review process:	Annual

Title:	Corporate Complaints Policy
Approval date	Policy and Sustainability Committee 23 February 2021
Approval body:	Policy and Sustainability Committee
Review process:	Annual

Title:	Whistleblowing Policy
Approval date	Finance and Resources Committee 23 May 2019
Approval body:	Finance and Resources Committee
Review process:	Annual

Policy and Sustainability Committee

10:00am, Tuesday, 1 November 2022

Policy Assurance Statement – Customer Services

Executive/routine
Wards
Council Commitments

1. Recommendations

1.1 To note that Council policies detailed in this report have been reviewed and are considered to reflect current legislative requirements and best practice and therefore remain fit for purpose.

Richard Carr

Interim Executive Director of Corporate Services

Contact: Nicola Harvey, Service Director, Customer and Digital Services

E-mail: nicola.harvey@edinburgh.gov.uk

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Report

Policy Assurance Statement – Customer Services

2. Executive Summary

2.1 To ensure that Council policies reflect current legislation, best practice and remain fit for purpose, they are required to be reviewed on an annual basis.

2.2 This report provides an assurance update on key policies within Customer Services, part of the Customer and Digital Services Division in Corporate Services. The report encompasses: Corporate Debt Policy, Discretionary Housing Payments Policy, Council Tax Policies (second homes and empty properties) and Non-Domestic Rates Policy (Discretionary Relief).

3. Background

3.1 Council policies are key governance tools. They help realise the Council's vision, values, pledges and outcomes, and are critical to the Council's operations, ensuring the statutory and regulatory obligations are met in an efficient and accountable manner.

3.2 To strengthen governance arrangements a policy framework has been developed to ensure that all current Council policies are easily accessible, and are created, revised and renewed in a consistent manner and to an agreed standard.

4. Main report

4.1 The Council's policy framework exists to ensure that all Council policies are fit for purpose. This requires each directorate to review, on an annual basis, policies relevant to their services and to provide the necessary level of assurance.

4.2 This report confirms that the policies listed in the appendix have been reviewed by senior management and are considered fit for purpose. No material changes have been made to the policies detailed in this report, however, some minor adjustments have been made to ensure on-going accuracy (for example changes in legislation). These changes are detailed in the following section.

4.3 Consistent with all Council policies, the latest versions of the Customer Services policies are available on the Council website.

5. Next Steps

5.1 These policies will be reviewed on an ongoing basis, including a formal annual review to ensure they remain fit for purpose.

5.2 Policies must be current to ensure the efficient administration of relevant activities and this action is detailed in the Customer Services risk register.

6. Financial impact

6.1 There are no direct financial impacts because of this report.

7. Stakeholder/Community Impact

7.1 Consultation was undertaken with relevant stakeholders when developing the initial policies. The Directorates was also engaged in the development of the Council's policy framework.

8. Background reading/external references

8.1 Policy and Sustainability Committee Report 10 November 2020 – Policy Assurance Statement – Customer

8.2 Policy and Sustainability Committee Report 30 November 2021 – Policy Assurance Statement – Customer Services

9. Appendices

Appendix 1 – Policies

Appendix 1 – Policies

Policy title:	Corporate Debt Policy
Approval date:	3 September 2013 (Original approval with subsequent amendments)
Approval body:	Corporate Policy and Strategy Committee
Review process:	Annual review by Head of Service taking account of changes in legislation, regulations and wider policy initiatives.
Change details:	No material changes in last 12 months, however minor updates relating to current Court costs/fees and recovery timetables (changes approved at F&R committee). The current policy was reviewed by officers and members of the Poverty Commission and remains fit for purpose.

Procedure title:	Discretionary Housing Payments Procedure
Approval date:	6 December 2016 (Original approval)
Approval body:	Corporate Policy and Strategy Committee
Review process:	Annual review by Head of Service taking account of changes in legislation, regulations and wider policy initiatives.
Change details:	No changes in last 12 months, policy remains fit for purpose.

Procedure title:	Council Tax Empty Properties Procedure
Approval date:	29 October 2015 (Original approval)
Approval body:	Finance and Resources Committee
Review process:	Annual review by Head of Service taking account of changes in legislation.
Change details:	No material changes in last 12 months, with one procedural change to include additional discretion of 50% relief for long term empty properties, to be used in exceptional circumstances only and subject to senior manager review. The policy remains fit for purpose.

Procedure title:	Council Tax Procedure for Second Homes
Approval date:	9 February 2017
Approval body:	City of Edinburgh Council
Review process:	Annual review by Head of Service taking account of changes in legislation, regulations and wider policy initiatives.
Change details:	No change in last 12 months and policy remains fit for purpose.

Procedure title:	NDR Discretionary Rating Relief
Approval date:	22 January 2013
Approval body:	Corporate Policy and Strategy Committee

Review process:	Annual review by Head of Service taking account of changes in legislation, regulations and wider policy initiatives.
Change details:	No changes to the current policy. NB Empty Property Relief has been devolved by Scottish Government to Local Authorities from 1 April 2023. A new policy will be presented for Committee approval in 2023, following confirmation from the Scottish Government of relevant funding envelope.

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Policy and Sustainability Committee

10:00am, Tuesday, 1 November 2022

Chief Social Work Officer Annual Report 2020-2021

Executive/routine
Wards
Council Commitments

1.   Recommendations

It is recommended that Policy and Sustainability Committee:

1.1   Notes the Chief Social Work Officer's (CSWO) Annual Report for 2021/22 attached at Appendix 1.

Jackie Irvine

Chief Social Work Officer and Service Director for Children's and Criminal Justice Services

E-mail: Jackie.Irvine@edinburgh.gov.uk | Tel: 0131 553 8250

Report

Chief Social Work Officer Annual Report 2021-2022

2.   Executive Summary

2.1   The CSWO is required to produce an annual report. The format changed some years ago, when local authorities were asked to use a template devised by the Chief Social Work Adviser to the Scottish Government to ensure consistency across Scotland in annual report submissions. Due to the Covid-19 pandemic, this format has once more been altered to reflect the challenges that the pandemic has brought to social work delivery across Scotland.

3.   Background

3.1   This is the fourth and final report written by the Chief Social Work Officer, Jackie Irvine, since coming into post in July 2018. Jackie Irvine has now left the Council to take up another post and the CSWO will require to be recruited to, particularly given that every Council is expected through Legislation and regulation to have a statutory CSWO.

4.   Main report

4.1   The CSWO annual report provides a broad outline of some of the key issues facing social work and social care in Edinburgh. It includes data on statutory services, areas of decision making and sets out the main developments, challenges and performance.

4.2   The report includes an update on finance, service quality, delivery of statutory functions, workforce planning, development and performance across social work service delivery across the Council and HSCP.

4.3   Included in the report is a range of performance data and some of the key social work indicators are set out. This information complements, rather than replicates the detailed performance and budget information on all social work and social care services most of which has already been presented to Committee, Council, and the Integrated Joint Board (IJB).

4.4   Appendix 2 of the report acts as the required annual report to elected members on the operation of the statutory social work complaints process.

4.5   The report highlights the impact that Covid-19 has had upon Edinburgh's population and its social work, social care, and public protection services, as well as indicating how the pandemic has affected and contributed to even greater levels of need and vulnerability for people living in the city.

4.5   The report also highlights the impact that is likely to be expected across our communities with the increased cost of living challenges. This is almost certainly going to further increase demand for social work services across the Council and Health and Social Work Partnership.

5.   Next Steps

5.1   The report will be submitted to the Scottish Government as required, for their consideration

5.2   It will contribute to the overview report produced by the Office of the Chef Social Work Advisor for the government which will be produced next year..

6.   Financial impact

6.1   This report is an overview of strategic and operational social work matters covering the areas of Children's, Adult's and Community Justice based social work. There is no financial impact from this report, which will not have already been considered through existing Council Committees or the Integrated Joint Board.

7.   Stakeholder/Community Impact

7.1   All social work services have the expectation to engage the participation of those citizens who require the support and assistance of those services. Each Departmental area has existing mechanisms in place to address stakeholder and community impact.

8.   Background reading/external references

8.1   There are no required background papers.

9.   Appendices

9.1   Appendix 1 - Chief Social Worker Officer's Report 2021-2022.

3

THE CITY OF EDINBURGH COUNCIL

CHIEF SOCIAL WORK OFFICER'S ANNUAL REPORT

APRIL 2021 – MARCH 2022

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1

GLOSSARY

AWIA	Adults with Incapacity Act
CJOIP	Community Justice Outcomes Improvement Plan
CJSW	Criminal Justice Social Work
CPO	Community Payback Order
CSWO	Chief Social Work Officer
CTO	Compulsory Treatment Order
DALAG	Domestic Abuse Local Action Group
DTTO	Drug Testing and Treatment Order
EADP	Edinburgh Alcohol and Drugs Partnership
EDO	Emergency Detention Order
EHSCP	Edinburgh Health and Social Care Partnership
EIJB	Edinburgh Integrated Joint Board
ELPF	Edinburgh Local Practitioner Forum
EMORS	Edinburgh and Midlothian Offender Recovery Service
ESEC	Equally Safe Edinburgh Committee
FGDM	Family Group Decision Making
GIRFEC	Getting It Right For Every Child
IRD	Inter-Agency Referral Discussion
LOG	Locality Operational Group
LSI	Large Scale Investigation
MAPE	Multi-Agency Practice Evaluations
MAPPA	Multi-Agency Public Protection Arrangements
MHA	Mental Health Act
MHO	Mental Health Officer
QAO	Quality Assurance Officer
SSSC	Scottish Social Services Council
STDO	Short-term Detention Order
TCAC	Through Care and After Care
TIC	Trauma Informed Care

CONTENTS PAGE

FOREWORD/INTRODUCTION

It is my pleasure to provide my fourth and final Chief Social Work Officer's report in respect of the City of Edinburgh Council since coming into post in July 2018. As of September 2022, I move onto the Care Inspectorate as their Chief Executive. I have thoroughly enjoyed my time in Edinburgh and have been struck by colleague's commitment, integrity, and determination to provide excellent social work services. There have certainly been many challenges along the way, yet this is what the task of social work is at its essence – managing and mitigating the competing demands, expectations and risks associated with living in the modern world.

I would like to acknowledge all the colleagues who have supported the production of this report and the associated relevant material for inclusion. It should be noted that a lot of the performance and service development information within this report has been reported elsewhere and that my report is intended to draw together already existing information to form an overview of the quality of social work practice in the city. It also contains new and emerging information and concludes with a look to the future of Social Work and potential challenges going forward.

The requirement for each Council to have a Chief Social Work Officer (CSWO) was initially set out in the Social Work (Scotland) Act 1968 and further supported by Section 45 of the Local Government etc (Scotland) Act 1994. The role of the CSWO is to provide professional governance, leadership, and accountability for the delivery of social work services, not only those provided directly by the Council or from within the integrated Health and Social Care Partnership (HSCP), but also those commissioned or purchased from the voluntary and private sector. Social work services are delivered within a framework of statutory duties and powers and are required to meet national standards and provide best value.

The purpose of this report is to provide Council with information on the statutory work delivered through the various social work services of the Council during the period 1 April 2021 to 31 March 2022 as well as the associated challenges within the context of the current climate within public services.

As we move into 2022/23, we are increasingly concerned about the impact that the rising cost of living will have on the families and individuals that we support, and this is in addition to the poverty that already affects our citizens and communities.

This report will be posted on the Council website and will be shared with the Chief Social Work Advisor to the Scottish Government.

Jackie Irvine
Chief Social Work Officer
Service Director of Children and Families and Criminal Justice Services.
August 2022

GOVERNANCE AND ACCOUNTABILITY

Edinburgh has in place a range of governance arrangements to provide scrutiny and assurance to all areas of social work. (Appendix 1).

For all areas of Public Protection, the Chief Officers' Group provides oversight, assurance, and governance to the range of committees and partnerships addressing public protection issues.

The Chief Officers' group is chaired by the Council's Chief Executive and has representation from all the key partners as well as the chairs of the public protection groups, Child Protection Committee, Adult Protection Committee, Offender Management Group, Equally Safe Edinburgh Committee and the Alcohol and Drug Partnership.

In addition, the Chief Social Work Officer sits on the Multi-Agency Public Protection Arrangements (MAPPA) Strategic Oversight Group (SOG), for Edinburgh, the Lothians, and Borders Local Authority areas. The MAPPA SOG provides governance and oversight for the management of high-risk offenders across the five Local Authority areas.

Adult social work services are provided as part of the integrated Edinburgh Health and Social Care Partnership (EHSCP) which is governed through the Integration Joint Board (IJB). The IJB in Edinburgh has re-organised its reporting structure, and now has five sub-committees also providing governance. The CSWO in Edinburgh sits as a non-voting member and professional advisor to the IJB, as well as a member of the Clinical and Care Governance Committee.

The EHSCP reports to the two parent bodies of the Council and NHS Lothian, and as such there are reporting lines into each of these bodies for the purpose of reporting and seeking approval for certain features of its business. This includes the NHS Lothian Healthcare Governance committee and to several of the Committees within the Council. This provides good visibility across the Council of the progress, as well as challenges experienced, by the EHSCP in delivering on its key objectives.

Children's social work services are not integrated in Edinburgh, with no formalised inclusion into the EHSCP. The governance and reporting arrangements for children's services is through the Children's Services Partnership, through the Community Planning Partnership as well as the Education, Children and Families Committee. Edinburgh Children's Partnership is a governance arrangement linking; Council, NHS, Police and third sector agencies.

The Children's Partnership has four clear plans in place that support service delivery and improvement for children:

- Edinburgh Children's Partnership Children's Services Plan
- Edinburgh's Promise
- Edinburgh's Corporate Parenting Plan
- Edinburgh Child Protection Improvement Plan

Complementing this, each Locality has a Locality Improvement Plan, which is collaboratively created and led by partner agencies responding to local need and linked to the overall Children's Service Plan and the Health and Social Care priorities. This allows local variance in need and service provision to be reflected within each locality plan.

Justice Social Work is provided by the Scottish Government through a ring- fenced grant under Section 27 of the Social Work (Scotland) Act 1968. The funding is provided to allow the Council to discharge its statutory duties and to work towards preventing and reducing further offending in line with the Community Justice Outcomes Improvement Plan (CJOIP).

During the reporting period of this annual report there were two reports presented to full Council as a result of independent enquiries as commissioned by the Council. These were conducted by Pinsent Masons LLP and overseen by Inquiry Chair Susanne Tanner QC.

Report of 28 October 2021 - Allegations Concerning the Conduct of the Late Sean Bell

The Council commissioned an independent Inquiry into complaints about the conduct of the late Sean Bell, a former senior manager in its Communities and Families directorate, who passed away in August 2020. Mr Bell was due to stand trial for sexual offences charges, however Police Scotland's criminal investigation was brought to a close following his death.

The purpose of the Inquiry was to establish, amongst other things, whether or not any, or appropriate, steps were taken by the Council to respond to any past allegations or suspicions of abuse or inappropriate behaviour of this manager.

The independent Inquiry identified certain failings and missed opportunities on the part of the Council to address the unacceptable conduct of the late Sean Bell and made recommendations in this regard. The Council produced an Open Report of the full Inquiry report which identifies key issues, findings, and recommendations, and this was made available publicly through the issuing of the papers for Full Council.

The Inquiry team undertook a civil investigation into potential wrongdoing and as such the appropriate standard of proof that they have adopted was to make determination(s) on the balance of probabilities. It was acknowledged that this had been a very difficult process for the survivors, as well as all staff and others affected.

A series of recommendations were made by the investigators and were fully accepted by Full Council. Council officers are actively taking these recommendations forward and provide regular progress reports.

Report on 16 December 2021 - Independent Review into Whistleblowing and Organisational Culture

Following the consideration of the initial inquiry as described above, the Policy and Sustainability Committee agreed in October 2020 that a further independent assessment should take place in respect of the Council's whistleblowing and organisational culture.

This was agreed by full Council on 15 October 2020. This independent review into whistleblowing and organisational culture, was conducted by Susanne Tanner QC with the assistance of Pinsent Masons LLP and reported to Council on 16 December 2021.

This inquiry produced a total of 50 recommendations which were accepted in full by the Council. It was acknowledged that some of the recommendations overlapped with the previous inquiry, therefore these are being taken forward together by Council officers.

The inquiry team acknowledged the assistance provided by; City of Edinburgh Council Colleagues, Councillors, trade union representatives, Edinburgh residents, the external whistleblowing service provider and others who have reached out to shine a light on the current whistleblowing and organisational culture of the Council.

The inquiry reported that they had heard many positive views about the current culture and the improvements that have been made since 2014, when a new way of dealing with whistleblowing disclosures was introduced by the Council. However, they had also been told about practical and cultural issues which have prevented the process from working as well as it could, leaving some of those who have raised concerns feeling dissatisfied with the process, the outcome, or both; and without a guarantee of rigorous scrutiny by those charged with the governance of the process.

This inquiry report is in the public domain via the Council Committee papers.

SERVICE QUALITY AND PERFORMANCE

Health & Social Care

Impact of the Covid-19 Pandemic

2021/22 continued to be a challenging year for the health and social care system as restrictions eased but covid cases remained high. This resulted in staff shortages, increasing demand from residents with increasingly complex needs, and ongoing difficulties in recruitment. These system pressures were also reflected nationally and many of these pressures are not new although they have been exacerbated by the EU exit and the covid pandemic.

As a result of these pressures being felt across the country, in early November 2021, the Scottish Government (SG) allocated additional funding of £300m across Scotland for the remainder of the financial year. Using the Partnership's share of this funding, the IJB agreed a programme of investment, framed to reflect the priority areas identified by the SG as well as supporting sustainability beyond the immediate crisis. This included investment in interim care beds, initiatives to increase capacity within the care at home sector and multi-disciplinary team working.

Alongside supporting recruitment efforts, the Partnership used the One Edinburgh approach to optimise the provision of existing packages of care. A command centre was established, and dashboards developed which use regularly updated data to inform service provision improvements. Current provision and unmet need across the city was regularly reviewed to identify where providers could work collaboratively to achieve greater efficiency in provision, following consultation with service users. A further part of work to optimise current capacity is through the creation of a dedicated team to review existing packages of care and look for alternative means of providing the support people require to maintain their independence; for example, through the support of local community partners or the provision of telecare/community equipment.

The EIJB's Annual Performance Report 2020/21 details service performance against the six strategic priorities set out in their strategic plan and against the national health and wellbeing outcomes. Details of key projects and progress over the year affecting social work teams are outlined below.

One Edinburgh – Home Based Care

'One Edinburgh' is part of the EHSCP's Home-Based Care and Support project within the Transformation Programme. It seeks to transform Edinburgh's approach to supporting people in their own homes, recognising that choice and control for supported people cannot happen unless there is a sustainable market of providers and services to choose from. It is supporting the development of a market position statement including the One Edinburgh Charter, co-produced with external provider partners, and takes into consideration the EHSCP approach to commissioning care at home services and the function of EHSCP internal Home Care and Reablement provision.

