



Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Charge for bins and boxes (1)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

Currently all bins and boxes required as part of the waste collection service are provided free of charge to both new and existing users. This proposal seeks to introduce a charge for both new and replacement containers.

1. Does the proposed budget saving affect people? Yes

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

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	No	The charge will likely fall on developers for new builds. However householders in all groups will be required to pay for replacement bins and boxes.	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.
Disability	No	As above	There will be no change to the pull out service.
Gender Reassignment	No	As above	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.
Marriage & Civil Partnership	No	As above	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.
Pregnancy and maternity	No	As above	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.
Race	No	As above	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.

Religion or Belief	No	As above	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.
Sex	No	As above	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.
Sexual Orientation	No	As above	The uplift of waste free of charge is a legal requirement. However charging for bins and boxes is discretionary.

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 thereafter in formats as required.

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 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 assumption is that developers will pay for bins and boxes when completing new developments. This will apply to Council and other social housing sites also.

Householders on low incomes will be impacted by this proposal.

This change is being considered as part of the overall delivery of waste services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Extend collection frequencies (2)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

Currently residual, recyclate, glass and brown bin collections are carried out on a fortnightly basis. Food waste is currently collected weekly and is not being reviewed.

The proposal is to move residual waste collections on to a three weekly basis.

1. Does the proposed budget saving affect people? Yes

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

The budget proposal is put forward to meet the Council's overall budget deficit, and to encourage higher recycling levels.

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	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre bins.
Disability	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	There will be no change to the pull out service.
Gender Reassignment	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre bins.
Marriage & Civil Partnership	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre bins.
Pregnancy and maternity	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre bins.
Race	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre bins.

Religion or Belief	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre bins.
Sex	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre bins.
Sexual Orientation	No	The changes will affect all groups and will require greater effort to separate and recycle their waste.	Where there is an identified need a greater capacity of containers will be provided e.g. 360 litre 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 be made available thereafter in formats as required.

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 will be monitored, in addition to the levels of contamination 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 Council have been working with staff from Zero Waste Scotland in developing alternate collection frequencies. The proposals are based on evidence from across Scotland in terms of optimum collection frequencies which balance the needs of householders, budget savings, and encouraging higher recycling levels.

This change is being considered as part of the overall delivery of waste services.



Name of Budget Saving	Close Penicuik Recycling centre (3)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

Penicuik Recycling centre has recently been granted planning consent to refurbish. This is estimated to cost £0.5 million. The proposal is to review the centre, consider its future with an option to close and direct users to Stobhill Recycling centre.

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	The opportunity will be afforded to maximise recycling of the materials brought to the site	Users would require to travel to Stobhill to deposit their waste	Stobhill is a relatively new facility with increased options to separate and recycle waste
Disability	The opportunity will be afforded to maximise recycling of the materials brought to the site	Users would require to travel to Stobhill to deposit their waste	Stobhill is a relatively new facility with increased options to separate and recycle waste
Gender Reassignment	The opportunity will be afforded to maximise recycling of the materials brought to the site	As above	Stobhill is a relatively new facility with increased options to separate and recycle waste
Marriage & Civil Partnership	The opportunity will be afforded to maximise recycling of the materials brought to the site	As above	Stobhill is a relatively new facility with increased options to separate and recycle waste
Pregnancy and maternity	The opportunity will be afforded to maximise recycling of the materials brought to the site	As above	Stobhill is a relatively new facility with increased options to separate and recycle waste
Race	The opportunity will be afforded to maximise recycling of the materials brought to	As above	Stobhill is a relatively new facility with increased options to separate and recycle

	the site		waste
Religion or Belief	The opportunity will be afforded to maximise recycling of the materials brought to the site	As above	Stobhill is a relatively new facility with increased options to separate and recycle waste
Sex	The opportunity will be afforded to maximise recycling of the materials brought to the site	As above	Stobhill is a relatively new facility with increased options to separate and recycle waste
Sexual Orientation	The opportunity will be afforded to maximise recycling of the materials brought to the site	As above	Stobhill is a relatively new facility with increased options to separate and recycle waste

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 thereafter in formats as required. Wider communication will be undertaken including lead in information at the Penicuik facility.

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, tonnage increase at Stobhill, fly-tipping 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.

The assumption is that users bring their waste to Penicuik Recycling centre by vehicle (there is a restriction on people accessing the site on foot). This would continue at Stobhill although users from the West of Midlothian will require to travel a greater distance (19 mile round trip), and this will have cost implications for them, particularly those on low incomes.

Staff displaced from Penicuik would be offered alternate positions within waste services.

Potential to increase the operating hours at Stobhill.

This change is being considered as part of the overall delivery of waste services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Charge for garden waste collections (4)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The garden waste collection service is the only collection provided by the Council which is non statutory. The proposal is to introduce a £35 annual charge for each brown bin provided.

