



Name of Budget Saving	Sports & Leisure Service Review
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Kevin Anderson

Aims and Objectives

Sport & Leisure Services are scheduled in the programme of Cross Cutting Service Reviews ensuring that the approach of the Delivering Excellence Framework will consider service priorities, service improvement in transformation and efficiency savings that can be quantified.

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		Schools, clubs and residents would no longer be supported in extra curriculum activities and sports. Pathways to sports clubs would not be available through Sports Development programmes targeting specific sports eg football, rugby, gymnastics, athletics.	Staff numbers would be reduced and support for extra curriculum activities and sports would cease. Long term health may be affected.
Disability		Specialised pathways for sports involvement for the disabled would no longer be supported in extra curriculum activities and sports. Pathways to sports clubs would not be available through Sports Development programmes targeting specific sports eg football, rugby, gymnastics, athletics.	Staff numbers would be reduced and support for extra curriculum activities and sports would cease. Long term health may be affected. Social inclusion may be 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 will be communicated to customers, staff and unions.

The staffing impact will be conducted through the Council's Policy for Managing Change, to consult with employees scoped into the service and management reviews. Formal consultation with affected staff and representative unions would take place.

National sporting bodies, schools and sportscotland will also be consulted regarding changes in service provision

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

The budget will be monitored and the savings 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.

This will require a full consultation prior to a restructure of the service.

Any closure of facilities would have a direct impact on the majority of the 473,600 visits per year. Clubs and organisations would no longer be able to survive as alternative facilities are not available within Midlothian to match demand.

Health and wellbeing of Midlothian's citizens would be affected and supported NHS initiatives would cease to operate due to lack of facilities.

Staff may be redundant where there no alternative facilities to transfer to.

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



Name of Budget Saving	Management Review following leisure centres and services closures
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

The management support for the sport and leisure services would be reduced if only the Four Sports Hubs at Penicuik, Loanhead, Lasswade and Newbattle Community Campus remained.

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		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	
Disability		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	
Gender Reassignment		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	
Marriage & Civil Partnership		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in	

		management support.	
Pregnancy and maternity		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	
Race		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	
Religion or Belief		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	
Sex		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	
Sexual Orientation		Staff numbers would be reduced and remaining duties transferred to other members of staff. All groups will notice a reduction in management support.	

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 will be communicated to staff and unions thereafter.

The staff affected will need to be consulted and appropriate HR policies will be followed.

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

The standard of management support and decision making will be monitored whilst the savings are 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.

This will require a mini service review leading to a restructure of the service.

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



Name of Budget Saving	Removal of free swimming during school holidays
Department and service area	Property & Facilities Management – Sport and Leisure
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

The removal of free swimming entry for pupils during school holidays will add income to the council's budget.

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		<p>Children of school age will now be charged to swim during school holidays.</p> <p>Some may no longer participate in active lifestyles due to the charges to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>There could be a reduction in the swimming footfall at centres.</p>
Disability		<p>Disabled children will now be charged to swim during the school holidays.</p> <p>Some may no longer participate in active lifestyles due to the charges to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>There could be a reduction in the swimming footfall at centres.</p>
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 will be communicated to the public, staff and unions thereafter.

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

The number of users in centres and the income produced 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.

This will require a full service review leading to a restructure.

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Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019

Name of Budget Saving	Review of Active Schools Team
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

The proposal would be for the Council to review and reduce the Active School service to Midlothian Schools from 2019, or find an alternative funding source.

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		Primary school pupils would no longer be supported in extra curriculum activities and sports. Pathways to sports clubs would not be available through Active Schools.	Staff numbers would be reduced and support for extra curriculum activities and sports would cease. Long term health may be affected.
Disability			
Gender Reassignment			
Marriage & Civil Partnership			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			

Sexual Orientation			
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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 will be communicated to staff and unions thereafter.

The Active School Team members will need to be consulted and appropriate HR policies will be followed with those staff affected. Schools and sportscotland will also be consulted regarding the change in service provision

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

The budget will be monitored and the savings 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.

This will require a full consultation prior to a restructure of the service.

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



Name of Budget Saving	Review of Sports Development Team
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

The proposal would be for the Council to review and reduce the Sports Development service to Midlothian Schools, Clubs and residents from 2019, or find an alternative funding source.

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		Schools, clubs and residents would no longer be supported in extra curriculum activities and sports. Pathways to sports clubs would not be available through Sports Development programmes targeting specific sports eg football, rugby, gymnastics, athletics.	Staff numbers would be reduced and support for extra curriculum activities and sports would cease. Long term health may be affected.
Disability		Specialised pathways for sports involvement for the disabled would no longer be supported in extra curriculum activities and sports. Pathways to sports clubs would not be available through Sports Development programmes targeting specific sports eg football, rugby, gymnastics, athletics.	Staff numbers would be reduced and support for extra curriculum activities and sports would cease. Long term health may be affected. Social inclusion may be 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 will be communicated to staff and unions thereafter.

