



## Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Cafe Service
Department and service area	Property & Facilities Management – Catering
Completion Date	13 September 2017
Lead officer	Garry Sheret

### Aims and Objectives

Alter opening hours to suit demand, target commercial returns, promote the use of school leavers / trainees in our branded cafe outlets

1. Does the proposed budget saving affect people? Yes

2. What is/are the reason(s) for your proposed budget saving?

The budget saving is put forward to meet the Council's overall budget deficit by becoming more commercial in the service's business approach.

### 3. Impact

Which of the protected characteristics\* will the proposed budget saving have an impact upon?

<b>Equality Target Group*</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Relevant evidence/ information</b>
Age	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	
Disability	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	
Gender Reassignment	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	
Marriage & Civil Partnership	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	

Pregnancy and maternity	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	
Race	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	
Religion or Belief	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	
Sex	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	
Sexual Orientation	Opportunity for expansion and progression within the service for new starts.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts. Increased charging will impact all customers.	

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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

A final decision will be taken by Council and this information will be communicated to staff, public and unions thereafter.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality , Diversity & Human Rights Officer on 0131 271 3658 or [equalities@midlothian.gov.uk](mailto:equalities@midlothian.gov.uk)

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

The volume of customers and the profit produced will be monitored and the income reported to Council in due course.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

This will require a mini service review leading to a restructure of the service.