

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Management Structure
Department and service area	Resources, Finance & ISS
Completion Date	02 October 2017
Lead officer	Kenneth Lawrie

Aims and Objectives

Ideally, as part of a wider management review (which will need to be scoped and agreed) consider reduction of Senior Management Team from 13fte to 11fte.

1. Does the proposed budget saving affect people?

YES

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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 efficiencies and redesign services in response to the financial challenge.

The budget proposal 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	Reducing staff will help alleviate pressure on budget and lessens budget deficit.	This proposal will directly affect certain staff. Increased spans of control.	This proposal will directly affect certain staff.
Disability	No	As above	See above
Gender Reassignment	No	As above	See above
Marriage & Civil Partnership	No	As above	See above
Pregnancy and maternity	No	As above	See above
Race	No	As above	See above
Religion or Belief	No	As above	See above
Sex	No	As above	See above
Sexual Orientation	No	As 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 appropriate HR and People policies which set out what is communicated and when. As such, changes will be communicated effectively to those affected by the proposal. The policies applied will have been subject to an EQIA/IIA.

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?

Still to be more fully assessed but would be progressed to minimise impact and ensure future Senior Management team resource was focused on Strategic Priorities.

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

N/a