The Sports Development Team members will need to be consulted and appropriate HR policies will be followed with those staff affected. National sporting bodies, schools and sportscotland will also be consulted regarding the change in service provision

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

The budget will be monitored and the savings 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.

This will require a full consultation prior to a restructure of the service.

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Name of Budget Saving	Close stand-alone leisure centres
Department and service area	Property & Facilities Management – Sport and Leisure
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

Close the smaller stand-alone leisure centres to produce a budget saving.

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		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>
Disability		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>

		<p>participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	
Gender Reassignment		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>
Marriage & Civil Partnership		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>
Pregnancy and		<p>All groups will be affected as there will be</p>	<p>There would be a reduction in the</p>

maternity		<p>less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>
Race		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>
Religion or Belief		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>

		<p>participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	
Sex		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively impacted.</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>
Sexual Orientation		<p>All groups will be affected as there will be less local facilities available to those who benefit from short and convenient travel distances to use leisure facilities.</p> <p>Some may no longer participate in active lifestyles due to the longer travel distances to participate.</p> <p>The overall health of all groups may be negatively</p>	<p>There would be a reduction in the workforce.</p> <p>Other Hub style facilities are still available in five locations within Midlothian.</p>

		impacted.	
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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 will be communicated to the public, staff and unions thereafter.

The staff affected will need to be consulted and appropriate HR policies will be followed.

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

The number of users in other centres and the income produced 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.

This will require a full service review leading to a restructure.

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



Name of Budget Saving	Reduction in non-housing maintenance budget
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

Reduction in the budget for non-housing maintenance through a focus on priority areas and essential items only.

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		Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided. Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be affected.	
Disability		Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided. Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be affected.	
Gender Reassignment		Users of the buildings, from all characteristics, will not receive the standards of maintenance and the	

		<p>turnaround times currently provided.</p> <p>Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be affected.</p>	
Marriage & Civil Partnership		<p>Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided.</p> <p>Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be affected.</p>	
Pregnancy and maternity		<p>Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided.</p> <p>Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be affected.</p>	
Race		<p>Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided.</p> <p>Staff numbers may be</p>	

		reduced due to the reduction in the number of jobs. All groups will be affected.	
Religion or Belief		<p>Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided.</p> <p>Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be affected.</p>	
Sex		<p>Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided.</p> <p>Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be affected.</p>	
Sexual Orientation		<p>Users of the buildings, from all characteristics, will not receive the standards of maintenance and the turnaround times currently provided.</p> <p>Staff numbers may be reduced due to the reduction in the number of jobs. All groups will be</p>	

		affected.	
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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 will be communicated to user groups, staff and unions thereafter.

The users affected will need to be consulted and appropriate agreements put in place. The affected staff will need to be consulted and appropriate HR policies will be followed.

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

The building condition and deterioration will be monitored and the savings 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.

This will require a full consultation prior to a restructure of the service.

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



Name of Budget Saving	Closure of PPP primary schools during holidays
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

Closing PPP primary schools during school holidays will allow savings on utility costs. Staffing and rates will not be affected.

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		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	
Disability		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	
Gender Reassignment		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	
Marriage & Civil Partnership		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	

Pregnancy and maternity		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	
Race		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	
Religion or Belief		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	
Sex		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	
Sexual Orientation		Users of the buildings, from all characteristics, during the holidays will be forced to relocate to other premises which may not be as convenient.	

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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 will be communicated to user groups, staff and unions thereafter.

The users affected will need to be consulted and appropriate arrangements put in place.

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

The energy consumption will be monitored and the savings reported to Council in due course.

Feedback on the user groups will be used to assist relocations.

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

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



Name of Budget Saving	Review of general Cleaning Services
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

Introduce a mobile cleaning service to replace daytime cleaning with an evening /morning service only, similar in standard to the Dalkeith Office Campus. Staff would be required to pick up basic cleaning duties ie localised bin emptying.

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		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Disability		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Gender Reassignment		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Marriage & Civil Partnership		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Pregnancy and maternity		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Race		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Religion or Belief		Staff numbers would be reduced and basic duties transferred to other	Basic duties should be no more than simple domestic style duties eg

		members of staff.	emptying localised bins.
Sex		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Sexual Orientation		Staff numbers would be reduced and basic duties transferred to other members of staff.	Basic duties should be no more than simple domestic style duties eg emptying localised bins.

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 will be communicated to staff and unions thereafter.

The staff affected will need to be consulted and appropriate HR policies will be followed.

