



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	PPP shared management
Department and service area	Property & Facilities Management – Property Assets
Completion Date	13 September 2017
Lead officer	Garry Sheret

Aims and Objectives

The aim is to reduce costs by sharing the service provision of managing PPP contracts with another local authority.

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 by reducing the cost base.

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.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Disability	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Gender Reassignment	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Marriage & Civil Partnership	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Pregnancy and maternity	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Race	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Religion or Belief	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Sex	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.
Sexual Orientation	Opportunity for VSER if desired following the mini service review.	A reduced management structure will mean a reduction in staff FTEs.	Sickness absence / holiday cover will be further reduced.

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 contract complaints, feedback etc 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 mean a reduction in staff numbers following negotiations with other local authorities but is dependent on successful cross council working.