

Overview Equality Impact Assessment (EqIA)

on

Midlothian Council

Financial Strategy

2018/19 to 2021/22

10 October 2017



Midlothian Council

Equality Impact Assessment (EqIA) on Midlothian Financial Strategy 2018/19 – 2021/22

	•
Financial Strategy Proposals	As set out in grid attached to this EqIA
Directorate and service area	List as detailed above
	1

Overview of Budget Investment through the Financial Strategy	The core objective of the Financial Strategy 2018/19 to 2021/22 is that of securing the Council's continued financial sustainability during what is expected to be an ongoing period of financial constraint coupled with continuing service demand pressures and increasing customer expectations.
Completion Date	29 September 2017
Lead officer	Gary Fairley

Aims and Objectives

The public sector continues to face significant service delivery challenges due to reduced income streams, funding constraints, inflationary cost pressures and additional legislative burdens. Demand for public services in Midlothian continues to increase as a consequence of changes in the size and profile of the county's population with greater numbers of young and older people, those in poor economic situations, and those with disabilities be they physical, sensory, mental health or learning disabilities. The Council must continue to prioritise expenditure on public services which prevent negative outcomes for those within its communities whilst securing maximum benefit from all available resources. Accordingly, it is prudent that significant savings and cuts are made over the coming years and projected budget shortfalls stemmed. This will allow the Council to maintain its financial sustainability and also to ensure that all within its communities, irrespective of protected characteristics, (age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation plus in Midlothian poor socio-economic circumstances), are not unlawfully discriminated against, and that equality of opportunity and advancement of good relations in upheld between those who have a protected characteristic and those who do not.

What is/are the reason(s) for Council's proposed budget savings
Savings are part of a process of continual review of service provision as we seek to secure efficiencies and redesign services in response to the financial challenge.

3. Impact

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

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age			
Disability			
Gender Reassignment			Overall Grid attached to
Marriage & Civil Partnership			this appendix.
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

4. Overall Impact of Financial Strategy proposals

Each budget proposal presented has been subjected to an Equality Impact Assessment. The overall grid (attached to the end of this appendix 3) details the protected characteristics which are considered to be most likely to be affected in a potentially negative way. The overall grid includes the currently non-enacted 10th protected characteristic of socio-economic deprivation which Midlothian Council voluntarily considers. It is understood that this 10th protected characteristic will be enacted in 2017 by the Scottish Government.

In no proposal area has any unlawful negative impact been identified, and where possible reduction/removal of services will be monitored to establish the actual affect to those within our communities.

5. How will the implementation of proposed Financial Strategy savings be communicated to those affected by any changes?

Information will be available on the Council's web site and communicated to affected businesses/customers/service users by letter, email, etc. In addition, information documents, as required, can and will be made available in different formats and languages on request. If an individual or group require this information in another language or format, then they should email equalities@midlothian.gov.uk or telephone the Equality, Diversity & Human Rights Officer on 0131 271 3658.

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

Changes will be monitored through Covalent, the council's performance management system, discussion groups and forums, fees and charges income, and various other methods detailed in the individual equality impact assessments.

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

If available, mitigating actions for each of the proposals have been outlined in the individual equality impact assessments.

Where no mitigating actions are possible it is considered that any negative effects are not unlawful and are justifiable on a benchmarking/inflationary basis.

Midlothian Council is committed to the ethos of the Equality Act 2010 and has considered this through equality impact assessment of all its budget proposals.

Please send an electronic copy of completed forms to lesley.crozier@midlothian.gov.uk

SERV	No.	DESCRIPTION	EQIA Comp?	Age	Disability	Gender re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Socio-economic deprivation	Staffing FTE	Notes
EXE	1	Senior Management Team Review	Yes	V	V	V	V	V	V	V	1	V	1	2	All protected characteristics could be affected depending on staff profile. Age, disability and socioeconomic deprivation could be hit hardest.
CE	1	Transfer of the Welfare Rights function to external agencies	Yes	√	V	V	V	V	V	V	√	√	√	3	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CE	2	Overall reduction in the Planning Service (2 posts)	Yes	1	1	1	√	1	√	√	$\sqrt{}$	√	~	2	All protected characteristics maybe affected depending on the staff profile
CE	3	Staff saving from community asset transfer of Newtongrange Community Learning Centre building	Yes	V	1	1	1	1	1	1	1	1	1	1	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CE	4	A tailored and informed approach to Reduction in the Large and Small Grants budgets	Yes	V	1								V	0	
CE	5	Reduce contribution to Strategic Planning Authority	Yes											0	