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

The standard of premises cleanliness will be monitored and the savings 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.

This will require a mini service review leading to a restructure of the service.

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



Name of Budget Saving	Review of Cleaning Services in Schools
Department and service area	Property & Facilities Management – Facilities
Completion Date	January 2019
Lead officer	Garry Sheret

Aims and Objectives

Introduce a reduced specification in school cleaning. Full cleaning service over three days and a reduced bucket, toilets and floors service on two days.

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		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in cleanliness.</p>	<p>Basic duties should be no more than simple domestic style duties eg emptying localised bins.</p>
Disability		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in cleanliness.</p>	<p>Basic duties should be no more than simple domestic style duties eg emptying localised bins.</p>
Gender Reassignment		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in cleanliness.</p>	<p>Basic duties should be no more than simple domestic style duties eg emptying localised bins.</p>
Marriage & Civil Partnership		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in</p>	<p>Basic duties should be no more than simple domestic style duties eg emptying localised bins.</p>

		cleanliness.	
Pregnancy and maternity		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in cleanliness.</p>	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Race		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in cleanliness.</p>	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Religion or Belief		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in cleanliness.</p>	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Sex		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in cleanliness.</p>	Basic duties should be no more than simple domestic style duties eg emptying localised bins.
Sexual Orientation		<p>Staff numbers would be reduced and basic duties transferred to other members of staff.</p> <p>All groups will notice a slight reduction in</p>	Basic duties should be no more than simple domestic style duties eg emptying localised bins.

		cleanliness.	
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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 will be communicated to staff and unions thereafter.

The staff affected will need to be consulted and appropriate HR policies will be followed.

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

The standard of school cleanliness will be monitored and the savings 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.

This will require a mini service review leading to a restructure of the service.

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



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019-20

Name of Budget Saving	Review public toilets
Department and service area	Property & Facilities Management - Facilities
Completion Date	29 January 2019
Lead officer	Garry Sheret

Aims and Objectives

The aim is to reduce costs by closing the public toilets in Dalkeith, Loanhead, Penicuik, Bonnyrigg and Gorebridge. This saves on servicing costs and increased maintenance, due to vandalism, as well as closing access to those who continue to misuse the premises. Alternative service delivery options including self cleaning automated toilets which are charged may be introduced.

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		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>
Disability		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>
Gender Reassignment		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>
Marriage & Civil Partnership		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>

Pregnancy and maternity		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>
Race		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>
Religion or Belief		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>
Sex		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>
Sexual Orientation		<p>Inconvenience of not having fully accessible public toilets in major towns.</p> <p>Automated toilets would charge for their use.</p>	<p>Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. Automated toilets could replace existing free of charge units.</p>

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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 will be communicated to the public thereafter.

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

The number of complaints, feedback etc will be monitored and the savings 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.

Alternatives toilets are generally available but may be in less desirable locations eg pubs, shops etc. This may have to be formalised in agreements with third party providers.

Procurement of Automated Toilets would incur a Capital Cost.

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



Equality Impact Assessment (EqIA) of Budget Proposals 2019

Name of Budget Saving	Webcasting Contract
Department and service area	Resources, Democratic Services
Completion Date	Financial year 2021/22
Lead officer	Verona MacDonald

Aims and Objectives

Budget saving in financial year 2021/22

1. Does the proposed budget saving affect people?	Yes	No
	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

To save the annual costs paid to the external webcasting supplier

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		√	The removal of the facility may affect members of the public who find it difficult to leave their home; attend meetings in person or just find it more convenient to access Council decisions in this way
Disability		√	As above

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? By communications issued on social media including the Council's website

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 and 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?

Feedback from persons affected by the change. If this proposal is adopted by the Council the budget will be removed with effect from financial year 2021/22

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

The webcasting facility is also used by other members of the public not within the protected characteristic groups listed at 3 above. It is considered to be a more convenient way for the public to engage with the Council and keep up-to-date with decisions which include planning applications. The facility is also used by members of staff. The archive facility is accessed by more people than the live webcast. These people report the facility as being useful for the same reasons but accessible whenever they wish thus allowing them to use it when most convenient to them.

Those affected would be able to access archived audio recordings of meetings. These are recorded using a very old and unsupported piece of equipment. There is no contingency arrangements in place for when this piece of equipment ceases to work. Replacement of this piece of equipment would require a financial investment by the Council.

