



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Midlothian Community Safety Police Teams
Department and service area	Health and Social Care – Community Justice
Completion Date	22 January 2019
Lead officer	Alison White – Head of Service

Aims and Objectives

1. Does the proposed budget saving affect people? Yes ✓ No

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

As a result of government funding cuts, the Midlothian Council budget gap will increase in future years and the Council needs to cut costs and change our service design and delivery model to make sure that we are able to deal with the future demands of a growing and ageing population.

Budget Savings Options 2019- 2020

Midlothian Community Policing Teams -

At present the Council funds 2 x Community Policing Teams operation in Midlothian at a cost of £562,570. With a background of restricted resources and prospects which will remain challenging for an extended period of financial constraint, it is proposed to cease funding provided for the Midlothian Community Policing Teams.

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			No current evidence from the customer contact data gathered.
Disability			No current evidence from the customer contact data gathered.
Gender Reassignment			No current evidence from the customer contact data gathered.
Marriage & Civil Partnership			No current evidence from the customer contact data gathered.
Pregnancy and maternity			No current evidence from the customer contact data gathered.
Race		Hate crime is monitored	
Religion or Belief		Hate crime is monitored	
Sex		Gender based violence is monitored	

Sexual Orientation		Hate crime is monitored	
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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

The improvements in safeguarding communities in Midlothian is the work of a number of key agencies in the Community Safety Partnership with success in preventative intervention through MELDAP, the Public Protection Committee agencies, the ASBVO Group managing tenancies following Police charges. For example the work of Trading Standards in terms of tackling illegal highs alongside the work of MELDAP will tackle these issues, also the Over provisioning Policy agreed by Midlothian Licensing Board target the source of contributing factors.

Our approach to targeted and focussed efforts throughout our communities remains a priority.

Further consultation required.

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?

EQIA outcomes for Race, Sex, Sexual Orientation and Religion/Belief are monitored.

Reduced crime rate in Midlothian sustained.

Reduced fire incidents in Midlothian sustained.

Reduced anti social behaviour trend in Midlothian sustained.

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

Funding the posts out of local government and in the single Police service subsidises Police Scotland commitment to 1,000 extra police officers.

These teams act as a tactical police response to crime and anti social behaviour in Midlothian. With a reduced crime rate, the safeguarding of communities is effectively delivered by a range of partners also contributing to the Community Safety Partnership



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Name of Budget Saving	Community Safety Team
Department and service area	Health and Social Care – Community Justice
Completion Date	22 January 2019
Lead officer	Alison White – Head of Service

Aims and Objectives

1. Does the proposed budget saving affect people? Yes ✓ No

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

As a result of government funding cuts, the Midlothian Council budget gap will increase in future years and the Council needs to cut costs and change our service design and delivery model to make sure that we are able to deal with the future demands of a growing and ageing population.

In developing a Safer Midlothian the responsibility for responding to community safety concerns will be on redefining the role of the community in helping itself resolve small scale problems, while council tenancy problems are integrated within the roles of Council Housing staff. The emphasis will be on a preventative approach with particular attention on substance misuse and domestic abuse.

This will see the full dissolution of the community safety team. Including the removal of the Police seconded posts (i.e. analyst)

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			No current evidence from the customer contact data gathered.
Disability			No current evidence from the customer contact data gathered.
Gender Reassignment			No current evidence from the customer contact data gathered.
Marriage & Civil Partnership			No current evidence from the customer contact data gathered.
Pregnancy and maternity			No current evidence from the customer contact data gathered.
Race		Hate crime is monitored	
Religion or Belief		Hate crime is monitored	
Sex		Gender based violence is monitored	

Sexual Orientation		Hate crime is monitored	
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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

The improvements in safeguarding communities in Midlothian is the work of a number of key agencies in the Community Safety Partnership with success in preventative intervention through MELDAP, the Public Protection Committee agencies, the ASBVO Group managing tenancies following Police charges. For example the work of Trading Standards in terms of tackling illegal highs alongside the work of MELDAP will tackle these issues, also the Over provisioning Policy agreed by Midlothian Licensing Board target the source of contributing factors.