1. Does the proposed budget saving affect people? Yes

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

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	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.
Disability	No	The charge would be levied against all groups.	There will be no change to the pull out service for those residents who chose to pay for the garden waste service.
Gender Reassignment	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.
Marriage & Civil Partnership	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.
Pregnancy and maternity	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.
Race	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.
Religion or Belief	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.
Sex	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.

Sexual Orientation	No	The charge would be levied against all groups.	The charge would be levied for a full or part year with no concessions.
--------------------	----	--	---

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 thereafter in formats as required. Wider communication will be undertaken.

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, take up of the service, tonnage increase at recycling facilities, fly-tipping 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.

The charge will be on an annual basis with users of the service having a sticker applied to their bin. There will be no concessions and the full charge will be applied regardless of the period of the service.

Angus Council have implemented a charge of £25 and feedback has been given prior to this proposal coming forward. The charge will impact those on low income.

This charge is being considered as part of the overall delivery of waste services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Charge for commercial waste at Stobhill CRC site (5)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

Currently Stobhill CRC site is not licensed to accept trade waste. The proposal is to seek a license variation to allow material to be disposed of at the site at an appropriate commercial rate.

1. Does the proposed budget saving affect people? Yes

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

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	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility
Disability	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility
Gender Reassignment	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility
Marriage & Civil Partnership	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility
Pregnancy and maternity	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility
Race	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their	Businesses have the option to take their waste to any licensed facility

		waste.	
Religion or Belief	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility
Sex	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility
Sexual Orientation	Offering this service may mitigate the risk of fly tipping	Commercial waste is generated by businesses who would be offered a rate for disposal of their waste.	Businesses have the option to take their waste to any licensed facility

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 thereafter in formats as required. Wider communication will be undertaken.

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, take up of the service, tonnage increase at recycling facilities, fly-tipping 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.

The charge will be based on a tonnage basis.

This charge is being considered as part of the overall delivery of waste services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Advertising on Council refuse vehicles (6)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to charge a commercial rate for advertising on the side of the Council refuse vehicles.

1. Does the proposed budget saving affect people? Yes

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

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	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success
Disability	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success
Gender Reassignment	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success
Marriage & Civil Partnership	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success
Pregnancy and maternity	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success
Race	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a

			degree of success
Religion or Belief	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success
Sex	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success
Sexual Orientation	Advertising would only be allowed where there was no conflict with Council services	None	The Council have used this option to advertise relevant issues e.g. foster care opportunities with a degree of success

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

There are no adverse issues apparent as a consequence of this proposal.

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, take up of the service, and income achieved 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 proposal is being considered as part of the overall delivery of waste services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Increase the level of recycling (7)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

This proposal seeks to encourage residents to place all material that can be recycled in to the appropriate container. There is currently a percentage of recyclable material that is deposited in the grey residual bin.

1. Does the proposed budget saving affect people? Yes

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

The budget proposal is put forward to meet the Council's overall budget deficit and to achieve higher recycling levels.

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	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.
Disability	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	There will be no change to the pull out service.
Gender Reassignment	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.
Marriage & Civil Partnership	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.
Pregnancy and maternity	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.

Race	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.
Religion or Belief	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.
Sex	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.
Sexual Orientation	Higher recycling levels will arise which will also lead to a reduction in disposal costs.	Residents would require to take greater care when disposing of their waste ensuring it goes into the correct container.	Waste analysis has identified approximately 15% of recyclable material is placed in the grey residual bin.

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

Targeted education and advice will be directed at those areas where recyclable material is currently placed in the grey residual bin.

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 range of feedback, tonnage diversion and recycling rate 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.

Residents will be given further advice on what can be recycled and given every assistance to ensure material is placed in the correct bin.



Name of Budget Saving	Reduce Street Sweeping Frequency (8)
Department and service area	Waste Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

Street sweeping is carried out over a seven day period. However, at weekends street sweeping only extends to town centres and other shopping areas.

The proposal is to stop street sweeping at weekends.

1. Does the proposed budget saving affect people? Yes

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

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	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.
Disability	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.
Gender Reassignment	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.
Marriage & Civil Partnership	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.
Pregnancy and maternity	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.
Race	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints

			will follow.
Religion or Belief	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.
Sex	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.
Sexual Orientation	Additional litter bins will be provided	The changes will affect all groups in terms of the local amenity.	There is a risk that the environment will become untidier and that a number of complaints will follow.

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 thereafter in formats as required.

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 will be monitored, in addition to the levels of litter 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 change is being considered as part of the overall delivery of waste services.

Additional bins will be provided to increase the capacity available and reduce the likelihood of waste spilling over.



Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Reduce grass cutting standards (9)
Department and service area	Land & Countryside Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the standard of grass cutting in all areas, which will be a combination of either leaving it to grow or having one or two cuts per year to a significant reduced level in higher amenity areas with longer grass generally.