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Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Service Improvement Plans/Business Processes/Service Reduction
Department and service area	Resources, Finance & ISS
Completion Date	16 January 2019
Lead officer	Gary Fairley

Aims and Objectives

Continuation of the redesign of services and removal of activities which do not add value or support the delivery of the Councils priorities alongside implementation of automation opportunities. This will result in a reduction in the employee costs base. The aim is to secure a longer term reduction in administration / support roles:

Service currently operates with 200 full time admin and support posts with existing savings targets across 2018/19 and 2019/20 of £1m reducing by circ 37 fte. This further reduction equates to a reduction of 9 fte posts

1. Does the proposed budget saving affect people?

YES

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

Savings are part of a process of continual review of service provision as we seek to secure operational efficiencies and redesign services in response to the financial challenge.

A large proportion of these savings will be as a consequence of adoption of digital solutions and more effective ways of working which reduce the level of human intervention required to process transactions and deliver services both internally and externally.

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	This proposal may directly affect certain staff	The staffing structure will reflect the future needs of the service
Disability	See above	See above	See above
Gender Reassignment	See above	See above	See above
Marriage & Civil Partnership	See above	See above	See above
Pregnancy and maternity	See above	See above	See above
Race	See above	See above	See above
Religion or Belief	See above	See above	See above
Sex	See above	See above	See above
Sexual Orientation	See above	See above	See above

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

Implementation will be carried out following the Policy for Organisational Change which sets out what is communicated and when as such changes will be communicated effectively to those affected from the proposal.

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

There are a number of performance indicators that will be used to measure the impact of a new service delivery model in addition to budget updates being provided.

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

Reducing staff will help alleviate pressure on budget and lessens budget deficit so lessening impact on services to vulnerable groups.

Implementation of changes will be in accordance with the Policy for Organisational Change.

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Extend the collection frequencies of the residual waste stream
Department and service area	Waste Services
Completion Date	17 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to determine the optimum collection service for the residual waste stream initially but also consider other waste streams as appropriate. This will include twice, three and four weekly collection frequencies as well as collections over four and five days.

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?

There is no anticipated reduction of staff or pay as a consequence of this measure anticipated. The best case scenario is that no additional resource will be required to address the house growth in Midlothian.

Users of the service will require to fully embrace all the collection services available to them to ensure sufficient capacity is available in the residual waste stream. Some users may experience difficulties as a consequence of reduced available capacity.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.
Disability	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.
Gender Reassignment	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.

Marriage & Civil Partnership	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.
Pregnancy and maternity	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.
Race	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.
Religion or Belief	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.
Sex	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.

Sexual Orientation	Users will require to fully utilise all bins available which could see an increase in recycling levels.	Users will see a reduction in available capacity within the residual waste bin.	There will be no change to the charged for garden waste service. Users with specific needs e.g. large families, families with babies (for nappies) or medical needs will be provided with larger bins.
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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

There would be wide publicity in terms of service users who would be affected. This would include revised collection calendars.

Staff would be involved in the design of any revised collection systems.

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

In the main this will be through correspondence etc received and feedback from the users of these services.

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

Utilising all of the bins available for the appropriate waste arisings will allow the majority of users to be able to cope with the available residual capacity.

This with specific identified needs will be provided with larger bins e.g. large families, other needs e.g. nappies and medical needs.

The pull out system for those unable to present bins at the kerbside will remain as an option for users.

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



Name of Budget Saving	Close Vogrie Golf Course
Department and service area	Land & Countryside Services
Completion Date	29 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to close Vogrie Golf Course and return the ground to a general grass area. This would allow footgolf to continue.

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		A number of players are either elderly or of a young age and this proposal reduces the options to play golf.	There are sufficient facilities around Midlothian to meet the needs of golfers of all abilities. Despite efforts the amount of people playing the course has not increased.
Disability			
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 will be made available thereafter in formats as required.

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

Whilst correspondence may be received it will be difficult to accurately monitor any impact as there are suitable alternatives across Midlothian.

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

Despite trying different ways to increase patronage this has proved difficult in part due to the general decline in the numbers playing golf and the readily available suitable alternatives.

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



Name of Budget Saving	Cease the Taxi card service
Department and service area	Travel and Fleet Services
Completion Date	29 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to Cease Taxi Card service which is available to people with a disability which allows them a discount to travel on local taxis.

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	Taxi owners may set up their own system to encourage users to use their service by offering a discount.	The removal of the scheme may restrict the opportunities users have to access trips by taxi which may be their only means of transport.	
Disability		Ditto	
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 made available to users thereafter in all required formats.

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

The number of complaints 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 taxi card was previously closed to new entrants. Taxi card users are able to claim a discount when travelling by taxi, which may be their only means of transport.

There is an option to retain a scheme (not taxi) which allows users to continue to access free rail travel within the Lothians.

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Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019

Name of Budget Saving	Cease the Taxi card service
Department and service area	Travel and Fleet Services
Completion Date	29 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to Cease Taxi Card service which is available to people with a disability which allows them a discount to travel on local taxis.