Discharge from Hospital during the Pandemic

On 5 May 2021 the Mental Welfare Commission published their report entitled [Authority to Discharge: report into decision making for people in hospital who lack capacity](). This report highlighted the situation of 20 people in Scotland from a sample size of 338 who had been moved unlawfully during the beginning of the pandemic. This included one person from Edinburgh. This led to assurance being sought through the Policy and Sustainability Committee as to whether people being discharged from hospital were being treated in accordance with legislation and support. A large-scale audit has been underway, involving the review of over 500 people's circumstances, led by a Quality Assurance Officer and four qualified and experienced Mental Health Officers. This audit was commissioned by the CSWO and the Chief Officer of the EHSCP and will report in Autumn 2022. It is anticipated that this will shape and outline learning and development for colleagues involved in discharge from hospital where a person is lacking the capacity to make informed choices in their lives.

Increased pressures during the Pandemic

Since March 2021, there has been both an increase in referrals for social care support, and an increasing number of people being assessed as requiring a service. This increase in demand resulted from people being de-conditioned (i.e. frailer, less confident) following periods of lockdown, family/unpaid carers who are exhausted having cared for people during the pandemic returning to work following furlough, and a general build-up of demand emerging as messaging about services being 'open as usual' were released.

Coupled with this increasing demand for services, there was also a decrease in care capacity available to support people, compounding an already challenging position. Decreasing capacity to deliver services resulted from:

- Loss of staff – to other industries and because of the exit from the EU
- Staff sickness absence and Covid-related absences
- Long-term challenges with recruitment to the social care sector.

These factors affected ability to meet demand, with increasing waitlists for social care assessment and provision, and an increase in people delayed while awaiting discharge from hospital.

Social Work Referrals in year

The number of people referred each month to the Health and Social Care Partnership averaged just under 5,600 per month (5,585). As activity rebounded following the initial impact of COVID-19, 67,023 people were referred during 2021/22, this was almost a fifth higher (18.3%) than in 2020/21 when 56,632 people were referred. (Source: Swift)

Waiting for assessment

The number of people waiting for an assessment rose in the first six months of the year from 762 in April 2021 to 1,553 in September 2021. The number waiting

steadily fluctuated in the second half of 2021/22 rising to 1,656 in March 2022. (Source: Swift)
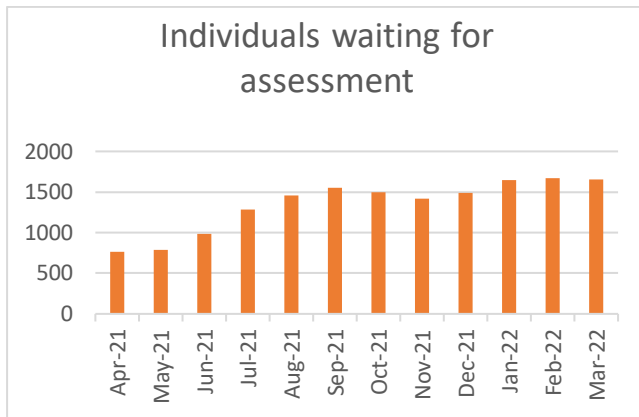

Assessments completed

During the year there were 7,901 people who received an assessment from a locality team or the Residential Review Team. This includes people who have been supported with a Three Conversations intervention rather than a traditional assessment, as well as those people for whom a Personal Support Plan was recorded in the year and who did not also have an assessment recorded. This is an increase on the previous year when 4,912 assessments were completed (plus an additional 260 people supported via the Three Conversations approach), however, it should be noted that fewer assessments were completed in 2020/21 due to COVID.

Waiting for a package of care

After an initial drop between April and May 2021, when 346 people were waiting for a package of care, the number of people waiting peaked at 876 in December 2021 before falling to 754 by March 2022. (Source: Swift).
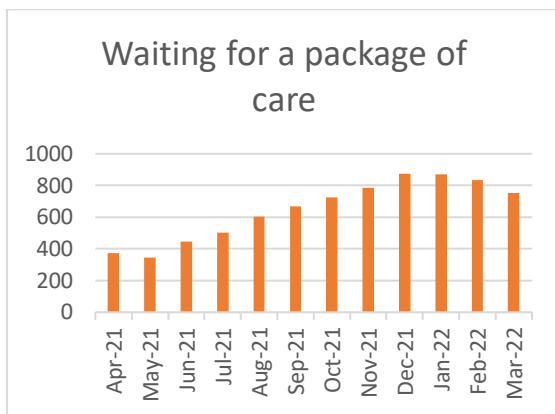
Delayed discharge

The number of patients in hospital waiting to be discharged also increased in the first part of 2021/22, from 92 at the April 2021 census to a peak of 224 at both the November and December censuses. The number then fell back to 168 in March 2022. (Source: PHS Delayed Discharge publication)

Delayed discharge
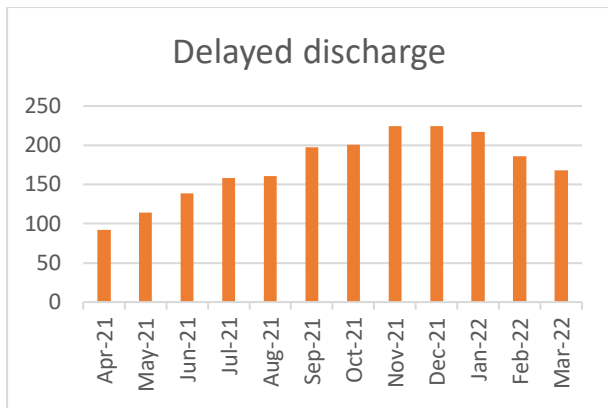
Overdue reviews

The number of people with an overdue review increased steadily in the first six months of the year from 3,813 in April 2021 to 5,077 in October 2021. The number then levelled off for the remainder of 2021/22 with 5,107 people with an overdue review in March 2022. It should be noted that there are significant data quality concerns where it is known that subsequent reviews have taken place following the review that remains open. A programme to address these data quality issues is being scoped (Source: Swift)

Overdue reviews
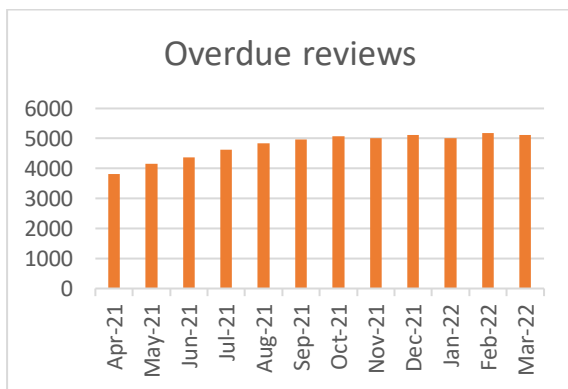
Completed reviews

During 2021/22 there were 6,141 reviews completed. This is a decrease on the previous year when 7,174 reviews were completed. As part of these numbers, the Residential Review Team completed 1,801 reviews (for 1,687 individuals) during the year. This included the part of the review programme funded by the Scottish Government, that started in early 2021 and has since been completed, to review all care home residents (other than private placements). (Source: Swift)

Open Adult Protection Cases

The number of open adult protection cases at the end of each month was higher than the corresponding month in 2020/21. From July 2021 onwards the number of open cases was above 200 each month. (Source: Swift)

Open adult protection cases at month end
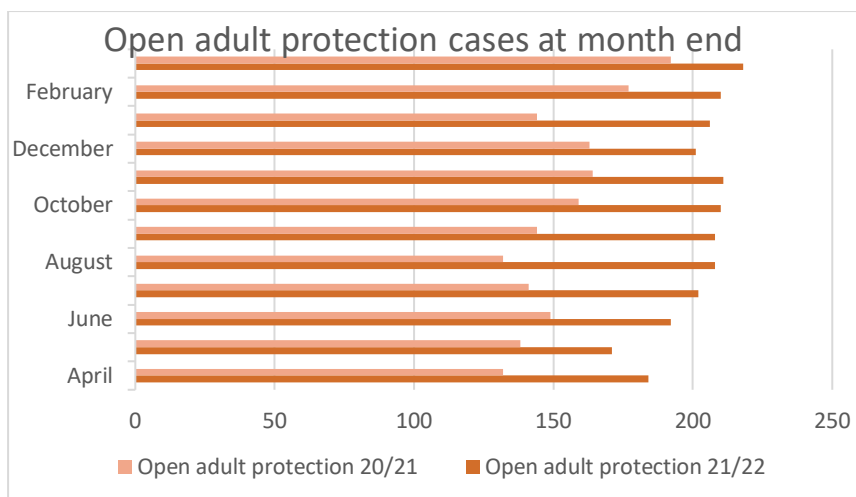
The assessment and care teams in the four localities have worked with impressive resilience throughout the challenges of the pandemic, clearly showing the skill social workers bring to working with crisis. There has been an increase in referrals, and unfortunately therefore an increase in those waiting for assessment. Also, an increase in the number of open adult support and protection cases, suggesting an increase in complexity. There have been challenges in recruiting social workers, especially experienced ones. As a result, the locality teams are all running with vacancies, which has seen more pressure on and resultant increases in caseloads for social workers. There has also been a reduction in care and support available from providers, meaning social workers need to keep cases open longer to manage the risk and an increase in crisis work due to the lack of services available. The services are beginning to understand what a post Covid world will mean in terms of the needs of the most vulnerable adults in our society, who have been disproportionately impacted by Covid and other societal inequalities; and the service's ability to respond to those needs.

This has not come without a cost to the well-being and morale of social workers, who overall do not receive the same outward recognition and support in society as NHS colleagues receive. As one very experienced social worker put it 'the lows have been the difficulties in managing risk when holding a high caseload and the inherent stress that brings'. The highs have been about being 'in a good team and doing what we social workers try our best to achieve – help people.' The general view is that over the year there has been very limited time for preventative work as the vast majority of time has been spent managing evolving crises in people's lives.

Three Conversations

The rollout of Three Conversations has continued over the last year. This approach focuses on what matters to a person and on working collaboratively with them as experts in their own lives, with staff considering a person's strengths and community networks to achieve positive outcomes.

During 2021/22, teams using Three Conversations services have had conversations with over 4,900 people. Information, advice, or sign posting - e.g., to third sector and community resources - has been provided in 35% of conversations, rather than formal long-term care services being required or increased. In the same period, it has taken on average 11 days from someone contacting Social Care Direct to their

12

conversation starting; a significant reduction from the 2020/21 baseline of 37.3 days for those working in the traditional assessment model. Recent feedback from services and people they worked with in the four teams using Three Conversations has been positive, with it being viewed as a very person-centred approach.

Home First

Home First is developing services to better support people to remain at home or in a homely setting, preventing hospital admission and providing alternatives to hospital where it is clinically safe to do so. Significant progress was made in several workstreams during the year.

To support the prevention of admissions, the EHSCP implemented a Single Point of Access through the Flow Centre for all urgent health and social care/therapy pathways requiring a 4-hour response. From March 2021 – February 2022, 357 referrals were received and 53% of admissions were avoided. The social work hospital team was expanded to include Home First Navigators in Home Based Complex Clinical Care and intermediate care, and additional social workers to support the front door at Edinburgh Royal Infirmary and Western General Hospital.

The Home First approach also works to support timely discharge from hospital. In 2020/21, Edinburgh became the first Lothian partnership to test Planned Date of Discharge (PDD), as part of the pan-Lothian pathfinder site for the national Discharge without Delay initiative. This initiative will support closer collaboration between hospital and community based staff, including social workers, in discharge planning.

Older People's Services Joint Inspection

During 2021/22, the EHSCP continued to engage with the Care Inspectorate and Healthcare Improvement Scotland (HIS) (known as the Joint Inspectors), to demonstrate the improvements made since the Older People's Services Joint Inspection (May 2017) and Progress review (June 2018).

Following a successful programme of collaborative meetings between staff and inspectors throughout early 2021, the Partnership pulled together a self-evaluation statement, setting out the considerable work done to address the 17 recommendations of the original report. Improvements evidenced related to both key strategic transformation projects and business-as-usual services.

The Joint Inspection Team issued its response in November 2021, noting that overall positive progress has been made. The report acknowledges that, since the progress review of 2018, senior leaders in the Partnership have driven forward the change agenda and invested resources to progress strategic planning, which had previously lacked vision, direction, and pace. A positive shift has been noted, from a reactionary to a more planned and structured approach.

The Inspection Team noted areas of progress, including:

- Significant investment in improving the approach to engagement and consultation with stakeholders.
- Developing new approaches to early intervention and prevention.

13

- Developing and implementing the Carer Strategy (2019-2022).
- Improving access to diagnosis of dementia and post diagnostic support.
- Updating the Joint Strategic Needs Assessment, consulting on and implementing the Strategic Plan (2019-2022) and progressing with and investing in the Transformation Programme.
- Implementing new approaches to assessment and care management, strengthening support to practitioners, and reducing waiting times for assessment and access to services.

The Progress Report of November 2021 marks the end of formal scrutiny in relation to the original inspection and reflects the hard work and commitment of all staff involved.

Quality Improvement and Assurance in care homes

During the course of the year it was agreed that the Care Home Transformation Group would be disbanded; however, a structured work programme for the coming year was developed. This included plans to standardise the care documentation across the care homes, and the development of person-centred care plans.

Improvement work has continued at Royston Court Care Home with a continued focus on processes and the sustainability of the implemented changes.

The nursing model will be implemented iteratively in the newer 60 bed care homes, with nursing staff initially recruited to Royston care home, followed by Inch View and then Marionville Court. As such, work is being carried out with staff at all levels to create conditions for change and look at ways in which they will work with registered nurses as part of the team.

An assurance tool has been created and is being used for visits to all EHSCP operated care homes, which should not only provide assurance but also identify areas for improvement.

Complaint's training has been delivered to EHSCP operated care home managers and a system put in place to monitor all care home complaints, ensuring all actions are followed up and lessons learned are reviewed, shared and act upon change ideas.

Since March 2021, there has been both an increase in referrals for social care support, and an increasing number of people being assessed as requiring a service. This increase in demand resulted from people being de-conditioned (i.e., frailer, less confident) following periods of lockdown, family/unpaid carers who are exhausted having cared for people during the pandemic returning to work following furlough, and a general build-up of demand emerging as messaging about services being 'open as usual' were released.

Coupled with this increasing demand for services, there was also a decrease in care capacity available to support people, compounding an already challenging position. Decreasing capacity to deliver services resulted from:

- Loss of staff – to other industries and because of the exit from the EU

- Staff sickness absence and Covid-related absences
- Long-term challenges with recruitment to the social care sector.

These factors affected ability to meet demand, with increasing waiting lists for social work assessment and the provision of support, and an increase in people delayed while awaiting discharge from hospital.

Social Care Direct

Social Care Direct operate as the front door of the Edinburgh Health and Social Care Partnership, receiving referrals via telephone, email online and the NHS portal.   All contacts are initially managed by a customer service advisor who will identify the correct onward pathway and offer signposting for immediate and less complex queries.

The calls received at social care direct have seen a significant increase per day. In 20-21 the team received an average of 103 contacts per day, in 21-22 this increased to 130 per day – a 21% increase.

Over the last year there has been a significant increase in the contacts made via Social Care Direct with a 20% increase of Adult Concern Forms received from our Police and NHS colleagues. The contact centre also noted an increase in non-complex requests, and this appears to be due to third sector organisations being closed, or not offering the same level of support during the pandemic. Within the last few months there has been a surge in requests for financial support for food and fuel, and given the current fuel crisis, this is only going to continue. This appears to be impacting the out of hours service more significantly, as food banks, and money advice centres are closed in the evenings and weekends.

Mental Health

Mental Health (Thrive Edinburgh)

The current Thrive Edinburgh adult health and social care commissioning plan is now coming to an end, and this has given the EHSCP the opportunity to renew, refresh and reimagine the strategic priorities for 2023-26. An event was held in October 2021 to begin the process, and there will be further dialogue around key priority areas over the coming year.

At the 2021/22 GO Awards Scotland ceremony for excellence in public procurement, the Thrive Collective procurement process won in two categories: Continuous Improvement, and Health and Wellbeing Recognition.

Mental Health – Statutory service

Table 1 – 3 below sets out the use of compulsory measures of care and treatment and the use of welfare guardianship

Table 1 – This table shows the number of assessments carried out by Mental Health Officers (MHOs) under the Mental Health (Care & Treatment) (Scotland) Act 2003 (MHA) and the Adults with Incapacity (Scotland) Act 2000 (AWIA). It is recorded that in 2021/2022 of 1224 assessments, 885 individuals became subject to compulsory

measures, indicating that some 339 individuals were assessed at least twice in terms of the appropriateness of compulsory measures under MHA and/or AWIA. The table shows that 90 more assessments were carried out in 2021/2022 than in the preceding year, an increase of 8%. The proportion of people who were assessed more than once for the appropriateness of compulsory measures decreased in 2021/2022 from the previous year from 416 to 339, a decrease of 77 or 18.5%. However, while less people have needed repeat assessments, the number of individuals assessed in terms of these two pieces of legislation is higher in 2021/2022 than in the 4 previous years.

	2017/18		2018/19		2019/20		2020/21		2021/22	
	No.	People	No.	People	No.	People	No.	People	No.	People
Contacts	Na	Na	Na	Na	Na	Na	Na	Na	Na	Na
Assessments completed	1,213	757	1,131	706	1,275	803	1,134	718	1224	885

Table 2 - This table shows a significant increase in the use of Emergency Detention Orders (EDOs) consistently since 2017. Comparison of the number of EDOs granted in 2016-17 with those granted in 2021/2022 shows a marked increase in use of this type of compulsory order of 69% (89 cases). This is concerning as the use of EDOs should be the exception, with the correct gateway to hospital on a compulsory basis being the Short-Term Detention Order (STDO) which affords the individual more rights. It is noted that there is an increase in all types of detention covered within the table, however EDOs have become a significantly increased proportion of all types of detention since 2017-18.

	Commenced Apr 17 – Mar 18	Commenced Apr 18 – Mar 19	Commenced Apr 19 – Mar 20	Commenced Apr 20 – Mar 21	Commenced Apr 21 – Mar 22
Emergency detention in hospital (72 Hrs)	241	268	298	322	330
Short term detention in hospital (28 days)	472	478	515	541	554
Compulsory Treatment orders (indefinite with 6 monthly review in first year and then annual review)	151	147	151	200	182
Interim compulsory treatment orders (28 days)	72	65	66	89	87

Table 3 - These figures represent a snapshot of MHA orders active on one day: 31 March. In comparing this day in 2017 with 2022, the figures indicate that there were 124 more CTOs in operation in 2022, representing a considerable increase of 36%. However, there are 39 less CTOs in operation on 31 March 2022 when compared to the same day in 2021. Numbers of STDCs in place on 31 March through 2017 to 2022 have varied markedly.

