



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2016

Name of Budget Saving	Review Grey Travel arrangements
Department and service area	Travel and Fleet Services
Completion Date	5 October 2016
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the spend on travel by staff whilst on business for the Council.

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.

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			
Disability		Disabled staff may be disproportionately affected.	
Gender Reassignment			
Marriage & Civil Partnership			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

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 be advised to staff accordingly in formats as required.

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

The cost of staff travel and associated vehicle emissions will be monitored and 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.

The proposals are likely to see staff make greater use of public transport, car sharing (particularly electric vehicles), video conferencing, etc and will require a greater degree of forward planning.

There is a twin target to reduce cost and emissions

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