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	Taxi owners may set up their own system to encourage users to use their service by offering a discount.	The removal of the scheme may restrict the opportunities users have to access trips by taxi which may be their only means of transport.	
Disability		Ditto	
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 made available to users thereafter in all required formats.

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

The number of complaints 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 taxi card was previously closed to new entrants. Taxi card users are able to claim a discount when travelling by taxi, which may be their only means of transport.

There is an option to retain a scheme (not taxi) which allows users to continue to access free rail travel within the Lothians.

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



Name of Budget Saving	Close Penicuik Community Recycling Centre
Department and service area	Waste Services – Community Recycling Centre
Completion Date	29 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

Currently residents in the West of the Council area take their bulky items to the CRC site at Penicuik. This site is currently with planning with a view to improving the site. This would have allowed for items brought to the site to be separated and processed for re-use.

The current proposal is made from a budgetary perspective and not only would this proposal save the proposed capital expenditure it would also provide annual savings incurred in operating the site.

No consultation in terms of this proposal has been undertaken at this stage.

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. Users would still have the option to take items to the facility at Stobhill. However this involves approximately an 18 mile round trip.

3. Impact

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

All users of the facility would be impacted.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	<p>Service is retained at Stobhill</p> <p>Assistance at Stobhill is similar to that available at Penicuik</p>	<p>Elderly men and women as well as young single women might find this change difficult to manage as it involves up to an 18 mile round trip.</p>	<p>No consultation has been carried out at this stage however it is likely that current users would be dissatisfied with this proposal</p>
Disability	<p>Service is retained at Stobhill</p> <p>Assistance at Stobhill is similar to that available at Penicuik</p>	<p>Disabled might find this change difficult to manage as it involves up to an 18 mile round trip.</p>	
Gender Reassignment	<p>Service is retained at Stobhill</p>		
Marriage & Civil Partnership	<p>Service is retained at Stobhill</p>		
Pregnancy and maternity	<p>Service is retained at Stobhill</p> <p>Assistance at Stobhill is similar to that available at Penicuik</p>		
Race	<p>Service is retained at Stobhill</p>		
Religion or Belief	<p>Service is retained at Stobhill</p>		

Sex	Service is retained at Stobhill		
Sexual Orientation	Service is retained at Stobhill		

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes? On the Council's web site and as part of the wider communication strategy. This information is available in different formats and in different languages. If you would like a copy in another language or format, please email equalities@midlothian.gov.uk or telephone the Equality & HR Officer on 0131 271 3658.

Information will be available in non electronic format.

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

We will monitor the number of visits to Stobhill anecdotally and the tonnages collected. In addition we would monitor incidences of fly tipping. Fly tipping is recorded on the fly capture system. Tonnages are collected through the waste data flow system.

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

The mitigating factor is the continued availability of the Stobhill facility. This proposal is brought forward to address the budget position. No consultation has been undertaken at this stage. If introduced, the impact and changes would be included within a service report presented to council on an annual basis.

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

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Maximise Income from Vogrie Estate
Department and service area	Land & Countryside Services
Completion Date	15 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to maximise income to avoid closing Vogrie Estate to all users however consideration would require to be given to current tenants of the various offices and buildings.

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?

All users of the Estate would be impacted following the closure of the Estate. This is a valued resource within Midlothian and indeed has been recognised as such through winning awards. Closure may also impact on the potential future use of the Estate which is currently being explored.

Closure would also lead to job losses.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.
Disability		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.
Gender Reassignment		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.
Marriage & Civil Partnership		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.
Pregnancy and maternity		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.

Race		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.
Religion or Belief		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.
Sex		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.
Sexual Orientation		Generally the Estate is used for a variety of activities which promote health, learning and wellbeing.	Users value this resource and its loss would be sorely felt.

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

Information would be widely publicised. Discussions would require to be held with tenants who operate within the site.

The Council would advise staff and trade unions in relation to any changes.

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

In the main this will be through correspondence etc received and feedback from the local communities.

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

Staff will be affected as a consequence of losing their job.

The health, wellbeing and education of our younger people would be affected by the loss of this facility.

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Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Reduce shrub bed maintenance
Department and service area	Land & Countryside Services
Completion Date	15 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the maintenance of shrub beds across Midlothian.

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?

A reduction in the quality of the built environment will have a detrimental impact on all protected characteristics. There is evidence available that when an area is seen as run down there is a consequent increase in crime and vandalism.

Staff would be impacted as a consequence of losing their job.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.
Disability		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.
Gender Reassignment		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.
Marriage & Civil Partnership		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.

Pregnancy and maternity		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Race		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Religion or Belief		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Sex		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Sexual Orientation		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>

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

Information would generally be made available to communities.