Table 3 – As at MH orders – counted individuals instead of orders						
	As at 31 March 2017	As at 31 March 2018	As at 31 March 2019	As at 31 March 2020	As at 31 March 2021	As at 31 March 2022
Emergency detention in hospital	1	1	1	3	0	4
Short term detention in hospital	51	37	27	37	29	49
Compulsory treatment orders	343	416	403	455	506	467

Table 4 below shows the total number of orders under the Criminal Procedures (Scotland) Act open to the MHO service. The table shows that the number of these types of orders made by the court through 2021-2022 increased by 9 from the previous year (21%). The number of orders being made exceeds the number being closed and we see that there are 56 more open at the end of the reporting period in 2021 than in 2016, representing an increase of 70%.   The number of Compulsion Orders with Restriction Orders (CORO) which are the orders related to the highest perceived level of risk and requiring the greatest level of RMO and MHO supervision, increased by 4 from 2020/2021.

	2017/18	2018/19	2019/20	2020/21	2021/22
Total legal orders started	41	36	36	42	51
Total legal orders open at period end	94	101	116	123	136
Compulsion orders with Restriction order open at end of period	27	32	40	38	42

Table 5 shows an increase of 36 in the total number of guardianships in operation in 2022 compared with the previous year. There are 20% more Guardianships in operation in 2021/22 when compared to 2016/17. Private guardianships of all types account for 75.7% of the total. There are 64 more CSWO Guardianships in existence in 2021/22 than in 2016/17, representing an increase of 34.6%. Meeting the statutory duty to provide an MHO Suitability Report relating to Guardianship applications within 21 days has been challenging to the service for several years, with waiting times for MHO allocation in non-urgent cases ranging from a few months to a year. We have welcomed additional funding from the Scottish Government to

build capacity in the MHO workforce both to train new MHOs and to directly employ more MHOs. Through the course of 2022, 3.5 additional FTE MHOs have joined the service funded by this additional resource. The CSWO meets quarterly with MHO Service lead officer to monitor demand and capacity issues.

Table 5 – Guardianship orders <u>as at</u> (remained open on date period ends). Counted individuals instead of orders.	2017/18	2018/19	2019/20	2020/21	2021/22
CSWO welfare guardianships	148	153	181	195	198
Private Welfare guardianships	205	214	265	262	275
Financial guardianship (private only)	97	73	74	65	66
CSWO welfare and financial guardianships (guardian for financial element must be non-Council)	29	33	48	39	51
Private welfare and financial guardianships	385	381	445	428	435
Total	**864**	**854**	**1,013**	**989**	**1025**

CHILDREN'S SOCIAL WORK SERVICES

A great deal of work in Children's Services has been connected to the transformational change that the Care Review, and the Promise expect of children's services. Edinburgh, through the Edinburgh Children's Partnership have created Edinburgh's Promise:

Edinburgh's Children Loved, Safe and Respected

Edinburgh's Promise is governed through the Edinburgh Children's Partnership, as all sectors of children's services – voluntary, statutory, and regulatory – will be required to review, consult and amend service provision. This is aligned to the ambition of the Children's Partnership to be as joined up as possible regarding children's services.

The multi-agency Edinburgh's Promise is the governance, planning and delivery mechanism for Edinburgh's children's services transformation. The main strategic focus has been on the 2021-2023 calls to action set out by the Promise Scotland. This has been split into 4 working groups, led by senior leaders across children's services.

Given the scope and scale of the Promise, the Edinburgh Promise Leadership Group is comprised of senior managers who provide leadership, guidance, instruction, prioritisation, communication, and championing of Edinburgh's Promise to those designated with delivering the service redesign and remodelling required.

Alongside these groups, work has been undertaken to create key documentation and applications for colleagues regarding:

Language

Trauma Informed Practice

The Promise's 5 Fundamentals

Edinburgh's Promise has also secured two Good Childhood grants to support contextual safeguarding (an approach to child protection) (see page 31) as well as Sparrow (see page 41).

Children's Partnership

The last year has seen a range of new initiatives being taken forward by the Children's Partnership. Examples of this are in:

Mental Health – significant work undertaken to make best use of funding to provide mental health and mental wellbeing support to children and young people when they first need additional support

Whole Family Support – continuing the excellent work of Edinburgh's Parent and Carer's Collaborative, an extensive mapping exercise, public consultation, and development plans from this were created, and link with Edinburgh's Promise ambitions to develop an increasingly unified offer of family support at the right time, right support for as long as a family requires this

No wrong door/single point of access – discussions and collective focus on creating and developing the city's children's services away from a 'hand off' and referral model, to a more straight forward response to any request for help or assistance

Working Through Covid

Alongside this significant transformation programme Children's social work services have continued to operate throughout the past 12 months, working both from home, as well as using office locations to increasingly manage duty and face to face arrangements.

Social Care Direct have continued with staff working from home to be the first point of contact for access to our services. This service has supported wider services to ensure that families are able to receive advice support and assistance in a timely fashion.

Edinburgh's out of hours social work service have continued to ensure that families in crisis are supported out of hours.

The level of referrals to Social Work Services continued on a consistent level throughout the Covid period. Initially the service did not see an increase in referrals but with the easing of restrictions and other services starting up, an increase in referrals has occurred. This, linked with lower staffing levels relating to nationwide staffing challenges, has led to an increase in the number of children being dealt with by our duty teams and systems.

Alongside an increase in numbers, the service has observed the longer-term impact of Covid on families in terms of increased complexity and a higher level of stresses and difficulties. The service has viewed this as families' levels of both resilience and capacity having been impacted through the challenge of the last two years. This has been compounded by increasing financial challenges for Edinburgh's families.

The service has also dealt with increasing needs and service demands from emerging areas such as European families, particularly families from certain EU countries, arriving in the city presenting as homeless and destitute. With Brexit there are increasingly complex issues relating to what level of support can be offered.

There are, in this group a number of pregnant women; and there have been child protection issues and care concerns connected to these families as well.

There are other emerging issues relating to support for Ukrainian refugees and this is also a developing challenge on resources in the city.

The service has continued to build strong partnerships with colleagues in the voluntary sector and the strength of GIRFEC has continued to support Edinburgh's families.

Children's social work performance

Table 1: Child Protection and Looked After Children			
Item	**Figures for period April to March**		
	2019/20	**2020/21**	**2021/22**
Child protection Interagency Referral Discussions (IRDs)	1,205	1,086	1,143
Item	**Figures for period April to March**		
	2019/20	**2020/21**	**2021/22**
Child protection case conferences	598	568	466
Item	**Figures as at 31 March**		
	2020	**2021**	**2022**
Children on Child Protection Register	115	101	97
Children looked after at home	290	236	217
Children looked after away from home	899	856	811

There has been a slight (5%) increase in IRD's. This slight increase is converse with the 18% reduction in the number of child protection case conferences held in the past year, and the 4% reduction in the number of children subsequently placed onto the child protection register. The EIRD review group identifies that many children's circumstances discussed at IRD level, go on to be successfully supported through local GIRFEC children's planning.

Overall Edinburgh has seen the continuation of a long-term downward trend in the numbers of looked after children – at home (8% reduction from last year) and away from home (5% reduction from last year).

Table 2: Child Protection Case Conferences			
Item	**Figures for period April to March**		
	2019/20	**2020/21**	**2021/22**
Initial	136	145	117
Pre-birth	58	60	36
Review	396	355	307
Transfer	8	8	6
Total	598	568	466

As referenced above, case conference rates have reduced over the past 12 months, and this is reflected in every 'type' of case conference. The largest reduction has been a 40% reduction in the number of pre-birth case conferences being held; followed by 25% reduction in transfer case conferences, 19% reduction in initial case

conferences, and a 14% reduction in the number of review case conferences required.

The Edinburgh Child Protection Committee was a test partner with CELCIS/Scottish Government in the development of the latest version of the National Minimum Dataset for Child Protection Committees in Scotland, which launched in June 2022. Using the dataset, the Committee can carry out regular analysis of trend data, identifying areas for attention. The Committee has also adapted the dataset for local use – for example, through separating out pre-birth child protection data to fully understand the level of demand and the resulting multi-agency response for this group.

Any areas which require further analysis are identified by the Committee and the resulting actions progressed by the Quality Assurance Subcommittee, with regular reporting and ongoing monitoring through subsequent iterations of the dataset report.

Table 3: Looked After Children			
Item	**Figures as at 31 March**		
	2020	**2021**	**2022**
Total number of children and young people Looked After	1,189	1,092	1,028
At home with parents	290	236	217
In Foster Care	519	466	441
In Residential	101	98	101
With Kinship Carers, Friends/Relatives	248	244	225
With Prospective Adopters	14	24	32
In Secure Accommodation	6	7	4
Other	11	17	8

The reduction in looked after numbers reflects the continuing trend in recent years. These reductions continue to demonstrate Edinburgh's approach to working with children and their families in supporting children remain in their family's care. This approach is supported through the developments of Edinburgh's Promise.

Table 4: Secure accommodation			
Item	**Figures for period April to March**		
	2019/20	**2020/21**	**2021/22**
Total number of admissions	20	27	14
Admissions to out of Edinburgh provision	9	15	4
Average length of time in secure for young people discharged (in days)	132	229	153

Over the past 12 months there was a 48% reduction in the number of children entering secure care. This was mirrored by a 78% reduction in the use of out of Edinburgh secure care for Edinburgh's children. Of note, there has been a 33% reduction in the average length of time that children and young people are required to stay in secure.

Table 5: Adoption and Permanence			
Item	**Figures for period April to March**		
	2019/20	**2020/21**	**2021/22**
Adopters approved	11	14	14
Children registered for Adoption (Permanence Order with Authority to Adopt)	22	23	25
Children registered for Permanence (Permanence Order)	59	24	25
Children placed for adoption	18	19	15
Children adopted	27	11	11
% of Permanence panels within timescale	43%	32%	39%

There has also been an increase in the number of children placed with adopters.

Table 6: Other context information			
Item	**Figures as at 31 March**		
	2020	**2021**	**2022**
Approximate number children allocated within Children & Families teams	3,300	3,300	3,000
Item	**Figures for period April to March**		
	2019/20	**2020/21**	**2021/22**
Monthly number of reports submitted to the Children's reporter	165	50	102

The number of children and young people allocated to Edinburgh's practice teams has fallen by 10% over the past year. The number of reports requested by the Scottish Children's Reporters Association (SCRA) for children's hearings has doubled from last year yet remains 39% lower than pre-pandemic requests. It is anticipated that report requests will begin to mirror the same volume as pre-pandemic over the next 12 months.

Table 7: Domestic Abuse - Child Welfare Concerns and Child Protection Registrations			
Item	**Figures for period April to March**		
	2019/20	**2020/21**	**2021/22**
Total number of child welfare concern forms sent to Social Care Direct	10,139	10,959	10,129
Number of child welfare concern forms with domestic abuse as a concern	3,010	3,216	2,911
Item	**Figures as at 31 March**		
	2020	**2021**	**2022**
Children on Child Protection Register	115	101	97
Percentage of children on the Register who had a domestic abuse concern identified	47%	33%	43%

The pattern of several IRDs being concluded with single agency responses or child planning meetings has continued and this is seen to reflect a strong GIRFEC culture and robust interagency work in Edinburgh. The development of the Locality Operational Groups (LOGS) and the Taskforce, at the onset of the pandemic, has meant that there are strengthening partnerships in the city and the Children's Practice Team Managers as co-chairs of the LOGs have taken a lead role in this

innovative culture shift. The objectives were set out clearly and that was to improve opportunities to share information regarding vulnerable families and collectively find solutions and provide support.

There has been no significant reduction the number of children and young people open to the social work teams, and this is a clear indication that despite the challenges of Covid it has been very much business as usual. The Four Locality Practice Teams and Disability Team have overcome the limitations set by operating and navigating in a Covid affected world. Social Work Assistants supported families to maintain contact with looked after and accommodated children. This has at times involved outdoor contacts or along with social workers having to creatively find space in an environment when most indoor venues have been closed. The challenges overcome and the commitment of staff to fulfil statutory duties and to do the best for Edinburgh's looked after children cannot be overstated.

Edinburgh's Disability Team have continued to develop their practice and are currently working with the Scottish Government in an innovative project on Self Directed Support and worker autonomy. This team has experienced a rise in demand, and this has increased both the workload and costs associated.

There have been significant changes in Edinburgh's Communities and Families Senior Management arrangements in the last year as well as other challenges for the service. Nevertheless, the managers of all teams and their team Leaders have with staff continued to provide support to Edinburgh's most vulnerable children and their families. Practice has developed, and supported innovations underpinned by a strong restorative culture. The service is now routinely exploring with families what would make a difference and developing a clearer focus on strengthening families, further developing relationship based social work practice.

This will equip the service to engage in the Balance of Care 2 (an exploration of how services improve for our looked after and accommodated children and move towards a more preventative approach). Likewise, the willingness to learn, and to change and adapt will support Edinburgh engage and fully support the Promise.

Throughcare and Aftercare

The Corporate Parenting Team has been created, comprising of the Corporate Parenting Lead Officer and two care experienced Participation Officers. The team oversee the work of Edinburgh's Champions Board, as well as engaging with key corporate parents. The team have been facilitating meetings with the Champions Board to explore how all partners can be effective and considerate corporate parents.

In December of 2021 a newly created Corporate Parenting Lead Officer came into post. This new role has been created to oversee and manage City of Edinburgh's Council's work as Corporate Parents, striving for improvement and innovation in how we care for and support our Care Experienced Community. Since coming into post the Corporate Parenting Lead Officer has reviewed and proposed a new oversight strategy, looking at improving partnership working in Corporate Parenting across the city, not just within the council. A review of Edinburgh's current Corporate Parenting

plan is underway and new and strengthened partnerships across Corporate Parenting Partner Agencies are being forged.

Alongside this Edinburgh has now created and filled two permanent posts for Participation Officers for Care Experienced Young People. These two posts are critical in communicating with Edinburgh's care experienced community, past and present, to bring forward the voices of experience to the work undertaken by the City of Edinburgh Council. The Participation Officers and the Corporate Parenting Lead Officer head up Edinburgh's Champions Board, and since the start of 2022 have worked hard to reinvigorate the board following the pandemic. The team have reengaged the Champions and interviewed and brought on new Ambassadors (key Corporate Parenting representatives from agencies including Police, Health, Education and Social Work). The team have been reaching out to the wider care experienced community and are building their links and relationships with young people in Edinburgh's Residential Homes, as well as via community links and groups.

To aid the work of the Champions Board the team have been working on a number of projects including; designing corporate parenting training for all Council staff; trialing a driving lessons project for care experienced young people; reaching out to Edinburgh's care experienced community and support services to increase participation and awareness; designing peer mentoring for care experienced young people; planning a leadership residential for 13-16 year old's during the summer of 2022 and creating opportunities for training and development for the Champions.

As highlighted in last year's CSWO report some Throughcare and Aftercare (TCAC) groups paused during the covid pandemic, whilst others moved to an online platform. Taking on board the views of young people some groups have continued to be on an online platform to make them more accessible. Other groups have now returned to being based in the Customer Hub, this includes the general drop in space for young people to visit, get some breakfast and support for a variety of issues from staff.

Returning to face-to-face groups has been welcomed and provided the ability to build relationships and provide safe spaces, particularly to those most vulnerable and isolated. The housing drop in has also resumed to support young people access advice and information, helping with housing applications and resolve housing related issues. With the current cost of living crisis, the service is focussing on income maximisation and have continued the £20 monthly top up for those in receipt of a maintenance payment.   The Job Club Drop-In has also resumed, this is supported by Skills Development Scotland (SDS) and in addition to this the service are building links with the Capital City Partnership as part of the Edinburgh Guarantee.

TCAC continue to support unaccompanied asylum-seeking children and young people on an allocated and duty basis. A drop-in service is provided where advice is given for a range of issues. As highlighted in last year's report TCAC staff have been involved in the New Scots Edinburgh Partnership project, a collaboration between the Mental Health Foundation, City of Edinburgh Council (South West Children's Practice Team and TCAC) NHS Lothian CAMHS Meadows Team. This project is

being delivered via funding from the Scottish Government to deliver a variety of mental health and wellbeing courses for unaccompanied asylum-seeking children and young people, incorporating Photovoice, peer mentoring and trauma informed reflective practice.

Young People's Service

This service continues to provide support to children and young people in conflict with the law and their families, up to age 18. This support is provided on a voluntary basis as well as a statutory basis for those in the children's hearings or criminal justice system. Our Justice for Children and Young People vision and priorities has been approved by the Edinburgh Children's Partnership and will focus on a rights respecting approach to children in conflict with the law, prevention and early intervention, complex needs, and child criminal exploitation.

In the last year there has been an increase in Criminal Justice Social Work Reports (CJSWR) for under 18's as well as an increase in diversion from prosecution assessments, the numbers successfully diverted and those subject to a Community Payback Order (CPO).

CJ - Under 18 year old Comparison of Orders 2020-21 to 2021-22

		2020-21	2021-22	Change	% Increase
CJSWRs		14	19	5	35.7%
CPOs Started		12	16	4	33.3%
Diversion from Prosecution	Referrals	81	94	13	16.0%
	Cases Commenced	83	94	11	13.3%
	Assessments	76	84	8	10.5%
	Completed Successfully	38	41	3	7.9%
	No of Individuals	80	99	19	23.8%

The service's partnership with Action for Children and Police Scotland to deliver the Serious and Organised Crime Early Intervention Service to support children and young people at risk of criminal exploitation is now in its final year of Big Lottery Funding and continuing funding is being considered. In the last year there has been an increase in referrals and demand for the service, along with an escalation in the complexity of need and risk. The City of Edinburgh Council supports a child protection response to children up to age 18 who are at risk of criminal exploitation. Funding has been secured to support delivery of Edinburgh's Promise with the service testing a contextual safeguarding approach in one area of the city to

respond to extrafamilial harm and child protection concerns regarding children at risk of criminal exploitation. Learning from this will be used to develop practice across the city.

Residential services

In terms of residential care April 2021 to March 2022 continued to be a challenging time with the houses still working under the restrictions of the pandemic, suffering from staff shortages, and having to work out new ways of working with young people that kept both the young people and workforce safe and healthy. Most of these changes went against the normal working practices of the houses, where handovers, team meetings, residents meeting and the day-to-day interaction with young people all had to be altered. This clearly had an impact on the young people and workforce.

During 2022, the impact of the pandemic began to lessen, and houses started to look at how to recover. This included risk assessments for staff teams getting back together in team meetings and engaging with young people in the houses in a more relaxed fashion. Team meetings restarting has been very positive and has given the houses the chance to re-engage with their workforce and "re-set" their ethos, aims and objectives. All the houses have also had the opportunity to meet as a team for a development day, led by the Team leaders. Again, this has been a great opportunity to re-engage with staff and look at departmental developments and how these can be embedded in each unit.

Despite the restrictions imposed on the houses, the Over 12's panel continued to deal with referrals for young people requiring accommodation. Between May 2021 and March 2022 there were 76 referrals to the Over 12's panel for residential accommodation, 53 (69%) of these were requests for emergency placements. Due to capacity issues within the Council's resources, 42 young people were placed out with Edinburgh with Independent Providers during this period, due in principle to a lack of capacity in the city.

