



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Hillend expansion business plan
Department and service area	Property & Facilities Management – Sport & Leisure
Completion Date	13 September 2017
Lead officer	Garry Sheret

Aims and Objectives

Increase income to Sport & Leisure by investing in a new business plan for an all year round adventure facility. Spend to save initiative, investing in facilities and jobs.

1. Does the proposed budget saving affect people? Yes

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

The budget proposal is put forward to meet the Council's overall budget deficit.

3. Impact

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

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	Job creation in an expanded facility.		
Disability	Job creation in an expanded facility.		
Gender Reassignment	Job creation in an expanded facility.		
Marriage & Civil Partnership	Job creation in an expanded facility.		
Pregnancy and maternity	Job creation in an expanded facility.		
Race	Job creation in an expanded facility.		
Religion or Belief	Job creation in an expanded facility.		
Sex	Job creation in an expanded facility.		
Sexual Orientation	Job creation in an expanded facility.		

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 proposal will be communicated to staff 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

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

The income generated will be monitored and the comparison to the business plan 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 is a long term project which should create opportunities for existing and new staff.