The Council would advise staff and trade unions in relation to any changes.

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

In the main this will be through correspondence etc received and feedback from local communities.

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

Staff will be affected as a consequence of a loss of jobs.

Communities will be affected as a consequence of a loss of visual amenity and the potential for an increase in antisocial behaviours.

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Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Reduce grass cutting standards
Department and service area	Land & Countryside Services
Completion Date	15 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the grass cutting standards generally in urban areas across Midlothian. This will see a shift in cutting from twelve to three times per year leading to an increase in littering, dog fouling and other dumping in the areas affected.

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?

A reduction in the quality of the built environment will have a detrimental impact on all protected characteristics. There is evidence available that when an area is seen as run down there is a consequent increase in crime and vandalism.

Staff would be impacted as a consequence of losing their job.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.
Disability		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.
Gender Reassignment		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.
Marriage & Civil Partnership		There will be a noticeable impact on the built environment. This could lead indirectly to an increase in anti-social behaviours.	Following previous service reductions there was a noticeable increase in complaints.

Pregnancy and maternity		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Race		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Religion or Belief		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Sex		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>
Sexual Orientation		<p>There will be a noticeable impact on the built environment.</p> <p>This could lead indirectly to an increase in anti-social behaviours.</p>	<p>Following previous service reductions there was a noticeable increase in complaints.</p>

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

Information would generally be made available to communities.

The Council would advise staff and trade unions in relation to any changes.

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

In the main this will be through correspondence etc received and feedback from local communities.

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

Staff will be affected as a consequence of a loss of jobs.

Communities will be affected as a consequence of a loss of visual amenity and the potential for an increase in antisocial behaviours.

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

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Close Buccleuch bowling green
Department and service area	Land & Countryside Services
Completion Date	15 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to close the bowling green for future use. The adjacent pavilion would remain available for use.

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?

There are approximately 100 members of the Dalkeith bowling club who currently play at this venue. Loss of the facility, which is a long standing one would impact on the ability to lead a healthy life, generally impacting on wellbeing.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.
Disability		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.
Gender Reassignment		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.
Marriage & Civil Partnership		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.

Pregnancy and maternity		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.
Race		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.
Religion or Belief		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.
Sex		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.
Sexual Orientation		Loss of the facility would impact on the health and wellbeing of the current users.	There are alternate facilities in Dalkeith that may be available to current users of this venue.

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

Information would be provided directly to Dalkeith bowling club members.

The Council would advise staff and trade unions in relation to any changes.

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

In the main this will be through correspondence etc received and feedback from the bowling club and local community.

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

Members of the bowling club will be impacted in terms of their health and wellbeing associated with being members of a long established club.

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Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Stop the support to galas and events
Department and service area	Land & Countryside Services
Completion Date	4 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to stop all support to gala and event organisations which would include manpower, equipment and annual grants.

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?

Generally this work is carried out out-with normal working hours and therefore the impact for staff would be in relation to a reduction in earnings.

For organisations the impact could be the inability to continue with activities that have been undertaken and valued by communities for many years thereby affecting all those with protected characteristics.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.
Disability		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.
Gender Reassignment		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.
Marriage & Civil Partnership		Loss of income could affect low income individuals/families.	Organisers value the support given historically and smaller events in particular would struggle without this support.

		There is a risk events would no longer take place.	
Pregnancy and maternity		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.
Race		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.
Religion or Belief		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.
Sex		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.
Sexual Orientation		Loss of income could affect low income individuals/families. There is a risk events would no longer take place.	Organisers value the support given historically and smaller events in particular would struggle without this support.

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

Information would be provided directly to the organisers of each event. This could potentially take place at the annual meeting between the Council and organisations representatives.

The Council would advise staff and trade unions in relation to any changes.

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

In the main this will be through correspondence etc received and feedback from the organisations and local communities.

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

Staff will be affected as a consequence of a loss of earnings. Historically Midlothian pays lower wages than other LA's which may lead to recruitment and retention difficulties.

Galas and events promote a sense of community togetherness and provide an uplifting experience. The loss of these events would have a detrimental effect on local communities sense of wellbeing.

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Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Removal/Reduction of Community Transport Funding
Department and service area	Travel Services
Completion Date	4 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to remove or reduce the budget available to HCL and LCTS to operate services which provide transport to voluntary and disabled groups across Midlothian.

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?

The transport provided is for those generally who cannot access main stream public transport due to the nature of their particular disability. In addition a service is provided for those who live in semi-rural locations where again the nature of their disability and lack of main stream public transport would make travel difficult.

LCTS provide transport for voluntary and disabled groups across Midlothian and provide direct services to Midlothian Council.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.
Disability		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.
Gender Reassignment		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.