Since the beginning of May 2022, no young people have been accommodated out with Edinburgh as services have looked to create capacity in Council resources as it is predicted that the outcomes for young people are better if they remain in Edinburgh and close to their communities. The reconfiguration of the service is ongoing and hopes to address the issue of emergency admission.

On a positive note, young people in the houses continue to do well with a number gaining qualifications this year, engaging with My Adventure and other providers and one young person has taken up a place at Harvard Summer Camp, supported by Who Cares? Scotland.

Secure Care – Whistle Blowing Complaint

On 15 September 2020 a detailed anonymised whistleblowing report was submitted by the City of Edinburgh Council CSWO to Safecall.

The report contained several allegations concerning Edinburgh Secure Services (ESS) over several years, naming children and young people accommodated within the service and details of inappropriate care and treatment. The examples of

incidents cited covered several years and provided the detail of the staff members and managers involved.

The Investigating Officer was also appropriately tasked with aspects relating to ESS by the Chief Social Work Officer (CSWO) and the then Head of Children's Services and Legal department who were liaising with Police Scotland. The previous Head of Children's Service remained responsible for the oversight and governance of the ESS service until the end of May 2021.

In June 2021, the CSWO took on full responsibility for Children's Services and continued with the investigation and improvement actions, following the departure of the previous Head of Children's Services.

This was investigated by the Council's independent SafeCall Whistle Blowing service and a final report was received in October 2021.

The report highlights that an anonymous whistle-blower complaint alleged malpractice, including physical, verbal, and emotional abuse of young people; the existence of a toxic work culture; the reticence of young people to complain and the ability to see patterns and trends in 11 cases raised by the whistle-blower.

It should be noted that following examination of the 11 cases included in the original whistleblowing complaint, the Investigating Officer found an additional 19 cases of concern which when added to the 11 cases cited in the whistleblowing complaint, increasing the total number of cases included in the final whistleblowing report to 30.

The Investigating Officer found cases and evidence which appear to corroborate the assertions made by the whistleblowing complaint and answers Safecall's question about the misuse of power and control by managers and staff over the period examined. The findings detail concerning evidence about the standard of care provided to vulnerable young people over an 11-year period.

On receipt of the original whistleblowing referral (September 2020) the CSWO instigated a review and audit of progress and implementation of the recommendations generated by the GC SCR. Importantly considering whether there was evidence that these had been implemented and/or sustained.

Given the commonality and duplication between the recommendations from the Whistle Blowing report and those form a previous, SCR (GC) the decision was made to combine the requirements into one Consolidated Action Plan, with a clarity of the 'source' of the individual actions and a process that was auditable and would stand the test of time, from an audit point of view.

A Strategic Oversight Board is in place, chaired by the Executive Director, to provide governance and oversight of the consolidated Improvement Plan and in turn this is reported to the Public Protection Chief Officers' Group. Progress reports will also be presented to the Education and Children's Services Committee.

Family Based Care

During 2021/2022 Family Based Care services were delivered by staff working from home, remotely and through some temporary office accommodation in Waverley Court. Levels of direct contact with carers increased throughout the year in line with changing Government advice.

Foster Care

The Foster Care service continued to recruit foster carers during 2021/2022. The recruitment of foster carers continued to be significantly lower than prior to the pandemic.

The number of foster carers approved increased from 13 to 23 compared to the previous year. Of the new approvals, 7 were full time and 16 were short break foster carers. Delays in developing a new website, restrictions on holding monthly public recruitment drop in events at Waverley Court and the lessened impact of carer recruitment campaigns have all resulted in the reduction in foster care recruitment reflecting the similar national position.

Conversely, the number of foster carers de-registered also increased from the previous year from 26 to 35. This has resulted in a net loss of registered foster carers of 13 in 2020/21 and 12 in 2021/22.

In total, the Foster Care service supports 415 fostering households across the range of care types including, full time and short breaks, family and friends' carers and dual registered adopter and foster carers. 40% of foster carers have been registered with the service for at last 8 years.

The views of the Council's foster carers were captured in the annual survey which was completed by 110 fostering households. 70% of respondents stated that they still anticipated being foster carers in three years' time. 73% of respondents stated they were very satisfied with the support they received from Family Based Care. In total 92% of foster carers stated to be to be satisfied or very satisfied with the support they received from Family Based Care. This figure is comparable to the previous year.

Adoption

The Adoption service continued to recruit adopters, link children with adoptive parents and provide post adoption support during 2020/21. A refocusing of service delivery resulted in the development of a recruitment model more aligned to the profile of children waiting for adoptive parents.

In 2020/21, 13 adoptive families were approved, which is similar to the previous year. Recruitment has been realigned to the profile of children registered for adoption. This resulted in a reduction in carer preparation groups from 3 to 2. An additional preparation group was delivered for prospective inter-country adopters.

In total, 14 individual children were linked and matched with prospective adopters. Of these 8 were with adopters approved by the Adoption service and 6 by other adoption agencies. This figure is down on the previous year where 22 individual

children were linked, 10 with Adopters approved by the service and 12 from other adoption agencies. The Adoption service continues to make use of the Scottish Adoption Register to support the linking of Edinburgh's children and adopters.

Adoption support was provided to 19 adoptive families directly with a further 100 adoptive families being supported in the exchange of information regarding their adopted children with birth families.

Kinship Assessment and Support

The Kinship Support and Assessment service continued to assess new prospective kinship carers alongside supporting existing kinship carers. The assessment of kinship carers is undertaken by a pool of experienced independent assessors.

In 2021/22, 38 Full Kinship Assessments were completed with 30 being subsequently approved as kinship carers. 19 Kinship Viability Assessments were completed with 10 progressing to approval. These figures are broadly similar to the previous year which saw 29 kinship carers being approved following assessment.

A total of 259 Kinship Wellbeing Assessments were completed during the year. This process underpins the payment of Kinship Wellbeing Payments relation to eligible non looked after young people residing with kinship carers. The assessments confirm the status the placement, considers the wellbeing needs of the kinship family and ensures that the correct level of payment is being provided.

During the previous year, 157 families received support from the Kinship service. Of these 57 were closed as the need for support was met. Support to Kinship families is based on identifying needs and putting in place a plan of support which may be time limited or reviewed on an ongoing basis. The range of support provided can include participation in support groups, direct practical support, emotional support, support accessing other services and training courses (e.g., Impact or Trauma or Internet Safety).

Family Group Decision Making

From April 2021 to March 2022, Family Group Decision Making (FGDM) received 382 referrals for a family meeting, and this led to 173 meetings and many more significant pieces of work taking place.

FGDM have counted family meetings held on Microsoft Teams, skype or Google Duo as full family meetings for the purposes of our statistics. The service has had an increasing number of face-to-face family meetings yet the majority of the 2021 FGDM meetings have been virtual. This has been hard for some families and makes the initial engagement with children and family members more difficult to achieve or more superficial. The service has held several meetings with family members in their homes or outside to assist with this. However, for some family's virtual family meetings have been a positive development. Important people within the network have been able to join the meeting that perhaps wouldn't have been able to due to the distance they live from Edinburgh or due to work commitments. Other family
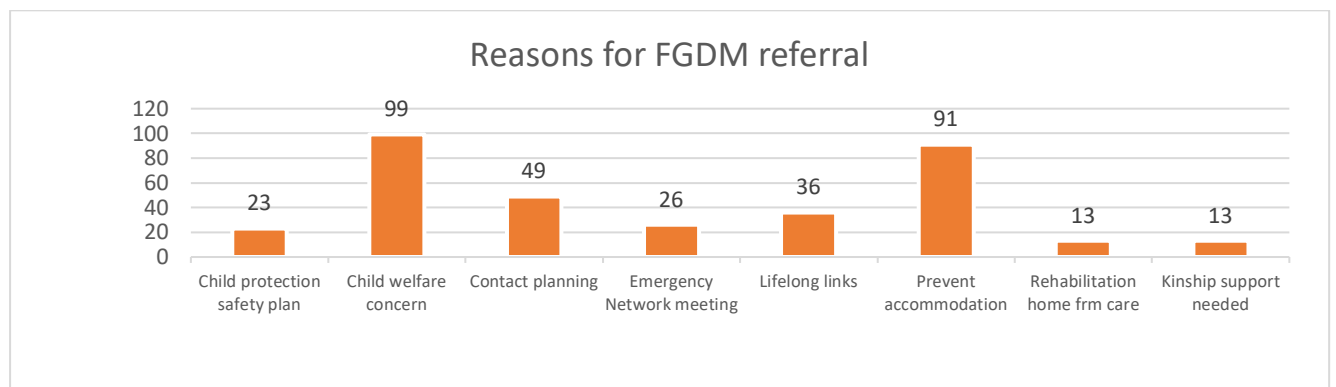
members have noted that when relationships are strained it can be easier to hold the family meeting virtually rather than face-to-face.

FGDM referrals are down 30% from 2018/2019. As services have recovered from pandemic lockdowns so too has the referral rate to FGDM, it is interesting, yet perhaps not unexpected, to see the correlation between lockdowns and the referral rates to FGDM.

The boxes below show issues for families being referred to the FGDM team. There will be multiple factors for each referral. It is to be expected that relationship issues would affect most of the referrals to the team, but it is interesting to note the high prevalence of parental mental health and domestic abuse.

Alcohol issue 43	Behaviour problems 104	Bereavement kinship 1	Bereavement parent 13	Child affected by disablity 44	Child Mental health 43	Child offending 15	Child protection 106
Child with disability 50	Domestic abuse 106	Drug misuse 57	Educ problem 76	Parental Mental health 180	Parent with learning difficulties 13	Relationship issues 203	Previous child accommodated 59

The chart below outlines the main reasons for referral to FGDM from 1 April 2021 to 31 March 2022.

Reasons for FGDM referral

- Child protection safety plan: 23
- Child welfare concern: 99
- Contact planning: 49
- Emergency Network meeting: 26
- Lifelong links: 36
- Prevent accommodation: 91
- Rehabilitation home frm care: 13
- Kinship support needed: 13

There were 68 plans made to support children at risk of accommodation and keep them at home by pulling in the wider supports of the family/friends, 8 children who had plans to rehabilitate them home from care placements, 18 kinship placements supported and a further 12 kinship placements identified for children at risk of accommodation. Not all of the children at risk of becoming accommodated would have come into care. If only a quarter of these were diverted from care placements the savings are substantial.

Similarly, 8 children were rehabilitated from care following FGDM, obviously many of these would have come home regardless or not of whether they have the FGDM service, but even if a small percentage were due to the FGDM process this again represents a large saving.

Work with babies

Many of the service's referrals are for unborn babies or babies under one year. All circumstances where babies (unborn or under one year) come into contact with Social Work have the option to have a Family Meeting. In order to engage with the parents quickly, the service will independently contact them to offer them the option to have a Family Meeting.

From 1 April 2021 to 31 March 2022 the service had 64 referrals for babies and about the same number again of consultations that did not progress either because of safety worries, loss of the pregnancy, closure of the case as the risks were assessed as low or because the families did not want a meeting.

Work with babies has increased year on year as the process becomes more embedded in Edinburgh and the automatic offer is normalised. Many of these situations are kept as consultations if families do not want to proceed with a Family Meeting until the baby is born because the service have found that sometimes families do not want to engage with FGDM until the baby is born and the reality of their issues is more apparent.

FGDM track all baby work until the child is 16 years old – this is in order to make sure that we are not diverting babies from care at birth only for them to come into the system later in life and be too old for adoption or a permanent care arrangement away from parents.

Child Protection work

The service's work with Child Protection is also designed to see if family supports can reduce risk and lead to the de-registration of children. The focus of the Child Protection Service within FGDM is on engaging our colleagues within the Practice Team at the earliest opportunity (where a child or young person has become subject to a Child Protection Case Conference), to consider whether a referral to the FGDM Service may be helpful.

In the context of Child Protection, a Family Meeting can support families (and their networks) to react and contribute to Child Protection processes by providing a family focussed space in which to discuss concerns, needs, and risk (in partnership with the Practice Team Social Worker). It is an opportunity for the family to come together and plan together to address these areas of concern, need, and risk.

The families plan can be shared at Case Conference (or Review) as evidence of a family's engagement, their capacity to understand and react to concerns, as well as their capacity to share responsibility for managing any risk.

Between 1 April 2021 and 31 March 2022 the service received notifications for 97 children from 58 Families.

Emergency network meetings

The FGDM service continue to offer an emergency network meeting to children who have come into care on an emergency basis or are referred for emergency

accommodation. Much of this work involves phoning round family members and bringing their views and offers of kinship/respite/support to social workers within a 5-day timescale. Over the last few months this service has become very busy with an increase in emergency placements.

Lifelong links

Lifelong Links work continues with most Lifelong Links plans and meetings resulting in connecting children in care with their wider networks and family members.

Increasingly the service recognises that Lifelong Links is a process that should and needs to be available to children and young people as and when the time is right for them to ask questions and explore. For example, when they need more information about their lives and circumstances, or they identify an individual they want to reconnect with.

Register House closed its doors in March 2020 and has just re-opened for people to be able to research family trees. The service has been fortunate enough to have the offer of staff from Register House to do some searches on the service's behalf.

The Lifelong Links evaluation continues at CELCIS, and the service provided data for this. The evaluation for Scotland will complete at the end of 2022.

The Sparrow Project

It has been identified in Edinburgh that there is a need for more tailored support for parents who have children placed permanently away from their care. Over 50% of parents who have had one child permanently accommodated go on to have further children placed away from home.

Earlier in 2022, the service, as part of Edinburgh's Promise were awarded £158,005 from two funds (The Good Childhood Fund and a Scottish Government Fund) to develop a service alongside Circle's Harbour project and Stepping Stones Edinburgh North which will look to engage with parents who have lost children to permanent or adoptive care. The money will fund two development posts which will sit within FGDM and two Family Support Workers who will work from within Circle and Stepping Stones Edinburgh North. It is hoped that the development of the service can be done alongside parents and young people who have lived experience and a pilot will directly engage with up to 20 parents from across Edinburgh.

Multi-Systemic Therapy

Since 2013 Edinburgh's children's services have been supported by a Multi-Systemic Therapy Team. Multisystemic therapy (MST) is an intensive family and community-based intervention. It targets the causes of anti-social behaviour in young people aged 11 to 17 who could be at risk of out-of-home placement.

Due to operational issues the work of the service was suspended in September 2021 and is now subject to an organisational review.

Community Justice

The City of Edinburgh Council received Section 27 funding of £9,775,833 for the year 2021/22 which was a reduction of £145,451 on the prior year's allocation. In addition, a separate allocation for Pandemic Recovery was made totalling £1,322,271. Additional funding was made available for Structured Deferred Sentences and the Council received £9,000.

In addition to the impact of the reduction in core funding, financial pressures increased in 2021/22 due to the unfunded pay award for public service staff. In Edinburgh, this equates to approximately £150,000 per annum. To address the unfunded pay award a service review is being undertaken, with full consolation with staff and Trade Unions. As Covid restrictions increased, workload demands have also increased. This includes work from the Scottish Courts and Tribunal Service, Unpaid work, and Parole Board Scotland backlog, leading to increased numbers of Criminal Justice Social Work Reports and community-based disposals.

While the additional funding by the Scottish Government to address the impact of the pandemic was welcome, the main barriers to using this funding was the timing of the funding award, including date notified and date the money had to be spent. This caused significant problems because of the length of time required by the Council's recruitment and procurement processes. Because of the fixed term nature of the funding and the fact that all JSW were recruiting at the same time, there were significant delays in getting people started. Contracts to the end of 31 March 2022 were also not attractive to people, which has impacted on the pool of staff applying to these temporary posts.

Summary of Performance – key challenges, developments, and improvements

Edinburgh's Community Safety and Justice Partnership, on behalf of the Edinburgh Community Planning Partnership, is responsible for the development and implementation of Edinburgh's Community Justice Outcomes Improvement Plan. An annual report for 2020/21 was submitted to Community Justice Scotland in September 2021.

The Community Justice Outcome Improvement Plan for 2019–22 sets out the priority areas for community justice work in Edinburgh, complementing the Community Safety Strategy 2020-23 and the Edinburgh Partnership's Community Plan 2018-28. The Community Justice Outcome Improvement Plan is due to be reviewed this year.

2021/22 saw Covid restrictions relaxed considerably, with City of Edinburgh Council taking an understandable cautious approach, to ensure the continued health and wellbeing of staff and people using services.

Justice Services in Edinburgh have continued to develop a hybrid model of working and new ways of working, with more capacity for people to work from office space; more face-to-face contact with people using services and the return of groupwork interventions. This was welcome by both staff and people using services. In addition, the Scottish Government additional funding allowed us to commission voluntary sector services to support recovery.

Some key highlights are:

- The development of a virtual group work course that is delivered through the Microsoft Teams platform. The pilot of this course was evaluated and showed that the people who participated found it a very acceptable means of delivery.

- The revision of feedback questionnaires around how our services are experienced by the people who use them. These revisions are designed to make them more inclusive and suitable for every person who is provided a service. The revised questions are also intended to tell us how we can improve the way we engage with and support people, with a focus on the core trauma informed principles of safety, choice, trust, empowerment, and control.

- Building upon the positive [evaluation](#) of the project developing trauma enhanced practice within Groupwork Services, work is now well underway towards rolling this out to other Sectors. A Temporary Team Leader for Trauma and a Specialist Clinical Psychologist have been appointed to lead on this. There have been regular leadership sessions to support line-managers with embedding trauma informed models of service delivery. Approximately 70 staff are currently engaging in training at enhanced practice level, which includes modules on:

  - Understanding and responding to complex trauma
  - Promoting recovery through relationships
  - Asking about trauma and using safety and stabilisation skills
  - Selfcare and developing trauma-informed services
  - Understanding mental health in the context of trauma

- The roll-out includes the provision of Trauma Informed Group Supervision for staff, facilitated by a Clinical Psychologist.

In 2021/2022 Edinburgh Justice Services was one of four local authorities whose justice social work practice was evaluated in relation to breach of licence/recall to custody of people subject to statutory throughcare. The review was undertaken remotely and included a position statement and associated supporting documents prepared by the service; a file review of randomly selected cases; a staff survey and a focus group with front-line practitioners and managers.

Although reporting on broad areas of strengths and development, the Care Inspectorate provided individualised feedback to each Local Authority. The review identified practitioner and line management achievements of 'really strong evidence of good practice' and strengths in areas such as multi-agency risk management planning; partnership working; relationship building; robust supervision; support to access services by addressing barriers; meeting statutory responsibilities; line management support/oversight and clear processes and procedures which supported practice and understanding of role and responsibilities. Areas identified for development are being addressed through an Improvement Plan, in conjunction with colleagues from Quality Assurance.

Work has continued throughout 2021/22 to further develop Restorative Justice and to offer the service to those who are subject to statutory supervision, having been convicted of a hate crime and the victim of that offence (or a representative), and to deliver training in Restorative Justice approaches. Edinburgh, along with Mid, East and West Lothian and Scottish Borders are the pilot site for the roll-out of Restorative Justice and we will be working with Community Justice Scotland over the coming months to support the implementation of the Scottish Government's vision for Restorative Justice in Scotland.

