



Overview Equality Impact Assessment (EqIA)

on

Midlothian Council

Financial Strategy

2019/20 to 2022/23

12 February 2019

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) on Midlothian Financial Strategy

2019/20 – 2022/23

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 2019/20 to 2022/23 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	12 February 2019
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) as well as poor socio-economic circumstances, (The Fairer Scotland Duty), 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 nine 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) details the protected characteristics which are considered to be most likely to be affected in a potentially negative way. The overall grid also includes the new duty regarding poor socio-economic deprivation which Midlothian Council has considered.

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 Pentana, 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 policy budget proposals.

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	OVERALL NOTE
															NOTES
CS	1	Reduction of Early Intervention and Prevention services by 20%	√	√	√						√		√	4.8	Plus see overall note
EDUC	10	Reduce Central Education Management Staff	√	√							√		√	2.0	Plus see overall note
EDUC	12	Creative Arts Team reduction	√	√									√	11.20	Plus see overall note
EDUC	13	Move to statutory consultation on Glencorse Primary School	√	√	√								√	2.40	Plus see overall note
EDUC		Move to statutory consultation for Denominational Review	√	√						√	√		√		Plus see overall note
EDUC	14	Stop free Primary 4 swimming	√	√	√						√		√	0.48	Plus see overall note
EDUC	15	Redesign of DSM	√	√	√						√		√	8.00	Plus see overall note
EDUC	17	LL&E service reduction	√	√	√						√		√	3.50	Plus see overall note
EDUC	17b	Reduction in Adult Learning LLE workforce	√	√	√				√		√		√	0.20	Plus see overall note
EDUC	17d	Youth Work reductions in LLE	√	√	√								√	1.00	Plus see overall note
EDUC	19	Reduce subsidy for school lets (ASC)	√	√	√		√				√		√	0.00	
EDUC	21	Reduce budget on School Transport	√	√	√						√		√		

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EDUC	23	Reduction in Educational Psychologist	√	√	√			√			√		√		Plus see overall note
EDUC	25	Employ fewer Learning Assistants for ASL pupils	√	√	√						√		√	8.50	Plus see overall note
EDUC	27	Reduce in LLE to only statutory service	√	√	√						√		√	30.00	Plus see overall note
CHS	3	Close all Non-Hub Libraries	√	√	√			√	√	√	√	√	√	7.16	Plus see overall note
ASC	6	Removal of Community Safety Team	√	√	√	√			√	√	√	√	√	3.50	Plus see overall note
ASC	7	Cessation of Midlothian Community Policing Team	√	√	√	√			√	√	√	√	√	0.00	Are staff affected Police Scotland employees?
CO	1	School Crossing Guides (option 2)	√	√	√						√			14.00	Plus see overall note
CO	3	Reduce road maintenance spending on gully cleaning	√	√	√						√			0.00	
CO	4	Reduce road maintenance spending	√	√	√						√			0.00	
CO	6	Introduce and/or increase car park charges	√	√	√						√		√	0.00	Staff payment implications
CO	8	Removal of support for bus travel	√	√	√		√				√		√	0.00	

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CO	9	Removal/Reduction of Community Transport funding	√	√	√						√		√	0.00	
CO	10	Stop all support to Galas and events	√	√	√						√		√	0.00	Staff payment implications
CO	11	Close Buccleuch Bowling Green (BUR)	√	√	√								√	1.00	
CO	12	Reduce grass cutting standards (BUR)	√	√	√						√		√	4.00	Plus overall note above
CO	13	Reduce shrub bed maintenance (BUR)	√	√	√						√		√	1.00	Plus overall note above
CO	14	Maximise income for Vogrie Estate (BUR)	√	√	√			√			√		√	4.00	Plus overall note above
CO	15	Close Penicuik Recycling Centre	√	√	√			√			√		√	3.00	Plus overall note above
CO	16	Taxi Card Cessation	√	√	√			√			√		√	0.00	
CO	17	Close Vogrie Golf Course	√	√									√	2.00	Plus overall note above
CO	17a	Extend the collection frequencies of the residual waste	√	√	√			√			√			0.00	
FISS	18	Service Improvement Plans/Business	√	√	√	√	√	√	√	√	√	√	√	9.00	Plus overall note above

Members of staff who may be affected by service proposal/(s) will need to be consulted and appropriate HR policies would be followed with those individuals, All HR policies and procedures are subject to independent EqIA or Integrated Impact Assessment (IIA).

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		Processes/Service Reduction													
FISS	19	Contract for Webcasting in Chamber not renewed	√	√	√			√			√		√	0.00	
PFM	21	Close Public Toilets	√	√	√			√			√		√	1.07	Plus overall note above
PFM	27	Cleaning Schools reduced by 20%	√	√	√	√	√	√	√	√	√	√	√	15.27	Plus overall note above
PFM	28	Cleaning non-Education Buildings reduced by 40%	√	√	√	√	√	√	√	√	√	√	√	2.98	Plus overall note above
PFM	30	Non-housing maintenance	√	√	√	√	√	√	√	√	√	√	√	12.00	Plus overall note above
PFM	31	Standalone Leisure Centres closed - Danderhall LC	√	√	√			√			√		√	4.30	Plus overall note above
PFM	32	Standalone Leisure Centres closed - Gorebridge LC	√	√	√			√			√		√	4.14	Plus overall note above
PFM	33	Standalone Leisure Centres closed - Newtongrange LC	√	√	√			√			√		√	3.58	Plus overall note above
PFM	34	Sports Development - removal of Healthy Lifestyle Development Team	√	√	√						√		√	9.05	Plus overall note above

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PFM	35	Stop Active Schools	√	√	√						√		√	6.80	Plus overall note above
PFM	36	Stop free swimming during holidays	√	√	√						√		√	0.00	
PFM	37	Management Team	√	√	√	√	√	√	√	√	√	√	√	3.50	Plus overall note above
PFM		Sport & Leisure bottom-up Service Review (BUR)	√	√	√								√		Plus overall note above

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