



Overview Equality Impact Assessment (EqIA)

on

Midlothian Council

Financial Strategy

2018/19 to 2021/22

10 October 2017

Midlothian



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

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 is upheld between those who have a protected characteristic and those who do not.

1. Does the proposed budget affect people?

Yes



No



2. 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			Overall Grid attached to this appendix.
Disability			
Gender Reassignment			
Marriage & Civil Partnership			
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

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CHS	1	Community Safety	Yes	√	√	√	√	√	√	√	√	√	√	8	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CHS	2	Homelessness	Yes	√	√			√					√	0	Plus other protected characteristics maybe affected dependant on any affected staff and their profile
CHS	3	Housing	Yes	√									√	0	Plus other protected characteristics maybe affected dependant on any affected staff and their profile
CHS	4	Digital lead Customer Service - Library Services	Yes	√									√	30	Plus other protected characteristics maybe affected dependant on affected staff and their profile
CHS	5	Revenues and Benefits	Yes	√	√	√	√	√	√	√	√	√	√	5	Could affect all (communities and affected staff) dependant on their profile.
CO	1	Charge for bins and boxes	Yes	√	√								√	0.0	
CO	2	Extend collection frequencies	Yes		√			√					√	3.0	
CO	3	Close Penicuik recycling centre	Yes	√	√								√	2.0	
CO	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
CO	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.
CO	7	Increase the level of recycling	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics affected but none disproportionately
Co	8	Reduce Street Sweeping Frequency	Yes	√	√	√	√	√	√	√	√	√	√	1.0	All protected characteristics affected but none disproportionately
CO	9	Reduce grass cutting standards	Yes	√	√								√	5.0	Plus other protected characteristics maybe affected dependant on

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

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