Over 2021/22 Criminal Justice services have commissioned a number of Voluntary Sector organisations, using the additional Covid recovery funding. Funds were used to expand the options available to those undertaking 'other activities' as part of community payback; both **APEX** and the **Wise Group** were commissioned to provide facilitated personal development programmes, tailor made to the individual and with a focus on employability, training, and learning, and included mental health and wellbeing supports, managing stress, budgeting, and healthy eating.

The additional monies also paid for winter liberation packs for those with an identified need who were released from prison over the winter months and paid for the recruitment and supervision of a paid peer mentor within the **Edinburgh and Midlothian Offending Recovery and Support Service (EMORSS)**. The peer mentor has lived experience of the justice system and has used their knowledge and experience to support others to live crime free lives.

To overcome the challenges presented by COVID-19 in hosting workshops for people completing unpaid work during the winter months where activity takes place indoors, justice services hired a large hall between December 21 and March 22 to accommodate the workshops; this enabled staff to deliver them safely and in compliance with social distancing guidelines.

Justice Services commissioned a bike mechanic from **The Bike Station** who supported the Brake the Cycle Project and upskilled both Unpaid Work staff and people undertaking Unpaid Work, to repair/mend bikes which were then donated on to community groups and youth groups.

Justice Services also used this funding to commission the **Edinburgh Community Food (ECF)** to work with Willow Service to support women to increase their awareness of a healthy balanced diet, to access affordable food, and to gain confidence in food preparation and cooking. ECF provided both 1:1 and group support to women at Willow.

The Edinburgh Alcohol Problem Solving Court has been in place since February 2016 and utilises community payback legislation, with frequent court reviews. Covid-19 impacted on court report requests and subsequent orders being made through this Court. As restrictions relax and court business increases, justice social work services have resumed the provision of assessments to the court, focussing on alcohol and ensuring streamlined access to substance misuse services through close partnership working with **Change Grow Live (CGL)**.

Justice Services Performance

Edinburgh Justice Social Work Services continues to be committed to preventative work and to a service model that offers a continuity of service regardless of where the person is in the community justice pathway.

As Covid-19 restrictions relaxed in 2021/22, the service workload increase, primarily because of Scottish Courts and Tribunal Services dealing with their backlog. This generated an increase in the number of people we supported and the number of assessments we completed:

- 2,070 people were supported through open community orders by Justice Social Work Services. This represents a 10.6% increase from support given during 2020-21.
- Justice Services staff completed 1,516 social work reports to support decision making by the courts, representing a 45.6% increase in comparison to 2020-21.

Table 13 - Offenders in the community subject to statutory supervision						
*Many people being managed in the community have their risk levels reduced to medium, reflecting successful risk management strategies.						
	31 Mar-17	31 Mar-18	31 Mar-19	31 Mar-20	31 Mar-21	31 Mar-22
Assessed as very high risk or high risk (sexual violence)	17	7*	10*	12		
Assessed as very high or high risk (violence)	46	37	37*	34		
Probation orders	9	8	6	3	1	1
Community service orders	7	5	5	6	5	5
Community payback orders	1121	1069	940	900	838	992
Drug treatment and testing orders	121	145	168	144	99	119
Drug treatment and testing orders (II)	33	34	38	18	6	10
Bail supervision	16	23	24	34	20	27
Statutory supervision of released prisoners (e.g. life licence parole, extended sentence, supervised release orders)	128	127	121	117	134	119

Table 14 - Offenders in prison who will be subject to statutory supervision on release		
	31 March 2022	31 March 2022
	Male	Female
Offenders currently in prison who will be subject to statutory supervision on release assessed as very high or high risk (sexual violence)	75	0
Offenders currently in prison who will be subject to statutory supervision on release assessed as very high risk and high risk (violence)	116	4

QUALITY, GOVERNANCE AND REGULATION

Single-Agency Practice Evaluations (currently under review in Education and Children's Services Directorate and Health and Social Care)

The Practice Evaluation programme provides a pro-active and participatory approach to self-reflection and has been a long-standing element of quality assurance of social work service provision. Research indicates that reflecting on practice can enable practitioners to be more effective, contribute to their personal development and improve outcomes for people who use services.

The Practice Evaluation programme is currently under review in Children's Services and Health and Social Care, and the Quality, Governance and Regulation Service is assisting these social work areas with the development of alternative programmes.

However, Community Justice Services (CJS) has continued with the Practice Evaluation programme and currently undertakes 24 Practice Evaluations yearly. As part of the CJS Involving People Strategy, the Practice Evaluation process provides participants for People's Stories where those people who use services provide feedback about their experience of service provision.

Multi-Agency Practice Evaluation Programme

This work was planned in Health and Social Care but did not progress due to the Covid pandemic and operational pressures. This work will be integrated into the re-development of the Single Practice Evaluation Programme

People's Stories

The aim of People's Stories is to embed a culture of qualitative engagement with the people who use social work services and to recognise the impact that a social work intervention can have on individuals. The model promotes a culture of quality assurance and improvement in service provision, including social work practice. By gaining direct, qualitative feedback, the quality assurance of service provision can be triangulated using the experience and views of people supported by services, staff, and management.

The Quality, Governance and Regulation Service is working with Children's Services and Health and Social Care to identify where the People's Stories model can be integrated into alternatives to the Practice Evaluation programme and other areas of self-evaluations and quality assurance/improvement work.

In CJS, a group of social workers has been trained in the People's Stories model and carry out interviews with the people who use services as part of the Practice Evaluation programme. As with the other social work service areas, CJS is also considering how this model can be integrated into other areas of self-evaluation and quality assurance/improvement work.

Care Service Feedback

Care Service Feedback is a mechanism for collecting, collating, and reporting on concerns or positive comments made by staff and members of the public. The procedure applies to all Council colleagues in contact with care services. The

38

purpose of Care Service Feedback is to enable identification of emerging trends. The Quality, Governance and Regulation Service has undertaken two reviews of the Care Service Feedback process which is currently mainly used to report concerns with Care at Home service provision.   However, work is currently underway with the Care Home and Children's Services Multi-Agency Quality Assurance Groups to promote and increase the use of Care Service Feedback in these areas.

Multi-Agency Quality Assurance (MAQA) Meetings (Care at Home, Care Home, and Children's Services)

Bi-monthly MAQA meetings are held for both Care at Home and Care Home services. The Children's Services MAQA was recently convened and will meet monthly until fully established. The purpose of the MAQAs is to:

- Share information about the quality of provision in council, independent and voluntary sector care homes/Young People's Centres/Secure establishments/Children's Services, and any other relevant information, including financial information.

- Develop agreed actions as appropriate to address concerns and/or achieve specified improvements.

- Monitor provider progress in achieving specified improvements.

- Make recommendations to the Chief Social Work Officer (CSWO) of the Council or the Chief Officer of the Edinburgh Health and Social Care Partnership (EHSCP) or the Executive Director, Education and Children's Services where specified service standards are not met, where a provider is not progressing agreed actions or where additional concerns come to light while a service is the subject of a suspension and/or a requirement to improve.

- Make recommendations to the CSWO or the Chief Officer of the EHSCP or the Executive Director, Education and Children's Services to suspend temporary referrals to a specified services and/or initiate the Breach and Termination procedures set out in the National Care Home Contract in respect of a specified care home.

- Identify where the criteria to initiate a Large-Scale Investigation (LSI) have been met and, if so, begin an investigation.

- Provide consistent and formal feedback to the appropriate parties about the findings of the MAQAs in respect of the quality of care and support provided.

Supervision Survey

An annual Social Work Supervision in Practice survey takes place across social work services to provide the CSWO with assurance in relation to policy/procedural compliance. The survey was launched in Communities and Families (C&F) in 2017 and extended to Edinburgh Health and Social Care Partnership (EHSCP) in 2019. In 2020 the first collective Social Work Supervision in Practice survey across both C&F and EHSCP took place. Specific reports were prepared for EHSCP and C&F (including Community Justice) along with a report outlining the collective survey findings.

In 2022, the findings of the latest survey were as follows:

- 323 responses of colleagues registered with the Scottish Social Services Council (SSSC) or the Health and Care Professionals Council (HCPC), along with social work assistant/community care assistant colleagues.

- Approximately 4329 staff were in scope of the survey with the 323 responses representing 14% of the targeted workforce.

- Edinburgh Health and Social Care Partnership (EHSCP) had the most responses 167, followed by Education and Children Services (E&CS) with 135 and Criminal Justice (CJ Services) with 21.

- Colleagues' overall experience of supervision and awareness of supervision has declined in every area when compared with the 2020 survey. Of particularly note is the decline in colleagues' views that supervision is reflective down 2%, given priority down 4%, free from distraction down 2% and includes personal and professional development down 4%.

- Colleagues said that they want their supervision to be prioritised, for it to have space for reflective practice as well as personal and professional development.

- As with previous surveys there is no routine use of supervision contracts or records on SWIFT/AIS when a case is discussed in supervision with 37% of colleagues reporting this to be the case.

- During the COVID Pandemic colleagues reported mixed experiences of supervision for example, some reported an increase in frequency of supervision and others reported a decrease.

When compared with the 2020 survey colleagues have continued to find creative ways to make sure they are supported and support colleagues. For example, socially distanced walks, meeting colleagues in public spaces and using ICT as a way of communicating with each other.

Self-Evaluation Programme

Self-awareness is the goal for all service areas to support and evidence knowledge about their strengths, areas for improvement, and to have enough planning in place to promote improvement, together with an awareness and understanding of the impact of services on individuals. The Quality Assurance service participates in work that will support and challenge service areas to develop and improve upon their own self-evaluation. The Self-Evaluation Improvement Guidance was updated in 2019 to assist services within the Council's social work provision to undertake self-evaluation activity and to ensure that all staff within services are included within the self-evaluation, improvement and change process. The guidance is based on the models of improvement used by both the Scottish Government as well as the Care Inspectorate.

Projects

Bespoke audit or quality assurance work is undertaken on an agreed and negotiable basis and depends on priority and the capacity of the Quality Assurance service.

- Development of Consolidated Action Plan – in response to the review of Edinburgh Secure Services.

- Consultation on the Scottish Government's Revised National Practice Standard for GIRFEC – supporting and facilitating the council's response to this work.

- Sharing Council records with care experienced people – facilitating a multi-disciplinary group of colleagues who are developing an approach to sharing people's historic records with them.

- Review of Multi-Agency Risk Assessment Conference (MARAC) and outcomes for children – a review of the level of effectiveness of the MARAC in reducing the risk of domestic abuse to children and improving outcomes for children and young people.

- Family contact during Covid Lockdown – an audit exploring how family contact was maintained, as a result of the pandemic, for children and young people who were looked after and accommodated away from home as of 23 March 2020. The audit also considered an evidential review of risk assessments undertaken by workers where face-to-face or physical contact continued or resumed after initial lockdown rules had eased.

- Family-Group Decision Making (FGDM) and the planning/decision-making process within the Children's Hearing System – development of a pilot project to explore what impact FDGM can have for families in the south-west of the city, in relation to the planning and decision-making process within the Children's Hearing System. It is also an opportunity to explore the role of FGDM in:

  - potential diversion from referral to Children's Hearing System;
  - the duration of orders;
  - planning around the termination of orders;
  - linking this back to the Promise to support better outcomes;
  - informing recommendations.

- Development of Neglect Toolkit – working with the Lead Officer, Child Protection, in the development of a tool for the assessment, identification and planning around neglect.

- Domestic Abuse Local Action Groups (DALAG) – development and rollout of four locality-based groups which will provide a preventative service for domestic abuse cases which are low risk/low threshold where children are involved.

- Evaluation of Safe & Together model – case file audit of cases in Children's Services to evaluate the efficacy of the Safe & Together domestic abuse model.

- Children's Service Case File Audit Programme – development of programme to provide a model of assurance/improvement in the quality of service provided by Children's Services.

Community Justice Services:

Assistance with development and implementation of Involving People Strategy and Throughcare Improvement Plan following inspection.

Edinburgh Health and Social Care Partnership:

Development of Edinburgh's Outcomes Framework in Health and Social Care – assisting colleagues in south- west locality with testing of the Wellbeing Wheel, an outcomes measurement tool. Further development and roll out of the wheel are currently under discussion.

Guardianship Audit – a quality assurance review of guardianship orders applied for and assessed prior to granting by the Court. The review considered processes, systems, and outcomes of private and local authority guardianship applications in Edinburgh. The aim of the review was to ensure that the application, allocation, assessment, and management of granted guardianships were considered within the framework, principles and values of current social work legislation that exists to ensure the wellbeing and protection of adults with incapacity.

A large scale audit has been undertaken this year following the Mental Welfare Commission's report on Authority to Discharge; the role of social work, NHS and people who lack capacity to offer their views on where after hospital they would wish to live.

Regulation

Regulation supports care service and social work professionals to deliver the Care Inspectorate and Scottish Social Service Council (SSSC) agendas, on behalf of the Chief Social Work Officer.

Regulation influences developments at a strategic and operational level to support improvements in the quality and compliance of the regulated care services and registered social service workforce.

Inspection activities remain impacted during 2021/22 due to COVID-19. The Care Inspectorate suspended their normal inspection programme in response to COVID-19. Whilst 2021/22 saw a resumption in inspection activity, levels remain at a reduced level.

This resulted in lower inspections across Council Care Services. A summary of inspection gradings is given in Appendix 3

This is a summary of the work undertaken by the Regulation in 2021/22:

- Providing regulatory input to the Children and Families Improvement Plan.

- Participation to the Multi Agency Quality Assurance meetings for Children and Families and Care at Home.

- Coordinated a corporate response to SSSC registration consultation.

- Produced a performance report on the Care Inspection annual return process for care services.

- Developed a mechanism for annual Duty of Candour reporting, meeting the Duty of Candour Procedure (Scotland) Regulations 2018.

- Coordinate regulated activity across care services so the Council meets its statutory obligations as a Provider of regulated services.

- Advise and support to Care Services with regulatory requirements; including notifications, new registrations, variations to existing registrations and service cancellations.

- Monthly analysis of adult and children inspection performance for Chief Social Work Officer.

- Provided Care Inspectorate performance analysis for the Health and Social Care Partnership Annual Performance Report.

- Advice and support to care service managers on SSSC (See Appendix 4) matters, including registration, learning and practice.

- Working in partnership with Learning and Development in supporting SSSC registration conditions & qualifications.

PUBLIC PROTECTION

Chief Officers' Group

The Chief Officers' Group (see Appendix 1) has overview and governance responsibility for public protection in the city of Edinburgh. The Chief Officers' Group had a development day in early 2020 and revised its Terms of Reference.

Child Protection Committee

Development events were conducted virtually in 2020 due to COVID 19 restrictions. In addition to an online survey of members, several focus groups were held with agency representatives to discuss the operation of the Committee and the content of the improvement plan for 2021/22. This year's plan focusses on four key themes: Neglect, participation & engagement, structure and connections, national drivers.

These themes represent the areas of practice improvement and strategic planning which Committee members deemed most relevant in the current year when considering areas of local and national development. The Improvement Plan includes focus upon the launch of a revised interagency toolkit to support the identification and assessment of neglect, as well as the embedding of consultative and participatory approaches with both staff and families as part of the Committee's approach. In addition, the partnership working which has been so crucial throughout the last year will be incorporated into Committee structures through a revitalised relationship between the Committee and third sector partners – with a focus on collaborative work. Over the coming years, significant national developments will take place with the launch of the new **National Guidance for Child Protection in Scotland** and an unprecedented programme of work to ensure the findings of the Independent Care Review – The Promise – are responded to effectively and lead to improved outcomes for all children.

Through the interagency Public Protection Budget, funding has been committed in a range of ways to support the safety and wellbeing of children. This has included the continued funding of a public protection business support post, ensuring that crucial administrative capacity is available for key public protection activity such as the coordination of Initial and Significant Case Reviews. The budget has also been used to maintain the electronic Inter-Agency Referral Discussion (eIRD) system, ensuring the continued operation of this sector leading resource, in addition to delivering a public awareness and information campaign in partnership with NSPCC Scotland, entitled All of Us. The aim of this campaign was to help prevent child neglect by ensuring that early help was available when required, in recognition of the fact that raising children can be hard and we all need help from time to time. The campaign plan required significant adjustment due to COVID-19, with the result that an innovative range of virtual approaches were used to reach thousands of families and professionals.

Ongoing funding for inter-agency training has been crucial in ensuring that our workforce is skilled and knowledgeable in carrying out their roles. In addition to a full programme of child protection courses, funding has also supported the delivery of Safe and Together training in order to ensure our multiagency response to domestic

abuse is informed and effective. During covid several training opportunities were developed on-line with a significant number of staff utilising these. Over 3000 colleagues have participated in a range of 11 online modules.

Data and Performance

The Committee has continued to maintain oversight of data via the National Minimum Dataset for Child Protection Committees in Scotland, which is now fully embedded in Edinburgh. This provides trend data over a three year period and supports focussed analysis and assurance activity. In addition, weekly data captured for the purposes of SOLACE/Scottish Government COVID 19 tracking has been a useful source of real-time information as to the operation of key processes during the pandemic.

Edinburgh has continued to have a lower rate of children subject to child protection registration throughout the last year, with minor increases in the number of children subject to Child Protection Registration at several points in the year being a result of registration being continued for slightly longer periods rather than any rise in the number of children deemed at risk of significant harm. The Quality Assurance Subcommittee has carried out assurance activity in relation to the operation of child protection processes within education and early years setting, following a reduction in the number of secondary school age pupils whose names were on the child protection register. This highlighted several examples of good joint working as well as the need to support ongoing opportunities for constructive dialogue and shared learning between services.

The Committee has also provided feedback to the Scottish Government on the use the minimum dataset and is committed to working in partnership during the development and revision of this tool, currently being ongoing between CELCIS and Scottish Government.

Adult Protection Committee

Throughout the reporting period between 1 April 2021 and 31 March 2022 there continued to be challenges for the work undertaken across all partner agencies which required the need to adapt to changing events. This section will reflect the Committee's wider achievements and aims.

The Adult Protection Committee has undertaken a significant piece of self-evaluation work which has included colleague focus groups, colleague surveys and a development session for the Committee. The aim of this activity was to produce an accurate picture of Adult Support and Protection in Edinburgh and to identify key priorities for improvement planning. The Committee has identified themes and areas for improvement locally through Initial and Significant Case Reviews. For the coming year the committee plan to implement the actions in the redeveloped improvement plan and outline our priorities for the future. The Committee has agreed that every second meeting will be focussed specifically on the improvement and self-evaluation activity.