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	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more pronounced Ability to play ball games may be affected.	There is a potential for communities to come forward and take responsibility where they are particularly affected
Disability	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more pronounced Ability to play ball games may be affected.	There is a potential for communities to come forward and take responsibility where they are particularly affected
Gender Reassignment	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more pronounced Ability to play ball games may be affected.	There is a potential for communities to come forward and take responsibility where they are particularly affected
Marriage & Civil Partnership	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more	There is a potential for communities to come forward and take responsibility where they

		pronounced Ability to play ball games may be affected.	are particularly affected
Pregnancy and maternity	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more pronounced Ability to play ball games may be affected.	There is a potential for communities to come forward and take responsibility where they are particularly affected
Race	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more pronounced Ability to play ball games may be affected.	There is a potential for communities to come forward and take responsibility where they are particularly affected
Religion or Belief	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more pronounced Ability to play ball games may be affected.	There is a potential for communities to come forward and take responsibility where they are particularly affected
Sex	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering may become more pronounced Ability to play ball games may be affected.	There is a potential for communities to come forward and take responsibility where they are particularly affected
Sexual Orientation	More natural areas for wild life	There will be a loss of visual amenity. Dog fouling and littering	There is a potential for communities to come forward and take

		<p>may become more pronounced</p> <p>Ability to play ball games may be affected.</p>	<p>responsibility where they are particularly affected</p>
--	--	--	--

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 thereafter in formats as required.

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, 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.

There should be no staff reductions as a consequence of this proposal as this task is usually carried out by short term contract staff taken on specifically for this purpose.

Options are being explored where communities may take on greater responsibility to maintain areas but this has had limited success to date.

The intention is to minimise the reduction in service provision at areas of greatest amenity and sensitive sites.



Name of Budget Saving	Reduce the number of grass football and astro pitches (10)
Department and service area	Land & Countryside Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the number of football pitches across Midlothian from 55 to 40, a reduction of 15. These areas would be turned into woodlands or natural grassland meadows.

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?

As the areas will also be used for general recreation use they may impact on all protected characteristics.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.
Disability	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.
Gender Reassignment	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.
Marriage & Civil Partnership	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.
Pregnancy and maternity	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.

Race	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.
Religion or Belief	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.
Sex	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.
Sexual Orientation	Greater Biodiversity More areas to walk dogs.	Reduced availability of football/recreational area.	A study was carried out to assess current usage. The number of pitches remaining can meet the current need.

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 thereafter in formats as required and communicated to users directly.

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, measures of usage of remaining facilities will be 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.

Midlothian is considered to have a higher area of recreational/football space than similar authorities.

The areas that remain have been assessed as sufficient to meet the expected ongoing need.

The Council may wish to consider the use of and investment in astro/hybrid pitches which have an ability to accommodate a greater number of users.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Reduce the provision of all floral displays and shrub beds (11)
Department and service area	Land & Countryside Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to reduce or stop the production of all plants and the subsequent planting of same in parks and open spaces, sensitive sites e.g. cemeteries, flower beds, planters and hanging baskets across Midlothian. Planted areas would be grassed over.

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	Another use may be found for the walled garden at Vogrie	The visual impact would be felt by all groups with a loss of amenity generally. The nursery at Vogrie may be closed and fall into disrepair.	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.
Disability	Another use may be found for the walled garden at Vogrie	The visual impact would be felt by all groups with a loss of amenity generally. The nursery at Vogrie may be closed and fall into disrepair.	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.
Gender Reassignment	Another use may be found for the walled garden at Vogrie	The visual impact would be felt by all groups with a loss of amenity generally. The nursery at Vogrie may be closed and fall into disrepair.	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.
Marriage & Civil Partnership	Another use may be found for the walled garden at Vogrie	The visual impact would be felt by all groups with a loss of amenity generally. The nursery at Vogrie may be closed and fall	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green

		into disrepair.	flags at risk.
Pregnancy and maternity	Another use may be found for the walled garden at Vogrie	<p>The visual impact would be felt by all groups with a loss of amenity generally.</p> <p>The nursery at Vogrie may be closed and fall into disrepair.</p>	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.
Race	Another use may be found for the walled garden at Vogrie	<p>The visual impact would be felt by all groups with a loss of amenity generally.</p> <p>The nursery at Vogrie may be closed and fall into disrepair.</p>	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.
Religion or Belief	Another use may be found for the walled garden at Vogrie	<p>The visual impact would be felt by all groups with a loss of amenity generally.</p> <p>The nursery at Vogrie may be closed and fall into disrepair.</p>	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.
Sex	Another use may be found for the walled garden at Vogrie	<p>The visual impact would be felt by all groups with a loss of amenity generally.</p> <p>The nursery at Vogrie may be closed and fall into disrepair.</p>	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.
Sexual Orientation	Another use may be found for the walled garden at Vogrie	<p>The visual impact would be felt by all groups with a loss of amenity generally.</p> <p>The nursery at Vogrie may be closed and fall into disrepair.</p>	Previous reductions in floral displays have seen limited adverse reaction. Wholesale removal would attract criticism as well as put the five green flags at risk.

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.

