



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

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| Name of Budget Saving | Reduction in Housing Voids Standards |
| Department and service area | Property & Facilities Management – Building Services |
| Completion Date | 13 September 2017 |
| Lead officer | Garry Sheret |

Aims and Objectives

Reduce the specification of housing voids to serviceable standard only resulting in agency staff and management reductions.

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 | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Disability | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Gender Reassignment | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Marriage & Civil Partnership | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Pregnancy and maternity | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Race | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Religion or Belief | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Sex | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |
| Sexual Orientation | Opportunity for VSER if desired following the mini service review. | Less staff numbers / grades. | Less cover for sickness/ holiday absence |

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.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality , Diversity & Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

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

The number of complaints, feedback, and efficiency of the service review 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 reduced number of agency staff / employees.