Marriage & Civil Partnership		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.
Pregnancy and maternity		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.
Race		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.
Religion or Belief		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.
Sex		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.

Sexual Orientation		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	There are ongoing efforts to make best use of voluntary and Council resources. In a growing Midlothian it is likely there would be an increased need for these services going forward.
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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

Information would be provided directly to the providers who in turn would advise their client.

In addition there would be wider publicity in terms of affecting other members of the public who would be affected.

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

In the main this will be through correspondence etc received and feedback from the organisations, other Council services and users of the services.

The budget would be under continual review and further changes if applicable will be considered in detail on an annual basis.

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

For many users the services provided by LCTS and Handicabs are there only means of travel and any reduction would have a significant impact on their quality of life and ability to lead a full life.

Limited use may be made of a taxi service but this would come with financial pressures in terms of the ability to be able to pay for such a service.

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Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Remove bus supported travel grants
Department and service area	Travel Services
Completion Date	4 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to stop all grants that are given to support bus services provided by the private sector.

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?

The removal of support for bus services would likely see the removal of these services or a reduction in the level of service provided.

These services are likely to be the only means of travel available to individuals and could impact on employment, shopping and general travel thereby affecting quality of life.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.
Disability		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.
Gender Reassignment		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.
Marriage & Civil Partnership		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to

		opportunities available to them as a consequence.	sustain commercial services is unlikely.
Pregnancy and maternity		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.
Race		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.
Religion or Belief		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.
Sex		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.
Sexual Orientation		Any reduction in funding would have a detrimental impact on the ability of users to travel and to make best use of opportunities available to them as a consequence.	Although Midlothian is a growing area the likelihood of sufficient growth and therefore passenger numbers to sustain commercial services is unlikely.

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

Information would be provided directly to the bus companies terminating any agreements.

In addition there would be wider publicity in terms of affecting other members of the public who would be affected.

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

In the main this will be through correspondence etc received and feedback from the bus companies and users of these services.

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

For many users the services provided by the private operators as a consequence of the grants are there only means of travel and any reduction would have a significant impact on their quality of life and ability to lead a full life.

Limited use may be made of a taxi service but this would come with financial pressures in terms of the ability to be able to pay for such a service.

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Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Introduce and/or increase car park charges
Department and service area	Road Services
Completion Date	15 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to introduce charges in car parks where none currently exist and to increase existing charges in other car parks. This would also include staff car parks in specific locations.

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?

There will be an impact on staff who would be required to pay for parking that is currently free. This will also impact on the wider public which could lead to parking on street and introducing road safety concerns where none currently exist.

There is also a potential impact on local businesses if the charges were to divert shoppers from using local facilities which in turn could have an impact on employment. Another unintended consequence would be travel further afield to shopping destinations including the associated risks.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the need to consider their parking requirements.
Disability		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the need to consider their parking requirements.
Gender Reassignment		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted

			requiring the ned to consider their parking requirements.
Marriage & Civil Partnership		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the ned to consider their parking requirements.
Pregnancy and maternity		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the ned to consider their parking requirements.
Race		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the ned to consider their parking requirements.
Religion or Belief		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the ned to consider their parking requirements.

Sex		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the need to consider their parking requirements.
Sexual Orientation		The impact will primarily be in terms of affordability. If business were to suffer it would also impact on shopping or other service availability.	Motorists may not pay the charges and park on street with unintended consequences. Residents may be adversely impacted requiring the need to consider their parking requirements.

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes? The introduction of charges or changes would be publicised widely. However, before this took place wider consultation with the wider public and business communities would be required before presenting any changes for agreement.

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?
In the main this will be through correspondence etc received and feedback from the local communities and users of the car parks.

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

Staff will be affected as a consequence of this proposal. In addition the wider community will be impacted and these impacts will require to be carefully considered before promoting specific proposals for acceptance.

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Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Reduce road maintenance spend
Department and service area	Road Services
Completion Date	28 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the time and resource spent on regular, routing gully cleaning. In effect there will be a greater focus on reactive maintenance. In addition the regular routine road maintenance budget is reduced overall which reduces the ability to carry out minor repairs including pothole patching.

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?

There will be minimal impact on staff as there is alternative work available through the capital programme to ensure they are fully deployed.

For local communities the impact would be the potential increasing likelihood of localised flooding due to a lack of regular and routine maintenance. However, the intention would be to focus on known problem areas where the potential impact on property, road safety etc would be greatest with a desire to minimise the impacts.

However, the impact of severe weather leads to an increase in repairs required to keep the network in a serviceable condition, notwithstanding general wear and tear. A reduction in the routine maintenance budget will limit the ability to respond to routine repair requirements.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Potential for more widespread localised flooding to take place. Increased risk if the network is not adequately maintained.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Disability		Potential for more widespread localised flooding to take place. Increased risk if the network is not adequately maintained.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Gender Reassignment		Potential for more widespread localised flooding to take place. Increased risk if the network is not adequately maintained.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.