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, 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.

There will be a loss of visual amenity.

Green flags may be impacted in that the parks may no longer meet the required criteria. A loss of visual amenity may lead to a reduction in visitor numbers to the parks.

Floral displays were previously reduced by 50%

There will be a reduction in full time staff as a consequence of this proposal and this will be addressed through normal Council processes.



Name of Budget Saving	Stop the support to galas and events (12)
Department and service area	Land & Countryside Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to stop all support to the galas and events that take place throughout Midlothian. This includes the setting up and taking down of equipment, assistance at the events including litter removal.

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	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.
Disability	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.
Gender Reassignment	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but

			it is difficult to gauge if this would be successful.
Marriage & Civil Partnership	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.
Pregnancy and maternity	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.
Race	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.
Religion or Belief	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to

		events not taking place.	mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.
Sex	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.
Sexual Orientation	None	All groups enjoy the various galas and events that take place in Midlothian. Removal of the Council support is likely to lead to some events not taking place.	Limited numbers of volunteers assist with the running of the various events. Discussions would take place with a view to mitigating the impact of withdrawing support but it is difficult to gauge if this would be successful.

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 directly with event organisers.

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 feedback from event organisers and comments from those who attend events will be 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 work carried out is generally outwith normal working hours and there will therefore be no reduction in staffing.

Many events have been held successfully over many years. At the annual event meeting with organisers the work and support of the Council is always highly praised and valued. It has been stated that without the Council support some events would not take place.

Larger events will likely be able to absorb the impact of a reduced grant but all events will feel the effect of reduced support.



Name of Budget Saving	Increase service charges where appropriate (13)
Department and service area	Commercial Operations
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to increase charges as appropriate for the various services made available. It will also consider introducing new charges where possible.

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	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.
Disability	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.
Gender Reassignment	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.
Marriage & Civil Partnership	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.
Pregnancy and maternity	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation

			orders etc.
Race	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.
Religion or Belief	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.
Sex	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.
Sexual Orientation	None	Charges will be applied to all characteristics and may impact on those with low incomes	Charges will include those for burials etc., as well as to event organisers and circuses, and traffic regulation orders etc.

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

The range of charges will be made known as appropriate.

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?

Issues as they impact service delivery would be reported to Council in due course e.g. reduced take up.

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

Charges will be considered alongside feedback in relation to charges applied in other authorities.

A number of charges will apply to commercial organisations e.g. circuses and utility companies.

Charges will be set at levels which will allow a contribution to be made towards allowing the Council to set a balanced budget.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Increase lair provision at Dalkeith cemetery (14)
Department and service area	Land & Countryside Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to provide additional lairs at Dalkeith cemetery

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 and to meet an acknowledged need.

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 requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade
Disability	A number of requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade
Gender Reassignment	A number of requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade
Marriage & Civil Partnership	A number of requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade
Pregnancy and maternity	A number of requests have been made to increase provision to allow people to be laid to rest alongside other	None identified	This will extend provision well into the next decade

	family members.		
Race	A number of requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade
Religion or Belief	A number of requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade
Sex	A number of requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade
Sexual Orientation	A number of requests have been made to increase provision to allow people to be laid to rest alongside other family members.	None identified	This will extend provision well into the next decade

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

Information will be provided on request. In addition the availability of lairs will be communicated to local undertakers.

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 level of uptake will be monitored.

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

In recent years it has been made widely known that this cemetery was full. As a consequence of reviewing the layout of lairs it has been possible to make additional lairs available. All members of the community will be able to purchase lairs in this cemetery which will be particularly welcomed by those who wish to be laid to rest alongside those where otherwise this may not have been possible.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Close Polton Bowling Club (15)
Department and service area	Land & Countryside Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to close or offer for community hand over the bowling facility at Polton.

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 will be offered the alternative of playing at Kings Park	The facility is currently seldom used and of those who do, the majority are aged.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.
Disability	Users will be offered the alternative of playing at Kings Park	Disabled people may find further distance difficult.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.
Gender Reassignment	Users will be offered the alternative of playing at Kings Park	No disproportionate impact identified.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.
Marriage & Civil Partnership	Users will be offered the alternative of playing at Kings Park	No disproportionate impact identified.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.
Pregnancy and maternity	Users will be offered the alternative of playing at Kings Park	No disproportionate impact identified.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.

Race	Users will be offered the alternative of playing at Kings Park	No disproportionate impact identified.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.
Religion or Belief	Users will be offered the alternative of playing at Kings Park	No disproportionate impact identified.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.
Sex	Users will be offered the alternative of playing at Kings Park	No disproportionate impact identified.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.
Sexual Orientation	Users will be offered the alternative of playing at Kings Park	No disproportionate impact identified.	There are alternate facilities in the local area. The alternate option is for the community to take over the facility.

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

This will be communicated to users and the availability of the facility made known widely.

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?