CE	6	Review the pest control service within Environmental Health	Yes	1	1	1	1	√	√	√	1	1	1	0.6	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CE	7	Deletion of Environmental Health support post (noise control/enforcement)	Yes	V	V	V	V	V	V	V	V	V	V	0.8	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CE	8	Overall further reduction in the Environmental Health Service (2 posts)	Yes	√	√ 	√ 	√	√ 	√ 	V	√ 	√ 	√ 	2	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CS	1	Reduction of Early Intervention & Prevention Services												4	
EDUC	1	Reduce Learning Assistants by 10%	Yes	1	1						1		√	12	
EDUC	2	Review Surestart Contracts	Yes	1	1		1				1		V	0	
EDUC	3	Lifelong Learning and Employability	Yes	1	1	1	1	V	1	1	1	1	1	3.5	More data/information required but may affect all protected characteristics
EDUC	4	Review DSM	Yes		1									0	Disability affected positively
EDUC	5	Charging for Instrumental Tuition	Yes	V							1		V	0	
EDUC	6	Review let charges for after school clubs	Yes	1	1		1				1		V	0	
EDUC	7	Integration of Pathways, Pave and Pave 2 - mini Service Review	Yes	1	1	1	1	V	1	1	1	V	1	2	All protected characteristics could be affected depending on staff profile. Age, disability and socioeconomic deprivation could be hit hardest.
HSC	1	Rebalancing Care/rebalancing Expectations	Yes	1	1								1		

CHS	1	Community Safety	Yes	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	√	√	√	1	1	√	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	√	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	8	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CHS	2	Homelessness	Yes	1	V			1					V	0	Plus other protected characteristics maybe affected dependant on any affected staff and their profile
CHS	3	Housing	Yes	V									V	0	Plus other protected characteristics maybe affected dependant on any affected staff and their profile
CHS	4	Digital lead Customer Service - Library Services	Yes	1									V	30	Plus other protected characteristics maybe affected dependant on affected staff and their profile
CHS	5	Revenues and Benefits	Yes	√	1	1	V	1	1	V	V	1	V	5	Could affect all (communities and affected staff) dependant on their profile.
CO	1	Charge for hims and haves	Voc										V	0.0	
CO		Charge for bins and boxes	Yes	√	1			-1					<u> </u>		
_	2	Extend collection frequencies	Yes	,	1			√					√	3.0	
СО	3	Close Penicuik recycling centre	Yes	1	√								1	2.0	
СО	4	Charge for garden waste collection	Yes	√									√	0.0	
CO	5	Charge for commercial waste at Stobhill CRC site	Yes												No impact to individuals as affects businesses only
со	6	Advertising on Council refuse vehicles	Yes												No impact to individuals as affects businesses only but those advertising would either need to sign up to the Midlothian Equality Plan or have their own Equality plan in place.
СО	7	Increase the level of recycling	Yes	1	1	1	1	1	1	1	V	1	V		All protected characteristics affected but none disproportionately
Со	8	Reduce Street Sweeping Frequency	Yes	1	1	1	1	1	1	1	1	1	1	1.0	All protected characteristics affected but none disproportionately
СО	9	Reduce grass cutting standards	Yes	1	1								1	5.0	Plus other protected characteristics maybe affected dependant on

															affected staff profile
СО	10	Reduce the number of grass football and astro pitches	Yes	√									1	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile
СО	11	Stop provision of all floral displays and shrub beds	Yes	V	1								1	4.0	Plus other protected characteristics maybe affected dependant on affected staff profile
СО	12	Stop support to gala's and events	Yes	V	1	1	1	V	V	1	1	1	1	0.0	All protected characteristics maybe affected but none disproportionately
СО	13	Increase charges where appropriate	Yes										$\sqrt{}$		
СО	14	Increase lair provision at Dalkeith cemetery	Yes										1		
СО	15	Close Polton Bowling Club	Yes	1									1		
СО	16	Review spending on road maintenance	Yes	1	1									4.0	
СО	17	Reduce the structures mainenance budgets	Yes	1	V	1	1	V	V	1	1	V	V	0.0	All protected characteristics maybe affected but none disproportionately
СО	18	Reduce street lighting maintenance budget	Yes	1	V	V	V	V	V	V	1	V	V	2.0	All protected characteristics could be affected both within communities and dependant on affected staff profile.
СО	19	Transform Lighting operations	Yes	1	V	V	V	V	V	V	V	V	V	3.0	All protected characteristics could be affected both within communities and dependant on affected staff profile.
СО	20	Reduce the winter maintenance budget	Yes	1	1			V						0.0	
СО	21	Remove the non statutory school crossing service	Yes	V	1									53.0	Plus other protected characteristics maybe affected dependant on affected staff profile
СО	22	Stop all open space CCTV activity	Yes	V	1	1	1	V	V	1	1	1	1	0.0	All protected characteristics maybe affected but none disproportionately
СО	23	Introduce and Increase Parking Charges	Yes	1									1		

