



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	PPP Maximise use of contractual hours
Department and service area	Property & Facilities Management – PPP Management
Completion Date	13 September 2017
Lead officer	Garry Sheret

Aims and Objectives

Ensure the maximum use of the PPP entitlement to avoid paying for alternatives when we are already charged for PPP space.

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	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	
Disability	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	
Gender Reassignment	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	
Marriage & Civil Partnership	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	
Pregnancy and maternity	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	
Race	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	
Religion or Belief	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	

Sex	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	
Sexual Orientation	Additional use in the same location giving a larger choice at the same venue.	Relocation of some events may not suit all. Busier venues.	

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 this initiative 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 usage review and timetabling prior to implementation.