The Covid-19 pandemic continued to have implications for all areas of Adult Protection activity during the reporting period. A Senior Manager's Strategic Oversight Group was put in place at the beginning of the Pandemic to consider

priorities. This group continues to meet monthly and includes the Chair of the Committee, the Chief Social Work Officer, the Detective Chief Inspector of the Public Protection Unit, and the Chair of the Quality Assurance Subgroup supported by the Lead Officer.   Adult Support and Protection Case Conferences have continued online using the Microsoft Teams platform, as has Adult Support and Protection training. In the reporting period, 143 multi-agency colleagues have been trained in Adult Support and Protection at level 2, and 124 at level 3, which is Council Officer level training.

Performance

The number of ASP referrals received by the City of Edinburgh Council during the reporting period was 1901, a marginal increase from the previous period which was 1868. Of these, 39% were received from Police Scotland, 16% from social work services and 10 % from NHS Lothian and GPs.

The remaining 35% of referrals were from a variety of sources, 7 % of which were from the person themselves, family or other members of the public.

During the reporting period 481 investigations were undertaken, which is a slight decrease from 505 in the previous year. Investigations were undertaken where the person was female were held slightly more than for male, with women accounting for 53% of investigations. The locus of harm was in the adult's own home in 335 of the investigations which is 70% of the total. The main type of harm was recorded as 'neglect' in 24% of cases, which was the highest, with 'physical harm' the second highest (23%). This differs from the previous period in which physical harm was recorded most often as the main type of harm (24%) and financial harm as the second most recorded (20%).   The recording of neglect as the main type of harm has risen by 6% between the two periods. This may be due to increased awareness of 'self-neglect' as a type of harm and the launch of a new Hoarding and Self-Neglect Protocol in September 2021.

Most investigations were for people aged 65+ (37%) with those aged between 40-64 (34%), with younger adults accounting for 29% of investigations. These are similar percentages to last year. Of this, 224 people's circumstances were discussed at an initial Adult Protection Case Conference and there were 573 reviews.

During the reporting period 1 April 2021 to 30 March 2022, four Initial Case Reviews were initiated and overseen by the APC and one Significant Case Review was commissioned.

During the reporting period 1 April 2021 to 30 March 2022, three Large Scale Investigations were commenced.

Equally Safe Edinburgh Committee

The Equally Safe Edinburgh Committee is a multi-Agency partnership working to ensure the implementation of Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls (VAWG). The four key priorities of Equally Safe for Edinburgh are the Following:

- Edinburgh embraces equality and mutual respect, and rejects all forms of violence against women and girls

- Women and girls in Edinburgh thrive as equal citizens: socially, culturally, economically, and politically

- Interventions in Edinburgh are early and effective, preventing violence and maximising the safety and wellbeing of women, children, and young people

- Men in Edinburgh desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

A new Lead Officer was appointed to the Equally Safe Edinburgh Committee in September of 2021, completing a team of three Public Protection Lead Officers together with Child and Adult Support and Protection.

The Equally Safe Edinburgh Committee has now finalised its constitution and updated relevant information on the public-facing City of Edinburgh Council website. This includes information for the public on organisational members of the committee, as well as information for people experiencing gender-based violence and abuse on how to access help.

The Committee has further expanded its membership to ensure better representation among statutory and voluntary organisations delivering work that contributes to the implementation of Equally Safe in Edinburgh and has taken significant steps towards completing actions identified in its three-year Improvement Plan. These actions relate to the four key themes the Committee has agreed as priority areas in the period 2020-2023:

- The ESEC seeks to improve its understanding and data measures connected to violence against woman and girls

- The ESEC seek to build and improve the infrastructure to ensure women and girls thrive.

- The ESEC seeks to better understand what works in effective violence prevention.

- The ESEC seeks to strengthen its governance relating to male violence as well as create opportunities to learn what works.

Currently, 74% of actions identified in the improvement plan have been implemented, with the remainder currently in progress.

Additional workstreams currently undertaken by the Equally Safe Edinburgh Committee include:

- The review of Council policies, both internal and multi-agency, on issues relating to gender-based violence.

- The Women's Safety in Public Places Community Improvement Partnership, which seeks to understand factors that contribute to women's feelings of lack

of safety and to implement measures to ensure that women and girls feel safer in Edinburgh's public spaces.

- The Commercial Sexual Exploitation Short-Life Working Group, which seeks to develop work in this area in Edinburgh, namely an Edinburgh Position Statement and, in collaboration with Violence Against Women Partnerships in East Lothian, West Lothian, Midlothian and Borders Inter-Agency Practice Guidance.

- The Equally Safe Edinburgh Committee is also supporting colleagues in Education to develop resources and workstreams to prevent gender-based violence within school settings and to support the implementation of Equally Safe at School across secondary schools in Edinburgh.

- Participation in the Learning and Development Subgroup, which is currently reviewing public protection training offered and exploring options for obtaining and providing additional training that is currently not available.

Equally Safe Edinburgh Committee Report to the Chief Officers' Group 2021-2022

Key highlights of the trends on Violence Against Women and Girls for the period April 2021-March 2022 are as follows:

- Crimes of Violence where the victim was female have decreased by 0.15% against last year to date.

- Recorded domestic abuse incidents have increased by 14.3% in Edinburgh compared to last year to date.

- Domestic Abuse recorded Crime has decreased by 1.7% against last year to date.

- Overall recorded Sexual Crime has increased by 5.1% against last year to date with females accounting for 88.86% of all victims.

The Equally Safe Edinburgh Committee is currently working on completing its annual report for submission to COSLA and the Improvement Service with a view to informing the national progress report on the implementation of Equally Safe across Scotland.

Alcohol and Drugs Partnership

Strategy Development

The strategy was agreed in 2020-21 but additional development work in 2021-22 has included production of a performance framework; completion of an Equalities and Rights Impact Assessment; and preparation to respond to the Partnership Delivery Framework for Alcohol and Drug Partnerships

The Edinburgh Alcohol and Drug Partnership (EADP's) strategic plan is structured across five areas of work: consistent with Rights, Respect and Recovery (2018) strategy.

1) Prevention and Early Intervention
2) Developing Recovery Orientated Systems of Care

3) Getting it right for Children, YP and Families
4) A Public Health Approach to Justice
5) Alcohol Framework

The key challenges, developments and improvements during the year are described below under these headings

Prevention and Early Intervention

Young Peoples Substance Use Service (YPSUS) encompasses the following component parts:

The Adolescent Substance Use Service nurse is a specialist nurse post linked to Substance Misuse Directorate and CAMHS. It provides a treatment response to young people under 18 experiencing problems with their drug and/or alcohol use. The service is currently commissioned three days per week and provided treatment to 69 young people, receiving 55 referrals. The service is also now responding to non-fatal overdoses among young people under the age of 18 and attempting to meet with them to provide treatment and support. This service is unique in Scotland and there is a need for additional capacity to deal with the level of referrals.

YPSUS support services run by Circle and The Junction provide support to young people affected by their own substance use, their parents or siblings use or a combination of both. The services operate in the north-east and north-west of the city and provided direct ongoing support to 32 young people. Covid restrictions meant a lack of access to schools and the need to retain young people longer to support them with additional issues of isolation and lack of engagement elsewhere.

Low threshold access is provided by CREW offering shop front access at their premises, contact at outreach events and online. The service provided advice, information, and signposting to 2,414 young people between the ages of 12 and 25. Brief interventions were delivered to 202 concerned about their own use or that of family or friends. Young people are involved in the planning and development of services. The service evaluates very well with over 90% of young people feeling more confident about a range of issues around substance use and sexual health.

There are risks to these services as they rely on complex funding packages from charitable trusts and grants. EADP has picked up the shortfall until March 2022/23 but will require to secure funding beyond that period. There are also significant gaps in coverage in south Edinburgh. The HOT service in south central folded and funding from Children's Services for this service was not re-allocated.

Education and prevention

The Junction links with schools to provide a programme of drug and alcohol education for Primary and Secondary school students in north-west Edinburgh. This work resumed in September after a hiatus related to Covid with 54 sessions delivered to 629 students. It is partly funded directly by schools which is a challenge to maintain. The programmes evaluate very well but this level of resource can't be replicated across all schools. There is an opportunity to join with other school-based education such as Healthy Respect and offer a multiple risk approach.

Developing Recovery Orientated Systems of Care

The Medication Assisted Treatment (MAT) Standards are nationally set standards for the speed, capacity, and quality of treatment for drug users. They are a central element of the national mission to reduce drug related deaths and are key to local and national drug strategies. Substantial investment has been committed by the Scottish Government to ensure that they are achieved.

MAT Standard 1: All people accessing services have the option to start from the same day of presentation.

The EADP and partners have an agreed plan for a central clinic offering same day treatment. The timeline of opening the clinic five days a week by 1st April was not met and there are ongoing delays with implementation, but it is expected to be successful. Edinburgh Access Practice has successfully already begun a similar model.

MAT Standard 2: All people are supported to make an informed choice on what medication to use for MAT, and the appropriate dose.

The key development in this area is roll out of Buvidal (a novel medication formulation with significant advantages). By April 2022 only c60 of the 3000 patients in ORT are treated with Buvidal, but it is estimated that if it were universally available as a choice to patients, approximately 600 patients would prefer it. Progress has been delayed by lack of financial clarity.

MAT Standard 3: All people at high risk of drug-related harm are proactively identified and offered support to commence or continue MAT.

Edinburgh has an established network of teams who reach out to people who are identified as being in crisis and at high risk of drug related death and harms. Subject to the outcomes of the performance monitoring exercise, it is anticipated that the current work plus planned actions (including additional investment) will deliver the standard before April 2023.

MAT Standard 4: All people are offered evidence-based harm reduction at the point of MAT delivery.

Most interventions are available in most settings, and it is anticipated that the current work plus planned actions will deliver the standard before April 2023.

MAT Standards 5, 7 and Treatment target: All people will receive support to remain in treatment for as long as requested and will have the option of MAT shared with Primary Care; increase by 9% the numbers on Opiate Replacement Treatment by April 2024.

These standards require that an additional 276 patients are treated by a system of care which already has very high pressures. Within current resource constraints (funding, premises, available workforce) and models, meeting the existing pressures and new expectations is not possible. With the additional funding and plan below, status moves to amber, though very substantial challenges and risks remain.

In December 2021 the EADP made an application to MIST (the MAT standards Implementation Support Team) describing a plan with the following intended outcomes and a funding request of £1.6m pa

- Reducing caseloads in hub services
- Developing Low intensity care in community settings
- Maximising use of primary care

The plan was agreed though the funding committed was only £0.75m pa. Meeting this target remains extremely challenging.

Take home naloxone distribution

Naloxone is an opioid antagonist, which can temporarily reverse the effect of an opioid overdose; this provides more time for emergency services to arrive and further treatment be given. Naloxone continues to be distributed within key settings: injecting equipment provision outlets, drug services, homeless services, GP surgeries and pharmacies.

Due to a change in the Lord Advocate's guidance, we can now train up non drug treatment agencies to supply naloxone. New services whose staff were trained to deliver naloxone in 2021-22 included:

- Dunedin Harbour (hostel and temp housing)
- Dental Nurses
- Cameron Guest House Group (B&Bs for homeless people)
- Hillcrest (housing association)
- Crew 2000 (drugs and young people's charity).
- Bethany Christian Trust (charity working with the homeless)
- WISHES (formerly the Women's Clinic)
- ROAM (sexual health team)
- All Injecting Equipment (needle exchange) pharmacies in Edinburgh

In addition, an extremely active group of peers (people with lived experience of addiction) were trained and outreaching to provide naloxone to those in need through CGL (part of the recovery hubs).

2468 kits were distributed in Edinburgh in 2021-22, a record level of provision by a significant margin.

Expansion of residential rehabilitation capacity:

Expanding access to residential rehabilitation is a key strategic priority for the ADP and the Scottish Government. For Edinburgh Residents, the majority of rehab provision is delivered by the LEAP programme and its associated pathway (the Ritson detox unit, family, and peer support, out of hours care and accommodation, aftercare support and accommodation, employability and meaningful activity project). Pre-Covid, LEAP had capacity to treat 20 patients at a time, equating to 80 to 90 patients per year (approximately 60% of whom are typically Edinburgh residents).

Following announcement of additional Scottish Government and EADP funding being available for Residential Rehab, LEAP and its partners developed a bid with the aims of:

- Increased capacity in Ritson Clinic by 50% (8 beds to 12 beds)
- Increased capacity at LEAP by 40% (20 places to 28 places)
- Allowing 112+ residential treatment episodes per year in Lothian
- Allowing 600+ places over the five years of the fund
- Increased access for vulnerable groups
- Removal of barriers to treatment
- Improved quality of aftercare provision
- Allowing groundwork for a more ambitious East of Scotland Regional approach

This has been jointly funded by the Lothians ADPs and the Scottish Government.

Visible recovery: Recovery community activity and peer support:

Mutual Aid activity (organised and informal support of one person in recovery to another) remains the largest source of support for those in recovery from addiction in Edinburgh. Professional services continue to engage people with this unique source of experience, strength, and hope where possible.

There are now peer workers (individuals who are openly in recovery) working as volunteers or paid staff in each of the Hub teams as well as the rehab, DTTO and harm reduction teams and they are having a significant impact on the work of the teams. The peers are currently much less visible to those who receive their treatment and support in Primary Care, but we hope that this can be developed in the future.

The ADP are also supporting peer interventions for the most vulnerable people in crisis by funding the inspirational police-led initiative "Operation Threshold" which pro-actively seeks out those who have had a recent non-fatal overdose and offers them peer support and engagement with services.

In 2021/22, the most substantial funded project supporting the development of the recovery community was Edinburgh Recovery Activities (ERA). This was funded by the ADP through EVOC as an interim project pending the commissioning of a permanent contract. Over the course of the year, the coproduced contract for the long term service was procured and from June 2021 onwards Cyrenians have been the provider.

The service provides a vast range of activities online and in person. Recent feedback from the community taking part in the ERA online activity review is below - ERA asked respondents to give one word to describe ERA, these are some of the responses:

- **Fun**. It's so important that recovery is not just self-reflection. Action and creativity are needed and doing it with peers is even better!!
- **Essential**. They have been a major part of my recovery journey and without them I don't know if I'd be where I am now.

- **Welcoming**. The staff put effort into making everyone feel at ease.
- **All-encompassing.** I chose this word because ERA covers everything, something for everyone and their extended family. a great organisation.
- **Great**. I chose that word because it has been great for me, I barely left the house and didn't know a lot of people and through ERA I go to groups, outings, I have met a lot of lovely people.
- **Inclusive**. I chose that word because it is open to all in recovery and to the families. Welcoming and inclusive it a charity I have total respect.
- **Amazing**! Great support for people in recovery I think it will be better when in a building.

Offender Management Committee

A proactive multi-agency approach to Public Protection remains a key focus for the agencies involved in the management of high risk offenders. This is instigated by use of appropriate intervention measures by social work and Police regarding compliance concerns with statutory orders which are linked to child and/or adult protection matters. This is evidenced via the various performance Indicators which continue to show a relatively consistent 3-year re-offending rate across the various criteria of sexual, violent, and general offences.

The Edinburgh Offender Management Committee (OMC) has reviewed overall performance and has not identified any areas of concern or significant emerging trends that would be deemed business critical over the 2021-2022 (April to March 2022) period or that would affect future resource.

The number of Registered Sex Offenders assessed as posing a High Risk of Serious Harm continues to increase as seen in 2020-2021 – figure of 43, representing a 34% increase from Jan 2020. The following 12 month period to Jan 2022 – figure of 44 representing a 2% increase.

Complex workload via Level 2 Multi-Agency-Public-Protection-Arrangements (MAPPA) cases remains consistent.

Initial Notifications were completed on 9 occasions over the 2021–2022 period. This relates to Edinburgh based offenders re-offending sexually and an initial review taking place regarding circumstances and lead agency involvement. On all occasions the Lothian and Borders (L&B) Strategic Oversight Group (SOG) found no requirement to instigate either an ICR or SCR. Of note all incidences did not meet the criteria of serious harm.

MAPPA 2 Guidance went live in March 2022.

CJSW continue to utilise E-Safe across Edinburgh and L&B, enabling them to manage more effectively those considered as posing a risk of serious harm. E-Safe will provide remote monitoring software to be installed on appropriate electronic devices, of those people CJSW assess as posing a risk of serious harm and who are subject to a post-release license, with conditions instructing the monitoring software to be installed. This monitoring will support risk management strategies.

Edinburgh Sex Offender Policing Unit (SOPU) provided inputs and guidance to CJSW partners in regard to inspection of offender's devices and usage of same. This can be replicated for new staff if required.

The Council and its Social Housing Partner landlords continue to work well together to support survivors/victims of domestic abuse, with a focus on early intervention and accommodation choices. Several women/families have been supported to remain in their current accommodation with safety measures having been put in place by Housing Property Services, while many have been supported to move to alternative tenancies though management transfers across the Social Housing partner landlords. Scottish Government has announced that it intends to lay down the regulations as agreed in the Domestic Abuse (Protection) Act 2021 (by summer 2022) whereby the Scottish Secure Tenancy agreement will be amended to allow Councils and Registered Social Landlords to evict perpetrators of domestic abuse from joint tenancies, ensuring that the victim/survivor can remain in that tenancy as the sole tenant. The expansion of the Equally Safe Edinburgh Committee has been much welcomed, allowing housing to strengthen partnership working regarding violence against women and girls. The existing Domestic Abuse Housing Policy (May 2020) will, as a result, be reviewed with the intention of developing an Equally Safe Housing Policy, to ensure that all areas of violence against women and girls are included and appropriate housing solutions and interventions are developed in response.

RESOURCES

While the financial effects of the pandemic lessened somewhat relative to the previous year, these impacts continued to be significant in 2021/22. The net cost to the Council during the year, including exposure through its Arm's-Length External Organisations (ALEOs), was some £25.5m. The largest single contributors were a reduction in parking income, net of enforcement costs, of £6.8m, the loss of the Lothian Buses dividend of £6m, additional homelessness expenditure of £5.2m and further support for Edinburgh Leisure of £5m.

Given the scale of these impacts, elected members continued to consider regular financial monitoring reports during the year and through a combination of savings in both service area and corporate budgets, a provisional underspend of £3.9m was achieved. This position was also delivered without the planned level of drawdown from reserves, providing an additional contingency against the on-going expenditure and income impacts of the pandemic.

Looking forward, to enhance the Council's resilience against these longer-lasting implications, the 2022/23 budget set aside a further £25m, alongside sums to address other new liabilities such as an increase in employer's National Insurance rates effective from April 2022. Following the receipt of additional funding as part of the Scottish Budget's Parliamentary consideration, the budget also included £10m of additional investment in the Council's key priorities.

2023/24 and future years

The Council continues to face significant financial challenges resulting from increased demand for services, inflation, legislative reform, and increased citizen expectations, as well as the continuing financial impacts of the pandemic. These factors are set against a backdrop of core grant funding (accounting for around three quarters of the Council's overall income) that is not keeping pace.

