

# People Power in Midlothian: We can't do it without you!

Since 2019 Midlothian Council have been working with the [People Powered Results](#) team at Nesta to involve people and staff to lead change across Midlothian. We started with a 100 Day Challenge focusing on children and young people's mental health and have been working together since. This is our journey so far and we look forward to you joining us on the path!

## 2018 - Make it real: 100 Day Challenge

Over 100 days, practitioners and leaders across 19 organisations in health, care and education came together with young people to test a range of ideas to [improve children and young people's mental health](#).

### Changes made included:

- Rolling out an approach now used with 195 children in one school from nursery to P7, where pupils design their own classrooms so they support their emotional wellbeing;
- Police and residential care staff designed and trained 81 staff to help create a shared understanding of corporate parenting, resulting in reduced police 'call outs' to a local residential home.

'The need to always engage and consult has been highlighted through this challenge even when we sometimes don't want to hear what is being fed back to us.' Local leader, Midlothian Council

## 2020 - Curating Insights: Listen & Learn

During the Covid-19 pandemic we listened to 1187 Midlothian Council staff through surveys and interviews learning about their new ways of working. We heard from people including social workers, maintenance staff, union reps, surveyors, teachers and care workers. Their insights gathered around using technology, working with communities and remote working have shaped Midlothian's strategic direction, underpinning their route map to recovery. Read more from our Grace Vickers our Chief Executive [here](#).

## 2021 - Shaping new visions: Co-designing new ways of working in Neighbourhood services

We brought together a diverse group of frontline staff, members from community organisations and the third sector, and union and local councillor representatives to build on insights from Listen & Learn and shape the future design of Midlothian Council's Neighbourhood Services. Together this diverse group shaped the People Powered Neighbourhood Services Strategic Framework. This outlines how Neighbourhood Services will work together with local communities across Midlothian, delivery locality based working and reducing travel.

This [living document](#) is now forming the basis for the design and delivery of Midlothian Council's Locality Based Neighbourhood Services.

'[We need to] welcome feedback. If communities are contacting us frequently it is because they really care. Let's champion joint solutions with communities.' Staff member, Midlothian Council



### People Powered Strategic Framework

## 2021-24: Transformation Partnership with People Powered Results

Midlothian Council wants to build a Wellbeing Economy, so that the people of Midlothian live in healthy, inclusive and resilient communities that enhance our environment. They are now working with the People Powered Results as Transformation Partners to build skill and capability within the organisations to deliver their vision driven by [People Powered Results Approaches](#).