Our approach to targeted and focussed efforts throughout our communities remains a priority.

The current proposal is full withdrawal of a non- statutory service. Any staffing review would be conducted through the Organisational Change Policy and procedure to consult with employees scoped into the service

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

The Shaping our Future public consultation exercise detailed the sustained reduction in crime and anti social behaviour in Midlothian and the service review proposal received a positive response, however we will continue to monitor impact on vulnerable groups impacted as victims of crime or fear of crime or anti - social behaviour.

EQIA outcomes for Race, Sex, Sexual Orientation and Religion/Belief are monitored.

Reduced crime rate in Midlothian sustained.

Reduced fire incidents in Midlothian sustained.

Reduced anti social behaviour trend in Midlothian sustained.

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



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Closure of Non-Hub Libraries Services
Department and service area	Customer and Housing Services
Completion Date	28 January 2019
Lead officer	Jane Milne

Aims and Objectives

1. Does the proposed budget saving affect people? Yes No

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

The Midlothian Council budget gap is significant for 19/20 and will increase in future years and the Council need to consider whether non-statutory services can continue to be funded. Library Services are a statutory service for the local authority to ensure adequate provision only, although that is not defined in the legislation. The proposal details closure for non-hub libraries in Newtongrange, Gorebridge and Dalkeith. The remaining 5 libraries and 1 mobile library across Midlothian would provide the statutory level of adequate provision.

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		Yes	Library Membership Data.
Disability		Yes	Library Membership Data (equalities data collected on a voluntary basis)
Gender Reassignment			No current evidence from the customer contact data gathered.
Marriage & Civil Partnership			No current evidence from the customer contact data gathered.
Pregnancy and maternity		Yes	Data from Scottish Book Trust on Bookbug attendance.
Race		Hate crime is monitored	
Religion or Belief		Hate crime is monitored	
Sex		Gender based violence is monitored	
		Hate crime is	

Sexual Orientation		monitored	
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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

Any staffing review would be conducted through the Organisational Change Policy and procedure to consult with employees scoped into the service and management reviews.

Formal consultation with affected staff and representative unions would take place.

Library members, partners, stakeholders and other visitors would be informed through a range of communication methods utilising a range of channels. Library members can be contacted directly via email or post, as these details are held as part of membership files.

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

The budget savings could start to be delivered in 2019/20.

EQIA outcomes for Race, Sex, Sexual Orientation and Religion/Belief are monitored.

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

This proposal would have an impact on citizens in and around Newtongrange, Gorebridge and Dalkeith. Gorebridge is identified as one of three targeted areas for focus in the Single Midlothian Plan. There may also be a wider impact in relation to the closure of Dalkeith Library as members and visitors from across Midlothian use services at that locality. The closure of Dalkeith Library would also involve closure of the Dalkeith Arts Centre which would have a significant impact on a range of user groups who have long-standing bookings for use of the community space.

If approved, the impact would be experienced by all user groups including groups with protected characteristics. It is likely that the impact would be experienced significantly by children and older people, as the two largest user groups of libraries (data available), however the increased levels of social isolation in these locations as a result of full library closure would have a significant impact on all citizens.

Library users from these localities would be expected to travel to one of the remaining 5 libraries across Midlothian in order to undertake key tasks such as accessing online services for the purposes of updating Universal Credit journals, access to the Internet, processing bus passes, receiving hearing aid batteries, accessing print and online resources, attending groups, events and support groups. It is generally expected that nationally citizens should have access to a library within a 1 mile travel distance from their home. If these closures are approved, then residents may have to travel to Newbattle or Lasswade Library in order to access services, if a mobile library service were not available.

Previous consultation on this proposal has demonstrated that there is much support for library services in Midlothian.