Issues as they impact service delivery would be 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 very small number of users can either use the alternate bowling facilities in the Bonnyrigg area or alternately use the Council facility at Kings Park, Dalkeith.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Review spending on Road Maintenance (16)
Department and service area	Road Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to reduce the spend on road maintenance within Midlothian Council. This will include a reduction in pothole and permanent repairs, drainage investigation and repair and road markings.

It will also lead to a longer period between issuing an instruction for repair and the work actually taking place.

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	None	There will be an increased risk to all groups when using the road network	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims
Disability	None	A reduced budget limits the ability to improve the infrastructure e.g. provision of dropped kerb crossing points	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims
Gender Reassignment	None	There will be an increased risk to all groups when using the road network	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims
Marriage & Civil Partnership	None	There will be an increased risk to all groups when using the road network	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims
Pregnancy and maternity	None	There will be an increased risk to all groups when using the road network	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims
Race	None	There will be an increased risk to all groups when using the	Reduced budget will give rise to an increase in defects and potential

		road network	trips/falls/ vehicle damage claims
Religion or Belief	None	There will be an increased risk to all groups when using the road network	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims
Sex	None	There will be an increased risk to all groups when using the road network	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims
Sexual Orientation	None	There will be an increased risk to all groups when using the road network	Reduced budget will give rise to an increase in defects and potential trips/falls/ vehicle damage claims

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 available thereafter in formats as required.

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, accident claims, condition of the road network 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.

The condition of the road network across Midlothian has remained relatively static over the last five years. However this steady state position is such that just over 30% of the road network requires attention. This is a similar picture across the country.

A reduction in the road maintenance budget will see the condition of the network deteriorate but this rate of deterioration is difficult to predict.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Review spending on Structures Maintenance (17)
Department and service area	Road Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to reduce the spend on the maintenance of road structures within Midlothian Council. This will include a reduction on the type of repairs e.g. grouting of parapets that reduces the likelihood of more costly repairs at a later 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.

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	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer term deterioration in the built environment in due course.	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to additional restrictions being put in place.
Disability	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer term deterioration in the built environment in due course.	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to additional restrictions being put in place.
Gender Reassignment	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer term deterioration in the built environment in due course.	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to additional restrictions being put in place.
Marriage & Civil Partnership	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to

		term deterioration in the built environment in due course.	additional restrictions being put in place.
Pregnancy and maternity	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer term deterioration in the built environment in due course.	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to additional restrictions being put in place.
Race	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer term deterioration in the built environment in due course.	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to additional restrictions being put in place.
Religion or Belief	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer term deterioration in the built environment in due course.	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to additional restrictions being put in place.
Sex	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer term deterioration in the built environment in due course.	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to additional restrictions being put in place.
Sexual Orientation	None	There will be an emphasis on structural repairs which impacts on safety directly. However there will be a longer	There are currently 5 structures with restricted access at present. Failure to adequately maintain structures could lead to

		term deterioration in the built environment in due course.	additional restrictions being put in place.
--	--	--	---

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 available thereafter in formats as required.

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, accident claims, and bridge condition 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.

The condition of the road network across Midlothian supported by the various structures has remained relatively static over the last five years. Whilst deterioration of structures will not be visible in a short space of time the longer consequences could be considerable with a significant increase in the actual cost of repairs when required.

The goal is to ensure a structure does not deteriorate to the point where restrictions to movement are necessary.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Review spending on Street Lighting Maintenance (18)
Department and service area	Road Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to reduce the spend on street lighting maintenance within Midlothian Council. This will lead to an increase in the time between notification and repair as a consequence of less resources being available to carry out repairs. It will also restrict the ability to improve the existing infrastructure.

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	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced maintenance needs	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still deemed possible to meet the stated target of seven days.
Disability	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced maintenance needs	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still deemed possible to meet the stated target of seven days.
Gender Reassignment	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced maintenance needs	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still deemed possible to meet the stated target of seven days.
Marriage & Civil Partnership	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still

	maintenance needs		deemed possible to meet the stated target of seven days.
Pregnancy and maternity	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced maintenance needs	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still deemed possible to meet the stated target of seven days.
Race	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced maintenance needs	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still deemed possible to meet the stated target of seven days.
Religion or Belief	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced maintenance needs	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still deemed possible to meet the stated target of seven days.
Sex	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced maintenance needs	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still deemed possible to meet the stated target of seven days.
Sexual Orientation	The Council will continue to invest in LED lighting which has environmental benefits as well as reduced	There will be an increased risk to all groups due to an increased time for repair dark lights.	Reduced budget will give rise to an increase in the time between notification and repair. However it is still

	maintenance needs		deemed possible to meet the stated target of seven days.
--	-------------------	--	--

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 available thereafter in formats as required.

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, accident claims, and performance indicators 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.

A reduction in the street lighting maintenance budget may see the condition of the infrastructure deteriorate but this is difficult to predict. The Council have undertaken a significant investment in LED lighting which has reduced the need for future repairs as well as leading to reduced energy usage and costs. The condition of the infrastructure and its reliability will be impacted if the current capital investment does not continue.