Marriage & Civil Partnership		<p>Potential for more widespread localised flooding to take place.</p> <p>Increased risk if the network is not adequately maintained.</p>	<p>Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.</p>
Pregnancy and maternity		<p>Potential for more widespread localised flooding to take place.</p> <p>Increased risk if the network is not adequately maintained.</p>	<p>Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.</p>
Race		<p>Potential for more widespread localised flooding to take place.</p> <p>Increased risk if the network is not adequately maintained.</p>	<p>Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.</p>
Religion or Belief		<p>Potential for more widespread localised flooding to take place.</p> <p>Increased risk if the network is not adequately maintained.</p>	<p>Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.</p>
Sex		<p>Potential for more widespread localised flooding to take place.</p> <p>Increased risk if the network is not adequately maintained.</p>	<p>Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.</p>

Sexual Orientation		<p>Potential for more widespread localised flooding to take place.</p> <p>Increased risk if the network is not adequately maintained.</p>	<p>Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.</p>
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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

The communities would still be able to bring drainage and other road related issues to the attention of the Council. It is likely that we would have to advise our response may take slightly longer albeit property and road safety would continue to be given priority.

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

In the main this will be through correspondence etc received and feedback from the local communities, in addition to a log of events and response.

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

Staff will not generally be affected as a consequence of this proposal.

When an incident is brought to the attention of road services due cognisance will be taken of any particular factors that particularly impact on protected groups e.g. flooding potential at the home of an elderly person or restricted access due to flooding, or hazards due to potholes.

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Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Reduce road maintenance spend on gully cleaning
Department and service area	Road Services
Completion Date	15 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the time and resource spent on regular, routing gully cleaning. In effect there will be a greater focus on reactive maintenance.

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?

There will be minimal impact on staff as there is alternative work available through the capital programme to ensure they are fully deployed.

For local communities the impact would be the potential increasing likelihood of localised flooding due to a lack of regular and routine maintenance. However, the intention would be to focus on known problem areas where the potential impact on property, road safety etc would be greatest with a desire to minimise the impacts.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Disability		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Gender Reassignment		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.

Marriage & Civil Partnership		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Pregnancy and maternity		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Race		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Religion or Belief		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
Sex		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.

Sexual Orientation		Potential for more widespread localised flooding to take place.	Known problem areas would continue to get priority although the ability to respond to wider events would be reduced.
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4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

The communities would still be able to bring drainage issues to the attention of the Council. It is likely that we would have to advise our response may take slightly longer albeit property and road safety would continue to be given priority.

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

In the main this will be through correspondence etc received and feedback from the local communities, in addition to a log of events and response.

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

Staff will not generally be affected as a consequence of this proposal.

When an incident is brought to the attention of road services due cognisance will be taken of any particular factors that particularly impact on protected groups e.g. flooding potential at the home of an elderly person or restricted access due to flooding.

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Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2019/20

Name of Budget Saving	Cease the school crossing guide service
Department and service area	Road Services
Completion Date	3 January 2019
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the provision of school crossing guides either in its entirety (52 posts), or, only where a controlled crossing is provided (24 posts).

A further option is to remove school crossing guides who currently operate where there is a controlled crossing when they leave 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?

Depending on the option chosen all staff (who are generally in the elderly age bracket) would be affected as a consequence of losing their job.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.
Disability		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.
Gender Reassignment		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.
Marriage & Civil Partnership		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.

Pregnancy and maternity		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.
Race		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.
Religion or Belief		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.
Sex		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.
Sexual Orientation		Loss of income could affect low income individuals/families. There would be a perceived increased risk in crossing the road.	The staffing impact will be conducted through the Council's Policy for Managing Change.

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes? Information would be provided through the schools to parents/guardians of the affected

children. In addition there would be wider publicity in terms of affecting other members of the public who would be affected.

The Council would go through the formal procedure involving staff and trade unions in relation to any changes.

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

In the main this will be through correspondence etc received and feedback from the schools, in addition to monitoring any accidents that may occur.

The budget is under continual review but in any case will be considered in detail on an annual basis.

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

Across Scotland there were five authorities who have reduced their school crossing service, primarily in rural areas (although this requires to be updated).

Approximately Four years ago the Council removed school crossing guides during the lunchtime period. This was due to the fact that no children were in fact leaving the school during this period (with two exceptions). There have been no significant issues raised as a consequence of this change.

One option is to have controlled crossings placed where guides (without a crossing) were to be removed. However this has revenue and capital budget implications.

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