While the Council has approved a balanced budget for 2022/23, it faces significant financial challenges going forward. Current projections indicate a need to deliver at least £63m of recurring savings in 2023/24, increasing to £144m over the five-year period to 2026/27 as shown in the chart below.
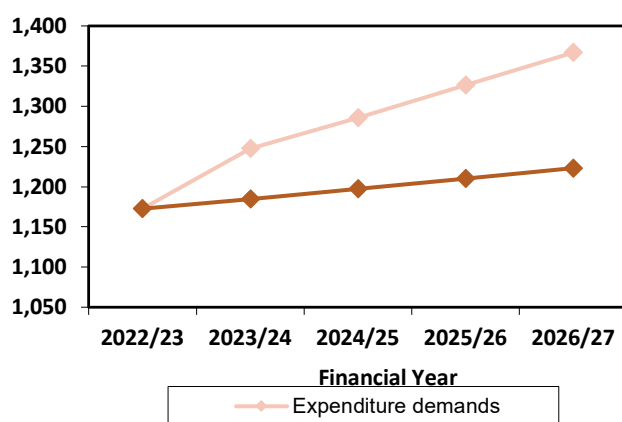
Since 2012/13, the Council has delivered over £380m of recurring annual savings, equivalent to more than a third of our current budget. These savings have mainly been delivered through a combination of making our processes more efficient,

improving our procurement practices and use of buildings, effective treasury management and raising more income where we can. Given the scale of these savings, however, the ability to make further incremental savings is correspondingly limited.   There has, in recent years, also been an unsustainable reliance on savings from non-service budgets.

The urgent need to initiate a structured medium to longer-term savings programme was highlighted in both the Council's Best Value Assurance Report and the external auditor's report for 2020/21. In recognising this urgency, Directorates have been asked to develop potential options, captured by means of a standard template detailing service and performance impacts, risks and dependencies, with reference to the priorities set out in the Council's business plan. These proposals will be subject to a process of co-design between the incoming administration and officers and form the basis of public consultation in Autumn 2022. Given the extent of the challenge noted above, members will likely need to make increasingly difficult choices about the Council's priorities, including considering service reductions, across all service areas to maintain expenditure in line with available income.

Demographic investment

In recent years, budget planning in the Council has provided significant protection to social work services, as well as for other priorities, such as schools. The Council's long-term financial plan continues to provide, through full pass-through of sums received from the Scottish Government, for additional funding to meet the growing needs for care services from the increasing number of older people in the population, particularly those over the age of 85, and increasing numbers of people with learning and physical disabilities due largely to greater longevity.

Funding is also provided for a growing number of children and young people, the level of which is adjusted, as appropriate, for preventative investment in early years activity and by actions intended to reduce the increase in the number of looked-after children.

WORKFORCE

The Chief Social Work Officer-sponsored Edinburgh Local Practitioner Forum (ELPF) has been restricted by the impact of the Covid-19 pandemic, as such it met virtually on only one occasion over 2021-2022. The ELPF continues to offer opportunities for operational colleagues to reflect on their practice, discuss service developments across the city and how these will impact on their day-to-day work. The ELPF maintains an online presence via a Microsoft Teams Group and encourages participation from voluntary sector workers, front line workers, senior managers, and social work students.

The number of subscribers to the ELPF's Microsoft Teams Group currently sits at 31. This is used to maintain engagement with practitioners and professionals, and to supplement traditional email and face-to-face contact opportunities. The Microsoft Teams Group allows us to post the dates of upcoming meetings and copies of the agendas and presentations used, as well as sharing any other events of interest.

The March ELPF virtual meeting discussed the National Care Service for Scotland. There were inputs from Keith Gardner (Community Justice Scotland), Karin Heber (Scottish Association of Social Work) and James Maybee (Social Work Scotland).

The current co-chairs of the Practitioner Forum remain as Andrew Reeves (Social Worker - Marie Curie), Lynne Blanchfield (Children and Families Social Worker), Heidi Watt (Social Worker - Drug Treatment and Testing Order Team), David Orr (Team Leader - Young People's Service) and David Carter (Team Leader – Children's Services). Lauren Moore one of the ELPF previous Co-chair's stepped down in March 2022 to pursue her PhD. The ELPF would like to wish her all the best with her studies and hope to have her back to the forum in the future as a guest speaker.

With regards to forthcoming events for 2022/3, one of the topics which the ELPF is keen to explore further with practitioners is that of Gender Identity and the way in which social work practice may be required to shift and to adapt to accommodate changing social norms and trends.

The ELPF are always keen to hear from anyone interested in becoming more involved with the ELPF and any notes of interest can be emailed to localpractitionerforum@edinburgh.gov.uk.

Workforce Planning

Through the EHSCP transformation programme, an inaugural workforce strategy, 'Working Together', has been developed to ensure that the Partnership has a skilled and capable workforce that can deliver 'a caring, healthier and safer Edinburgh'. The strategy focuses on the Partnership's workforce across the City of Edinburgh Council and NHS Lothian as well as recognising the invaluable contributions of those we work with, such as unpaid carers, volunteers, and those in the third and independent sectors.

'Working Together' was developed through workshops, staff surveys and focus group activity, which in turn helped to identify key themes, commitments, and actions necessary for the successful delivery of the EHSCP workforce strategy. 'Working Together' is also informed by demographic and projected demand information which highlights the need for short-term as well as mid-term and long-term goals to be achieved to meet the challenges faced.

The next step is for the working together strategy to progress to implementation, with wider communication over strategy and delivery groups beginning in 2022/23.

<u>Children's services - Workforce planning</u> – Organisationally Children's Services are in a period of personnel changes with a number of very experienced staff retiring, particularly Team Leaders. Along with other Local Authorities, Edinburgh has had increasing recruitment challenges as there is a shortage of care staff across the country. Children's services are looking at succession planning, staff retention and support for the workforce as part of the ongoing Covid recovery planning.

The service is supporting its teams to transition from working predominantly from home to a return to offices with a blended/ hybrid working arrangement.

Preparing operational social care colleagues for SSSC registration:

Scottish Vocational Qualification (SVQ) in Social Services and Health Care and Children and Young People Services: The Learning and Development Team continue to monitor and respond to the qualification and professional registration needs of support workers, practitioners, supervisory managers, aspiring managers, and registered managers across the departments of Health and Social Care and Communities and Families.

2022 has seen continued engagement with Modern Apprenticeships (MAs) in Social Services and Healthcare and Social Services (Children and Young People) at SCQF6 and SCQF7. In addition, in 2022, we are piloting the delivery of Technical Apprenticeship (TA) at SCQF9, with The City of Glasgow College. Over 25 senior practitioners, who have been identified as potential future leaders, have applied for and are now engaged in, this demanding programme of study and assessment.

The SVQ and MA programmes are delivered by several FHE providers on behalf of the Council. This currently includes Fife College, Borders College, West Lothian College, Edinburgh College, Training for Care and The City of Glasgow College.

The funding for MAs comes directly from Skills Development Scotland, and this means that essential qualifications can be delivered cost-free to colleagues who need the qualification and who meet the eligibility criteria.

The MA model relies on the creation of a strong network of support being provided to the MA candidate. Each MA/TA candidate must have the support of a workplace Mentor as well as the SVQ Assessor. In the first full year of delivering MAs, that have seen some very encouraging results and strong engagement from teams.

FHE providers have continued to adapt their approach to the delivery of vocational qualifications within care settings. They are now adept at working remotely with

candidates and programme delivery and administration have continued smoothly and without disruption. Tentative steps towards the resumption of more traditional face-to-face assessment activity have been seen since spring 2022.

Active Candidates SCQF6: April 2021 21-March 2022		Completed Candidates SCQF 6: April 21-March 2022	
Fife College	6	Fife College	10
Borders College	14	Borders College	23
Training for Care	14	Training for Care	6
Edinburgh College	1	Edinburgh College	0
Total	35	Total	39
Active Candidates SCQF7: April 2021 21-March 2022		Completed Candidates SCQF 7: April 21-March 2022	
Fife College	0	Fife College	0
Borders College	35	Borders College	22
Training for Care	22	Training for Care	6
Edinburgh College	0	Edinburgh College	8
Total	57	Total	36

Preparing our Leaders for SSSC registration

As well as preparing operational team based colleagues for their registration, Learning and Development has worked with Supervisory and Registered Managers who need to achieve an SQA accredited qualification to support their professional development and SSSC registration.

Training for Care have continued to deliver the Professional Development Award (PDA) Health and Social Care Supervision (SCQF7) on behalf of the Council during 2021/22. The online delivery model continues to work well for our managers and the last two intakes have had very positive outcomes.

PDA Health and Social Care Supervision (SCQF7)		
Start Date	Delegates	Completions
Feb 2021	12	12
Sept 2021	7	7
March 2022	9	TBC

Following a quick quote process, West Lothian College, will deliver two more PDA programmes in Autumn 2022 and early 2023.

Smaller numbers of Registered Managers are provided with fully funded access to the Level 9 and 10 SVQ Leadership qualifications that they require for their SSSC

Registration conditions. These qualifications are provided through West Lothian College.

In addition, in 2022, Learning and Development worked closely with colleagues in the Council's Modern Apprenticeship Team to secure a provider, able to help us to pilot the delivery of Technical Apprenticeships in Social Services and Healthcare and Social Services (Children and Young People) at SCQF 9. The target audience for this pilot are aspiring future-managers (currently in senior practitioner roles) and the FHE provider who will deliver on behalf of the Council is The City of Glasgow College.

Active Candidates SCQF9/10: April 2021 21-March 2022		Completed Candidates SCQF9/10: April 2021 21-March 2022	
West Lothian College	2	West Lothian College	3
The City of Glasgow College	22	The City of Glasgow College	0
Total	24	Total	3

Providing Continuous Professional Development opportunities to the Edinburgh Health and Social Care Partnership workforce

The Higher National Certificate (HNC) Social Care supports students to explore Social Care Theory, Health, Wellbeing and Safeguarding, Care in Contemporary Society and Lifespan Development. The 2019/21 class moved to an online delivery model, and this has proved extremely effective. This class has now concluded their studies with an almost 100% success rate.

Following procurement activity, Fife College, have been commissioned to deliver two HNC intakes in September 2022. This will allow for over 40 support workers and practitioners to engage in a two-year programme of study. One intake will be specifically geared towards staff working in disability services, and the other will be open for applicants from all other EHSCP settings.

HNC Social Care: Fife College	
Intake 2019-2021	24
Candidate Withdrawn	3
Candidate completion	21

Essential Learning for Care Programme

Essential Learning for Care Programme (ELCP) has been developed so that Edinburgh Health and Social Care Partnership colleagues can complete the essential learning requirements for their role relatively soon after their commencement in post. The opportunity to have periods of protected time for learning supports the development of a workforce which is competent, confident, and valued.

The essential learning provision that was put in place in response to the pandemic is continuing.

Learning and Development are working with managers to review role-specific learning to ensure that what is provided is current and meets the needs of colleagues working in care roles. This also involved providing refresh training in manual handling to the majority of Care Home, Disability, ATEC 24 and AHP colleagues.

Learning and Development is working closely with Support Works and Homecare to roll out a full programme of refresh manual handling for front line colleagues who require this for their role, those working with people and those working with loads. An NHS Pharmacist is working on the roll out of medications training to colleagues in Care Homes and Disability Services and they have instigated a full programme of refresh training for staff in Homecare. They are working with other NHS Pharmacists to build the capacity of provision and extend the opportunities for training across key services.

Postgraduate Certificate in Advanced Professional Studies (Mental Health Officer Award)

The University of Edinburgh (UoE) delivers this qualification to nominated social workers from each local authority within the East of Scotland Partnership. The City of Edinburgh Council is one of those local authorities and each year nominate up to six social workers from across Children's Services, Edinburgh Health and Social Care Partnership and Criminal Justice Services to attend the six month part-time modular Mental Health Officer (MHO) certificate. The trainee MHOs are released from their posts for the six months duration of the course to be able to focus on their studies. The East of Scotland Partnership Group appoint an MHO Programme Co-ordinator to work with the lead Senior Lecturer in the University of Edinburgh to deliver the MHO Programme. On successful completion of the MHO Award the Chief Social Work Officer appoints newly qualified Mental Health Officers to the rota to provide MHO duty cover across the City of Edinburgh.

2021 cohort completions

In June 2021, five colleagues who had been undertaking the Mental Health Officer Award from December 2020, all successfully completed their awards. Four of these colleagues work within the Health and Social Care Partnership and one within Children's Services. This was a great achievement given these colleagues whole period of study coincided with the pandemic and their achievements allowed them all to meet the requirements for appointment as a Mental Health Officer and to join the Mental Health Officer (MHO) duty rota.

2021 to 2022 cohort commencements

Four colleagues were successfully recruited to the programme in 2021, all from the Edinburgh Health and Social Care Partnership. These colleagues started their course of study in December 2021, and they were joined early in 2022 by a colleague from Children's Services. This cohort are currently in the process of completing their final placements to allow them to qualify so that they can join the MHO duty rota.

Practice Learning

The City of Edinburgh Council is committed to the SSSC Codes of Practice for Employers and the understand that: *As a social service employer, you must provide learning and development opportunities to enable social service workers to strengthen and develop their skills and knowledge and this includes contributing to the provision of social care and social work education and training, including effective workplace assessment and practice learning.*

In total there were 20 student social work placements offered over the period April 21 to March 22. This was a slight increase on the previous year but significantly lower than pre-covid years. There have been many factors which have affected this reduction such as a high vacancy rate, resulting in a high number of Newly Qualified Social Workers (NQSW) being appointed; over the last two years the loss of many well-established Practice Educators; the increase in hours provided by Practice Educators needed to support a student whose placement is blended; and few opportunities to generate new Practice Educators due to a shortage in the availability of the Practice Learning (PL) course over this period.

There remains some areas of practice across Edinburgh where students are welcomed on a regular and consistent basis and their value is recognised. However, Learning and Development are working to consider how to develop this capacity to increase the number of placements hosted in the City of Edinburgh.

The placements offered over this period can be broken down: 2 Robert Gordon University placements; 4 OU placements; 3 Stirling University placements; 1 Napier University placement and 10 Edinburgh University placements. Most placements were offered in Children's Services (10), EHSCP offered 8 and Criminal Justice offered 2.

Although there has been a shortage of Practice Learning courses available over this period, the interest in practice learning has been sustained with 24 people embarking on the one-day link workers course, provided by the West Consortium. Napier University has started a Practice Learning course in January in which Edinburgh have placed nine practice learning candidates. City of Edinburgh Council is currently exploring options with regards to a new Practice Learning course (PDA10) in a partnership arrangement with surrounding local authorities and hope to have this course up and running later in 2022.

Newly Qualified Social Workers (NQSW)

This year saw the introduction of the NQSW Supported year scheme which began in August with the onset of a new cohort of NQSW's. Edinburgh secured a government grant to enable a trial of the year with the intent to be able to sustain the model going forward. Although we began with 34 NQSWs in July due to SSSC registration times 17 were included in the supported year pilot and 17 continued the previous CPL route. A pilot group of 17 NQSWs is currently taking place with the continued introduction of new workers to the scheme as they join the City of Edinburgh Council. This inclusion of all new social workers onto the scheme will ensure sustainability of the supported year going forward. Thirteen additional NQSWs have joined the scheme.

In summary the NQSW supported year is made up of six core elements:

Induction: Includes more generic Council wide material, learning in the specialised area of practice and the NQSW core learning. Although aspects of learning will vary this is a well-established practice in Edinburgh. The NQSW core programme combines presentations (delivered by different speakers from various areas of specialism), allows time for small group discussions and larger group involvement. The sessions are interactive and inclusive for all, delivered on half days and take place over an extended period (12 weeks) supporting the initial stages of protected learning time.

Protected learning time: As a minimum requirement, NQSWs who are working full-time get the equivalent of a half day per week protected learning time during the NQSW supported year. This is being negotiated clearly as part of caseload management. The pattern of protected learning time is determined by individual and service needs.

Professional supervision: This is carried out by a qualified social worker and includes a more reflective style of supervision. This is something Edinburgh tend to do well and little guidance or change in style of supervision has been necessary. SSSC offered a short supervision course for any manager on the pilot scheme, and it was taken up by more than half of the managers on the pilot and those who joined later.

Professional development: The NQSW provides an independent learning plan (although not all universities have designed this yet) and there are three professional discussions between the NQSW and their line manager: initial, midway and at the end of a year to discuss and evaluate learning achieved and to identify future learning. This is a new system which has been introduced and consideration needs to be given to aligning it better to the current conversations model adopted in Edinburgh.

Continual professional learning: Matching learning opportunities to the standards and the original individual learning plan. The NQSW is encouraged to think of learning opportunities which can be accessed daily such as experiential learning, self-directed study, and research.

Protected caseload: It is good practice to ensure that NQSWs are given a protected caseload to allow for learning and reflection to take place. General discussions with the managers on the pilot scheme suggest that a benchmark to work to would be two thirds of a more experienced workers caseload. The need to support NQSWs in the higher tariff work of adult and child protection must be closely monitored and the NQSW must be introduced slowly and feel fully supported in all aspects of this practice.

Peer support & Mentoring: Mentors have been identified for most of the NQSWs on the pilot scheme and later arrivals to the supported year. The mentors have undertaken a short course which identifies the role and responsibilities of the mentor and mentee (NQSW) and explains the supported year. Peer support groups for the NQSWs have been offered also.

Overall, Managers welcome this approach and although some have expressed their concern over increased time needed for the new paperwork, they appreciate the value in supporting our new workforce to ensure that they are feeling supported through their first year in practice.

Pride in Practice

In addition to the Edinburgh & Lothians Practitioner Forum, colleagues from Children's Social Work, within Education and Children's Services, had been intending to present at a national Pride in Social Work Practice event in 2020 this was postponed indefinitely because of the Covid-19 pandemic. The City of Edinburgh practitioner group rallied together, with the support of Learning and Development Consultants to keep the concept alive by locally planning and delivering opportunities on MS Teams for Children's Social Work staff to meet and celebrate imaginative, engaging and family-focused practice. As a result, there have been two extremely successful events.

The first event took place in September 2021 with a focus on adaptive approaches to engaging with families through the pandemic. Three practitioners gave short, informative inputs on their experiences of working flexibly during the varying circumstances of the lockdown and the learning they had taken from these opportunities. This led on to small group reflection with all the practitioners who took part in the event.

Following on from the success of the first event, a group of speakers and supporters who had taken part went on to arrange a further opportunity to learn and reflect on positive practice. A group of around ten practitioners, made up of Children's Social Workers, Social Work Assistants, and supported by a Team Leader and Practice Team Manager, put together a further morning event on MS Teams, exploring the complexities of helping Looked After children to spend quality time with their family members. This included supporting another three practitioners to speak about facilitating contact arrangements with birth parents, brothers, sisters, and children's wider informal networks. As a result, there was lots of discussion about children's rights, the use of language and how best to offer whole family support within the group reflection times.

These events have come at an excellent time when embedding The Promise Fundamentals and Children's Rights, more generally, across the local authority and Children's Partnership. The two events were attended by around 120 Social Work Practitioners from across the service and staff particularly valued the chance to focus on strengths, rather than challenges, areas of development or policy change. Some staff members commented:

"Thanks to Pride in Practice Edinburgh for a really stimulating 2 hours about Positive Practice, inspirational & very relevant."