Any staffing reductions will be addressed through normal Council procedures.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Transforming Lighting Operations (19)
Department and service area	Commercial Operations and Property & Facilities
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to consider the merging of both current and separate operations into one team. This would involve smarter use of technology and also a reduction in the current staffing compliment.

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	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance
Disability	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance
Gender Reassignment	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance
Marriage & Civil Partnership	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance
Pregnancy and maternity	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance
Race	This will bring the repair and maintenance of all	There will be a reduction in staff.	Investment in LED lighting reduces the need

	lighting points under one team.		for ongoing maintenance
Religion or Belief	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance
Sex	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance
Sexual Orientation	This will bring the repair and maintenance of all lighting points under one team.	There will be a reduction in staff.	Investment in LED lighting reduces the need for ongoing maintenance

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 available thereafter in formats as required.

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, accident claims, and performance indicators 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.

Staff will be subject to Council approved processes in relation to any reduction of staff.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Reduce spending on Winter Maintenance (20)
Department and service area	Road Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the spend on winter maintenance within Midlothian Council. The revised budget available reflects the average spend over the last three years. It is not intended therefore to reduce the actual service in place for 2017/18. As this is a largely reactive service the actual level of treatment during particularly adverse conditions will be subject to agreement by the weather related working group.

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	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the "average".
Disability	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the "average".
Gender Reassignment	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the "average".
Marriage & Civil Partnership	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the "average".
Pregnancy and maternity	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the "average".
Race	There is no proposed reduction in service	There will be no increased risk for all groups when using the	Reduced budget will increase the likelihood of a budget overspend if

	levels	road network	conditions are worse than the “average”.
Religion or Belief	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the “average”.
Sex	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the “average”.
Sexual Orientation	There is no proposed reduction in service levels	There will be no increased risk for all groups when using the road network	Reduced budget will increase the likelihood of a budget overspend if conditions are worse than the “average”.

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 available thereafter in required formats.

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, accident claims 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.

Over a number of years the Council has developed a winter service which is viewed as reasonable when compared to other authorities, taking cognisance of resident's wishes and learning from each winter period.

Any reduction in service (not budget) would increase the potential for accidents and subsequent claims.

The Council will ensure sufficient staff are on stand-by to carry out emergency winter maintenance in line with the service requirement agreed.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Remove the non statutory school crossing service (21)
Department and service area	Road Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

This proposal seeks to stop the school crossing services from all schools across Midlothian where there is a controlled crossing.

1. Does the proposed budget saving affect people? Yes

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

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	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in crossing roads.	This service is provided to ensure that children (predominantly primary school age) can cross roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	This is a non statutory service with responsibility for children travelling to and from school resting with the parent or guardian.
Disability	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in crossing roads.	Children with a disability who walk to school would not be provided the additional time a guide can provide. However where appropriate the actual crossing time can be adjusted.	This is a non statutory service with responsibility for children travelling to and from school resting with the parent or guardian.
Gender Reassignment	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in crossing roads.	This service is provided to ensure that children (predominantly primary school age) can cross roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	This is a non statutory service with responsibility for children travelling to and from school resting with the parent or guardian.
Marriage & Civil Partnership	Each of these sites has a controlled facility e.g. pelican crossing to	This service is provided to ensure that children (predominantly primary	This is a non statutory service with responsibility for children

	assist pedestrians in crossing roads.	school age) can cross roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	travelling to and from school resting with the parent or guardian.
Pregnancy and maternity	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in crossing roads.	This service is provided to ensure that children (predominantly primary school age) can cross roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	This is a non statutory service with responsibility for children travelling to and from school resting with the parent or guardian.
Race	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in crossing roads.	This service is provided to ensure that children (predominantly primary school age) can cross roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	This is a non statutory service with responsibility for children travelling to and from school resting with the parent or guardian.
Religion or Belief	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in crossing roads.	This service is provided to ensure that children (predominantly primary school age) can cross roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	This is a non statutory service with responsibility for children travelling to and from school resting with the parent or guardian.
Sex	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in	This service is provided to ensure that children (predominantly primary school age) can cross	This is a non statutory service with responsibility for children travelling to and from

	crossing roads.	roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	school resting with the parent or guardian.
Sexual Orientation	Each of these sites has a controlled facility e.g. pelican crossing to assist pedestrians in crossing roads.	This service is provided to ensure that children (predominantly primary school age) can cross roads on routes to schools safely. Where children are unable to be assisted by an adult they may be considered vulnerable.	This is a non statutory service with responsibility for children travelling to and from school resting with the parent or guardian.

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 thereafter through the schools

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 and accidents 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.

A previous decision of the Council was to remove the service at lunchtimes where children remained in school at that time. Whilst other authorities have considered the operation of this service, it has remained largely unchanged.