СО	24	Stop supported bus grants and reduce community transport support	Yes	√	√								√	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile
СО	25	Reduce the ring and go scheme	Yes	V	1								1	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile
СО	26	Stop the taxi card scheme	Yes	V	1								V	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile
СО	27	Increase training offer - increase income Risk Management	Yes								V		1	0.0	
СО	28	Sales Force Spend to Generate	Yes	V	1	1	1	1	1	1	1	1	1		All protected characteristics affected but none disproportionately
FISS	1	Management Structure	Yes	1	1	1	1	1	1	1	1	1	1	1.0	All protected characteristics could be affected depending on staff profile.
FISS	2	Digital Services Review	Yes	V	1	V	1	V	1	1	V	1	1	2.0	All protected characteristics could be affected depending on staff profile.
FISS	3	Digital by Default	Yes	1	1								V		
FISS	4	Service Improvement Plans/Business Processes/Service Reduction	Yes	V	1	1	1	1	1	1	1	1	1	37.0	All protected characteristics could be affected depending on staff profile.
FISS	5	Remove Regular Car Allowance	X2											0.0	
FISS	6	Shared Service	Yes	V	1	1	1	V	V	1	V	1	V	15.0	All protected characteristics could be affected depending on staff profile.
PFM	1	Building Services Company	Yes	√	1								√		
PFM	2	Reduction in Housing Voids Standards	Yes	V	V	V	V	V	V	V	V	V	V	2.0	All protected characteristics could be affected depending on staff profile. Age, disability and socioeconomic deprivation could be hit hardest.

PFM	3	Construction and Design Service Consultancy	Yes	\ 	\ 	√	√	\ 	√	√	√	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	\ 		All protected characteristics could be affected depending on staff profile. Age, disability and socioeconomic deprivation could be hit hardest.
PFM	4	Income from Professional Consultancy	Yes	1	1	V	V	1	V	V	V	V	1		All protected characteristics could be affected depending on staff profile. Age, disability and socioeconomic deprivation could be hit hardest.
PFM	5	Increasing the charging for school meals	Yes										V		Whilst free meal provision would continue, this increase could affect low income families just above the threshold for free meals.
PFM	6	Sharing Catering management with neighbouring Las	Yes	√	√	V	1	√	√	1	1	√	√	1.0	All protected characteristics could be affected depending on staff profile. Age, disability and socioeconomic deprivation could be hit hardest.
PFM	7	Café style high school meal service	Yes										1		For low income families this change may affect young person's chance of a norishing full meal.
PFM	8	Trolley Service/Internal Catering to cover costs	Yes										V		
PFM	9	Expand Catering/Function Service	Yes												
PFM	10	Café Service Social Enterprise/Branding	Yes												No disproportionate impact
PFM	11	Janitorial Service shared between 2 primary schools	Yes	1	V	V	V	V	1	V	1	V	V	11.0	All protected characteristics could be affected depending on staff profile. Age, disability, women and socio-economic deprivation could be hit hardest.
PFM	12	Renegotiate Skanska subcontract	Yes												POSITIVE IMPACT for all.
PFM	13	Property Company	Yes	1	V								V		
PFM	14	Renewable Sources of Energy	Yes												NO IMPACT

PFM	15	PPP Shared management with other LA	Yes	1	1	1	1	√	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	√	1	1	1	1.0	All protected characteristics could be affected depending on staff profile. Age, disability and socioeconomic deprivation could be hit hardest.
PFM	16	PPP maximised use of contracted hours	Yes	V	1								1		Longer journeys may affect age, disability and socio-economic deprivation.
PFM	17	Sport & Leisure - Leisure Trust Model	Yes	V	1						1		1		
PFM	18	Community run 'Pure Gymn'	Yes	1	V	V	V	V	V	V	V	V	V	8.0	All protected characteristics could be affected depending on staff profile.Age, disability, women and socio-economic deprivation could be hit hardest.
PFM	19	Cessation of Sporting Grants	Yes	1	1								1		
PFM	20	LifeGuard Cover	Yes	1	1	1	1	V	V	V	1	1	1	4.0	All protected characteristics could be affected depending on staff profile.Age, disability, women and socio-economic deprivation could be hit hardest.
PFM	21	Concessionary Charging Policy - Leisure	Yes	V									V		
PFM	22	Wrap around care provision	Yes												POSITIVE IMPACT for all.
PFM	23	Transfer all halls and pavillions to community groups	Yes	1	1						1		1		
PFM	24	Merging of S&S/FM Staff in Hubs	Yes	1	V	V	V	V	V	V	V	V	V	4.0	All protected characteristics could be affected depending on staff profile.Age, disability, women and socio-economic deprivation could be hit hardest.
PFM	25	Selling Services	Yes	√	1								1		
PFM	26	Destination Hillend	Yes												POSITIVE IMPACT for all.
PFM	27	Fees and Charges	Yes	√	1								1		