"Thank you for the really thoughtful presentations, a lot to think about regarding our practice."

"It was great to see passion and commitment come alive in this very special event."

The Pride in Practice working group is continuing to grow and would especially welcome representation from across the teams and services. Children's Social Work Practitioners can become involved in planning and facilitating future events or by noting an interest to speak about their own practice, with suggested topics such as, children and young people's participation; direct work with children; and child-centred meetings in the pipeline for over the next year.

Corporate Parenting and Continuing Professional Learning for Residential Staff

Residential Care Workers and their Managers have been undergoing an update to their Child and Adult Protection learning, in line with their Continuing Professional Learning needs and Inspections. This has resulted in a range of learning opportunities and ongoing discussions about Essential Learning. There is increased interest in Contextual Safeguarding, the needs of young adults who stay in care placements longer because of Continuing Care legislation. Services are also having to adapt to both the developments, benefits and risks posed by young peoples' lives being increasingly shared online through social media.

Learning and Development's role in supporting the workshops and training sessions goes together with the roles of the newly appointed Corporate Parenting Lead and the Participation Workers. The service is in the process of developing a new Corporate Parenting digital learning package that will be available to everyone who works for the City of Edinburgh Council to better understand the part they play with our Care Experienced young people. This work fits well with the organisational efforts to embed The United Nations Convention on the Rights of the Child and The Promise Fundamentals into the Children's Partnership, which will be ongoing in months to come.

COVID-19 – IMPACT AND RECOVERY

As highlighted earlier, 2021/22 continued to be a challenging year for the health and social care system as restrictions eased but covid cases remained high. This resulted in staff shortages, increasing demand from residents with increasingly complex needs, and ongoing difficulties in recruitment. These system pressures were also reflected nationally and many of these pressures are not new although they have been exacerbated by the EU exit and the covid pandemic.

As a result of these pressures being felt across the country, in early November 2021, the Scottish Government (SG) allocated additional funding of £300m across Scotland for the remainder of the financial year. Using the Partnership's share of this funding, the IJB agreed a programme of investment, framed to reflect the priority areas identified by the SG as well as supporting sustainability beyond the immediate crisis. This included investment in interim care beds, initiatives to increase capacity within the care at home sector and multi-disciplinary team working.

Alongside supporting recruitment efforts, the Partnership used the One Edinburgh approach to optimise the provision of existing packages of care. A command centre was established, and dashboards developed which use regularly updated data to inform service provision improvements. Current provision and unmet need across the city were regularly reviewed to identify where providers could work collaboratively to achieve greater efficiency in provision, following consultation with service users. A further part of work to optimise current capacity is through the creation of a dedicated team to review existing packages of care and look for alternative means of providing the support people require to maintain their independence; for example, through the support of local community partners or the provision of telecare/community equipment.

In children's services a well-established learning culture both in the children's social work service and in the wider multi-agency partnership continues to exist. The Promise Delivery Group have begun to engage in developing children's services practice, across all agencies working with Edinburgh's children. Children's services have also continued to promote a restorative and strength's based practice approach. Safe and together practice is continuing to be further developed particularly in relation to circumstances of domestic abuse connected to child protection.

Locality Operational Groups (LOGs) and the joint Voluntary sector and Council Covid Task Force have continued to support vulnerable children and their families. This has helped develop new and creative ways to problem solve together and overcome obstacles for service delivery because of Covid restrictions. 48 workers, a mix of Council and voluntary staff meet each week, 12 in each of our four localities to share learning and to problem solve. The LOGs have been operational since April 2020, and this approach has strengthened the partnership between the Local Authority and the voluntary sector.

There has been a wide range of activities linked to the LOGs regarding parenting support and various work groups are looking at different aspects of early help. This

will help inform us in developing a clearer City wide approach to parenting support and early help.

The LOG's feed real time learning to the Task Force, which then feeds into the Children's Partnership and the Child Protection Committee.

The employment of a dedicated post holder to co-ordinate school holiday opportunities for children affected by a disability and their families has been a key development in Edinburgh during the pandemic.

The challenges faced in the pandemic have moved in 2022 to challenges of supporting Ukrainian families fleeing from the invasion of Ukraine and settling in Edinburgh. These challenges are now being further impacted by a cost of living crisis, exacerbating the levels of poverty experienced by too many people in Edinburgh. Despite a significant amount of work by the Council to mitigate poverty – as evidenced by the Poverty Commission and resultant workplan – the levels of inflation and energy prices will mean that the coming year will see demand for support and assistance from services reach unprecedented levels.

Appendix 1

Appendix 1 - Public Protection Strategic Partnerships and Monitoring Arrangements

Diagram 1 – Strategy and planning groups

Edinburgh Partnership (Community Planning)	Individual Agency Governance (Council Committees, NHS Board, etc.)	Edinburgh's Promise Leadership Group	Integration Joint Board for Health and Social Care
Community Safety Partnership	Other Partnerships e.g. Mental Health, Older People	Children's Partnership	Alcohol and Drug Partnership

Range of sub-groups and short life working groups

Diagram 2 – Public protection groups

Chief Officers' Group Public Protection

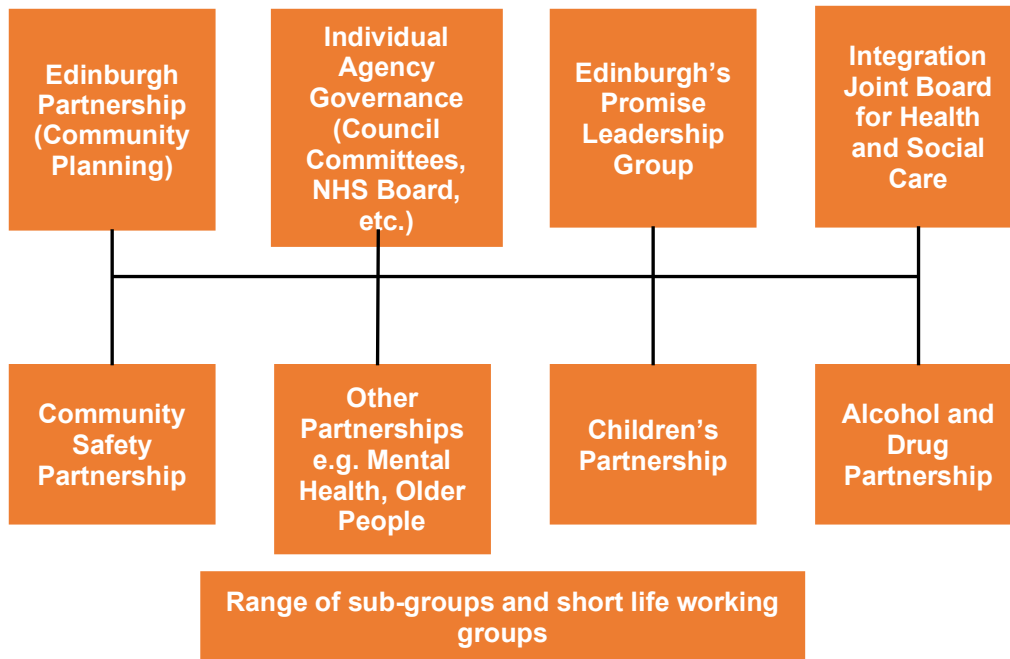|	
Offender Management Committee	Alcohol and Drug Partnership
Adult Protection Committee	Equally Safe Edinburgh Committee
Child Protection Committee	Prevent Counter Terrorism

Sub-groups for quality assurance training, public awareness, etc.

Appendix 2 – Statutory Complaints Analysis

Children and Families

These are the first figures to be produced following the new Complaint Procedures going live on 1 April 2021.

There are no clear patterns emerging, other than perhaps that Covid19 has had a significant impact upon the service, and the ability to manage the complaints in a timely manner due to staff absences. In fact, the figures for each quarter are quite different, this is realistic in terms of the issues that prompt people to submit complaints.

There have been a number of unusual complaints due to events and subsequent media coverage which have clearly prompted people to come forward. These have included: The Scottish Child Abuse Inquiry; The Sean Bell Inquiry; Media attention on forced adoptions; adoption allowances which were not supported by legislation and needed to be changed.

The SPSO made enquiries about our responses to two complaints during this year, on each occasion they decided not to launch an investigation.

1 April – 30 June (Q1),
- **Complaints received in this period:**
- FR x 6; Stage 2 x 5
- **Complaints closed in this period –**
- FR x 7; Stage 2 x 3
- **Complaints closed – outcome**
- FR: Upheld x2; not upheld x6
- Stage 2: Partially upheld x1; not upheld x2
- **Number of extensions** –
- FR: on time x4; extension x 3
- Stage 2: on time x 2; extension x1

1 July – 30 September (Q2),
- **Complaints received in this period:**
- FR x5; Stage 2 x 9
- **Complaints closed in this period**
- FR x 4; Stage 2 x 3
- **Complaints closed – outcome**
- FR: Not upheld x 4
- Stage 2: Upheld x 1; Partially upheld x1; Not upheld x1
- **Number of extensions –**
- FR: on time x 2; extension x2
- Stage 2: extension x 3

1 October – 31 December (Q3),

- **Complaints received in this period**
- FR x15; Stage 2 x 13
- **Complaints closed in this period –**
- FR x 2; Stage 2 x 12
- **Complaints closed – outcome**
- FR: Upheld x2; Not upheld x2
- Stage 2: Upheld x2; Partially upheld x 4; Not upheld x6
- **Number of extensions** –
- FR: on time x2; extension x2
- Stage 2: on time x4; extension x 8

1 January – 31 March (Q4)

- **Complaints received in this period**
- FR x 19; Stage 2 x10
- **Complaints closed in this period** –
- FR x16; Stage 2 x 5
- **Complaints closed –**
- FR: Upheld x 5; Partially upheld x 3; Not upheld x5; Resolved x4
- Stage 2: Partially upheld x 1; Not upheld x 4
- **Number of extensions –**
- FR: on time x10; extension x6
- Stage 2: on time x 3; extension x 2

EDINBURGH HEALTH AND SOCIAL CARE PARTNERSHIP

Within the Edinburgh Health and Social Care Partnership, there continues to be an integrated complaints team. This team provides a joint approach to the management of complaints for all services within the partnership. For the purposes of this report, the following information is based on social care complaints only.

During 2021/2022, the number of social care complaints managed as a Stage Two in the partnership was 52. This represents a decrease of 28% on the previous year.

In addition, 70 complaints were completed at Stage One (frontline resolution); this represents an increase of 25%.

113 enquiries were responded to, and 10 compliments were recorded.

Timescales for Stage Two Complaint Investigations:

In 2021/22, Edinburgh Health and Social Care Partnership formally responded to 52 Stage Two complaints. 8 (15%) were responded to within the 20 working day target or within an agreed extension; 44 (85%) did not meet these targets.

Outcomes:

Of the complaints investigated at Stage Two, 5 (10%) were upheld; 31 (60%) were partially upheld; 13 (25%) were not upheld.

From 1 April 2021, the SPSO introduced a new complaint outcome, 'resolution'. We are now able to resolve a complaint by agreeing what action to take with individuals, without the requirement to reach a decision as to whether the complaint should be upheld or not upheld. In 2021/22, 3 complaints were resolved (5%).

Complaint Trends:

Of the 52 Stage Two complaints, 36 were either upheld or partially upheld. 30 of these were reported in locality teams:

- North East: 4
- North West: 9
- South East: 6
- South West: 11

6 Stage Two complaint were reported across miscellaneous services.

The top three themes around upheld or partially upheld complaints were:

- Delayed package of care
- Decision of Locality Teams
- Staff attitude

It should be noted however, that many complaints have several themes.

Service Improvements:

All Stage Two complaints with an outcome of upheld or partially upheld continue to have an accompanying improvement plan. The improvement plans are the responsibility of the locality or service to ensure identified actions are implemented and learning from complaints is shared with the relevant teams.

An example of this was improvement action taken after a complaint about a motion activated wrist alarm not activating when the client fell. The investigation found that whilst it was not possible to guarantee the equipment would detect all falls, it was important that clients and their families were made aware of this. ATEC24 updated their written citizen alarm agreement to ensure that all relevant parties are now aware and informed, particularly when carers or family members may not be present during the installation visit.

Action was also taken when complaints were received in connection with decision-making by the Transport Allocation Group (TAG), and it was identified there was a lack of clarity about types of shared transport available, and physical distancing guidelines when using transport. Practitioner guidance is now issued to workers as part of the invite to the TAG meeting, explaining areas to be discussed and helping practitioners prepare, so that a decision is more likely to be reached at the first meeting. A 'Frequently Asked Questions' document has also been developed, setting out expectations for practitioners attending the TAG and the process for arranging transport once agreed.

Social Work Advice and Complaints have introduced new training to improve knowledge and practice around complaint handling within EHSCP. Training modules

have been developed internally by the service and include an introductory overview of the Model Complaints Handling Procedure and Stage 1 Frontline Resolution, and a secondary module which focuses on Stage 2 Investigations. The training started in early 2022 and will continue to be delivered to practitioners throughout the year.

Separately, some bespoke training sessions have also been provided on request to Health services requesting this support; for example, 2C Practice Surgeries and District Nursing Service.

Scottish Public Services Ombudsman:

If a complainant is not satisfied with the Stage Two response, they may request that the case be heard by the Scottish Public Services Ombudsman (SPSO), who can undertake an independent external review.

In 2021/2022, the SPSO made contact in relation to 8 complaints. 5 of these contacts were requests for information on the investigation and any relevant background information to the complaint (they refer to this process as Pre-Investigation); the outcome from all these Pre-Investigations was that they were satisfied with the findings and response, and they did not proceed to a full investigation.

Two of the contacts related to complaints from 2020/2021; due to the delay in the SPSO reviewing complaints, it can sometimes take over a year to receive their final decision. In both complaints, the decision was again that they were not proceeding to an investigation.

The final contact from the SPSO was also a Pre-Investigation, the outcome of which had not yet been received by 31/03/2022.

JUSTICE SERVICES

Summary Information:

During 2021/22, Justice Services received ten stage one complaints and no stage two complaints. A stage 2 complaint in the previous period was closed. No positive comments were received.

The level of complaints received is set against a background of the following service provision volume:

- 2,070 people were supported through open community orders by Justice Social Work Services. This represents a 10.6% increase from support given during 2020-21.

- Justice Services staff completed 1,516 social work reports to support decision making by the courts, representing a 45.6% increase in comparison to 2020-21.

Timescales for Stage Two Complaint Investigations:

In 2021/22 Justice Services responded to 60% of stage one complaints within agreed timescales. Justice Services responded to 100% of stage two complaints within the agreed timescale (submitted in 2020/21).

Outcomes

Of the complaints completed, none were upheld, three stage one's were partially upheld, six stage ones were not upheld and one stage two was not upheld. No stage one complaint was escalated to stage two

Complaint Trends:

We have managed more complaints at stage one, using frontline resolution in 2021/22. This has reduced complaints progressing to stage 2. The stage one complaint that was closed in 2021/22, was in respect of Willow Service and related to service provision.

Service Improvements:

There were two service improvements in 2021/22:

- Willow service should implement processes for service users to be heard if they no longer wish to receive services.
- Conversations regarding bed spaces are recorded on SWIFT.

SUMMARY:

The Council is committed to improving social work services for the people of Edinburgh and recognises that complaints are an important source of customer feedback. The following table sets out the number of social work complaints over the last three years dealt with as frontline resolutions (stage one); the number of complaints that required formal investigation (stage two); and the number of complaints referred to the Scottish Public Services Ombudsman (SPSO). Along with responding to complaints the Council also respond to enquiries made by the public, and by elected members (MPs, MSPs and Councillors) on behalf of their constituents.

	2019/20	2020/21	2021/22
Stage One Frontline Resolution			
• Edinburgh Health and Social Care Partnership	76	56	70
• Communities and Families	35	46	54
Stage Two Investigation			
• Edinburgh Health and Social Care Partnership	37	67	52
• Communities and Families	45	23	38
Scottish Public Service Ombudsman (SPSO)			
• Edinburgh Health and Social Care Partnership	1	10	8
• Communities and Families	2	0	0
Enquiries			
• Edinburgh Health and Social Care Partnership	95	125	113
• Communities and Families	34	8	-

Data is also recorded by Edinburgh Health and Social Care Partnership regarding positive comments made by the public.

	2019/20	2020/21	2021/22
Positive Comments			
• Edinburgh Health and Social Care Partnership	11	22	10

Appendix 3: Care Inspectorate Inspections 2020/21

CS Number	Service Name	Quality Framework Evaluation	Latest Grading	Inspection Date
CS2016345165	Royston Court Care Home for Adults	How well do we support people's wellbeing?	3 - adequate	09-Apr-21
		How good is our leadership?	3 - adequate	
		How good is our staff team?	Not assessed	
		How good is our setting?	Not assessed	
		How well is care and support planned?	3 - adequate	
		How good is our care and support during the COVID-19 pandemic?	4 - good	08-Feb-22
CS2009233011	Inch View Care Home for Adults	How good is our care and support during the COVID-19 pandemic?	4 - good	11-May-21
CS2003010953	Crane Services Offender Accommodation Service	How well do we support people's wellbeing?	5 - very good	11-Feb-22
		How good is our leadership?	Not assessed	
		How good is our staff team?	5 - very good	
		How good is our setting?	Not assessed	
		How well is care and support planned?	5 - very good	
CS2003010927	Drylaw Young Peoples Centre	How well do we support people's wellbeing?	4 - good	15-Feb-22
		How good is our leadership?	3 - adequate	
		How good is our staff team?	3 - adequate	
		How good is our setting?	4 - good	
		How well is care and support planned?	5 - very good	

Appendix 4: City of Edinburgh Council - Workforce Registered with the Scottish Social Services Council as at 13/07/2021

Register Part	Number of Registrants
Combined Register part 1 (Managers in a Care at Home and Housing Support Service)	15
Combined Register part 4 (Supervisors in a Care at Home and Housing Support Service)	114
Combined Register part 5 (Workers in a Care at Home and Housing Support Service)	831
Managers in Housing Support Services	6
Managers of a Care Home Service for Adults	8
Managers of a Day Care of Children Service	24
Managers of a Residential Child Care Service	7
Managers of an Adult Day Care Service	7
Managers of Care at Home Services	4
Practitioners in a Care Home Service for Adults	126
Practitioners in Day Care of Children Services	1285
Residential Child Care Workers	286
Residential Child Care Workers with Supervisory Responsibilities	35
Social Work Students	0
Social Workers	816
Supervisors in a Care at Home Service	12
Supervisors in a Care Home Service for Adults	59
Supervisors in Housing Support Services	25
Support Workers in a Care Home Service for Adults	211
Support Workers in a Day Care of Children Service	318
Support Workers in Housing Support Services	143
Support Workers in a Care at Home Service	58
TOTAL COUNCIL WORKFORCE REGISTERED	**4390**

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