The proposal considers guides at who operate at a controlled crossing, e.g. pelican crossing point. Staffing reductions would be addressed through normal Council procedures. Generally the majority of staff are elderly and may be on low incomes.

This change is being considered as part of the overall delivery of road services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Stop all open space CCTV activity (22)
Department and service area	Road Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

This proposal seeks to remove all funding for the ongoing operation and maintenance of the Council's open space CCTV systems.

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	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.
Disability	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.
Gender Reassignment	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.
Marriage & Civil Partnership	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.
Pregnancy and	None	All groups would no longer have the protection offered by the	The service is largely used reactively with no ongoing monitoring

maternity		current open space CCTV system.	taking place. It is used therefore to respond to an incident that has taken place.
Race	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.
Religion or Belief	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.
Sex	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.
Sexual Orientation	None	All groups would no longer have the protection offered by the current open space CCTV system.	The service is largely used reactively with no ongoing monitoring taking place. It is used therefore to respond to an incident that has taken place.

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 thereafter in formats as

required.

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, and close monitoring of incidents etc will be 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 Council has invested considerably in terms of upgrading and extending the CCTV network. If this proposal was accepted the CCTV system would continue to operate but as and when failures occur to either hardware or software no work would be carried out and the system would fail to operate effectively at some point.

There is a general belief that CCTV offers the public a sense of safety and the system has been used to follow up after events have taken place.

More recently the Council has agreed to reinstate the CAT teams which allow Police Scotland to deploy more officer on the street.



Name of Budget Saving	Introduce and increase car parking charges (23)
Department and service area	Road Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to increase charges in existing car parks and introduce new charges on street and in car parks where appropriate.

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. After the introduction of DPE in Midlothian this proposal seeks to introduce charges for parking in selected areas as well as increasing charges where they currently exist.

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	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.
Disability	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.
Gender Reassignment	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.
Marriage & Civil Partnership	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.
Pregnancy and maternity	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.
Race	Any charges can be used to ensure the warden service is	There will be an increased cost to end users, which would	A bid is currently with Transport Scotland to introduce DPE across

	sufficiently maintained	impact those on low incomes.	Midlothian.
Religion or Belief	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.
Sex	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.
Sexual Orientation	Any charges can be used to ensure the warden service is sufficiently maintained	There will be an increased cost to end users, which would impact those on low incomes.	A bid is currently with Transport Scotland to introduce DPE across Midlothian.

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 available thereafter in formats as required.

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, income, and performance indicators 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.

Any charges will also reflect the potential impact on local businesses and be varied as appropriate.

Council have agreed to set up a cross party working group to consider what and where and charges should be introduced.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Stop supported bus grants and reduce community transport support (24)
Department and service area	Travel and Fleet Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The Council currently provides a grant to bus companies to allow a service to be provided where it is not commercially viable. In addition it provides financial support to Handicabs and Lothian Community Transport to allow them to deliver transport in the community to vulnerable users.

1. Does the proposed budget saving affect people? Yes

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

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	None	Bus grant allows services to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	Removal of bus grant is likely to lead to an increase in car travel where no other option is available.
Disability	None	Community transport in particular is aimed at those with special needs. A reduction in grant will have a significant impact on travel provision and reducing the ability to lead a full and active life.	Discussions are ongoing with providers to mitigate the impact of any potential budget reduction.
Gender Reassignment	None	Bus grant allows services to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	Removal of bus grant is likely to lead to an increase in car travel where no other option is available.
Marriage & Civil Partnership	None	Bus grant allows services to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	Removal of bus grant is likely to lead to an increase in car travel where no other option is available.
	None	Bus grant allows services	Removal of bus grant is

Pregnancy and maternity		to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	likely to lead to an increase in car travel where no other option is available.
Race	None	Bus grant allows services to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	Removal of bus grant is likely to lead to an increase in car travel where no other option is available.
Religion or Belief	None	Bus grant allows services to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	Removal of bus grant is likely to lead to an increase in car travel where no other option is available.
Sex	None	Bus grant allows services to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	Removal of bus grant is likely to lead to an increase in car travel where no other option is available.
Sexual Orientation	None	Bus grant allows services to be provided in areas where the service would not operate otherwise. Removal of the service would have an impact on all groups.	Removal of bus grant is likely to lead to an increase in car travel where no other option is available.

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 thereafter in formats as required. This will also be communicated directly to the bus companies and community transport providers.

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 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 level of bus grant has diminished in recent years. In a challenging environment the likelihood of bus companies continuing to provide services without a grant is very low.

Discussions with community transport providers is focusing on reshaping services to meet customer needs and making best use of their fleet.

This change is being considered as part of the overall delivery of fleet services.



Name of Budget Saving	Reduce the Ring and Go scheme (25)
Department and service area	Travel and Fleet Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

Householders in certain areas where public transport is not available have been able to use the Ring and Go service which provides a subsidy when using taxis. The taxi will take people to the nearest available point where public transport is available. In some areas the service is wholly funded by developers and those are not affected.

1. Does the proposed budget saving affect people? Yes

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

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	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available.	There are currently 283 users of the service.
Disability	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available. Disabled people and those on low incomes may be disproportionately affected.	There are currently 283 users of the service.
Gender Reassignment	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available.	There are currently 283 users of the service.
Marriage & Civil Partnership	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available.	There are currently 283 users of the service.
Pregnancy and	None	The Ring and Go service is provided to all groups	There are currently 283 users of the service.

maternity		and has been made available in certain areas where public transport is not available.	
Race	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available.	There are currently 283 users of the service.
Religion or Belief	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available.	There are currently 283 users of the service.
Sex	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available.	There are currently 283 users of the service.
Sexual Orientation	None	The Ring and Go service is provided to all groups and has been made available in certain areas where public transport is not available.	There are currently 283 users of the service.

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 thereafter in formats as required, particularly to existing users and taxi companies.

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 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.

All users will be impacted, particularly those on low incomes.

This change is being considered as part of the overall delivery of fleet services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Stop the taxi card scheme (26)
Department and service area	Travel and Fleet Services
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

Disabled users with a taxi card can use taxis for any journeys with the fare being subsidised by the Council. The scheme currently has 826 users with the scheme being closed to new entrants in 2016. The proposal is to stop the non statutory scheme with no further subsidies being paid.

1. Does the proposed budget saving affect people? Yes

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

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	None	Possible.	
Disability	None	The taxi card was available to all disabled users regardless of other group criteria. Removal of the facility may restrict the opportunities for people to travel for whatever purpose.	The scheme was closed to new entrants in 2016. There are currently 826 users.
Gender Reassignment	None	Possible if disabled characteristic also available.	The scheme was closed to new entrants in 2016. There are currently 826 users.
Marriage & Civil Partnership	None	Possible if disabled characteristic also available.	The scheme was closed to new entrants in 2016. There are currently 826 users.
Pregnancy and maternity	None	Possible if disabled characteristic also available.	The scheme was closed to new entrants in 2016. There are currently 826 users.
Race	None	Possible if disabled characteristic also available.	The scheme was closed to new entrants in 2016. There are currently 826 users.

Religion or Belief	None	Possible if disabled characteristic also available.	The scheme was closed to new entrants in 2016. There are currently 826 users.
Sex	None	Possible if disabled characteristic also available.	The scheme was closed to new entrants in 2016. There are currently 826 users.
Sexual Orientation	None	Possible if disabled characteristic also available.	The scheme was closed to new entrants in 2016. There are currently 826 users.

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 thereafter in formats as required, particularly to existing users and taxi companies.

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 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.

Disabled users who find it difficult to access or use public transport will be impacted, particularly those on low incomes.

This change is being considered as part of the overall delivery of waste services.



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2017 - 2022

Name of Budget Saving	Increase training offer – increase income Risk Management (27)
Department and service area	Risk Management
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to increase the number of training courses available both internally and externally to provide an additional income source.

1. Does the proposed budget saving affect people? Yes

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

Training need is identified by the end user. The intention is to increasingly meet that need and either retain spend internally or attract additional external income.

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	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers
Disability	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers
Gender Reassignment	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers
Marriage & Civil Partnership	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers
Pregnancy and maternity	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers
Race	Training will be delivered which meets the identified need of	None	There is an existing internal customer base which will be extended as

	the end users.		well as attracting external customers
Religion or Belief	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers
Sex	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers
Sexual Orientation	Training will be delivered which meets the identified need of the end users.	None	There is an existing internal customer base which will be extended as well as attracting external customers

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

The training that can be provided will be communicated to prospective customers and a calendar of training courses advertised as necessary.

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 courses and income levels 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.

Having staff offer training to others will be viewed positively from a development perspective and give a degree of job security to staff.



Name of Budget Saving	Sales Force Spend to Generate (28)
Department and service area	Commercial Operations
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to develop a small team within Commercial Operations whose role is to identify potential income generating ideas either using existing resources or where identified spend is required to generate further income.

1. Does the proposed budget saving affect people? Yes

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

The budget proposal is put forward to meet the Council's overall budget deficit by generating additional income.

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	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None
Disability	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None
Gender Reassignment	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None
Marriage & Civil Partnership	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None
Pregnancy and maternity	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None
Race	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None
Religion or Belief	Generating income will reduce the need for additional budget	This will require to be carried out as part of existing staff duties.	None

	reductions.		
Sex	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None
Sexual Orientation	Generating income will reduce the need for additional budget reductions.	This will require to be carried out as part of existing staff duties.	None

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

Any changes will be communicated effectively to those affected or who benefit from the proposal.

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?

Issues as they impact service delivery would be reported to Council in due course, including increased income.

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

This small team will be overseen and supported by the Head of Service and duties allocated as appropriate but with a focus on securing external income.



Name of Budget Saving	Increase the walking distance to schools (29)
Department and service area	Travel And Fleet
Completion Date	17 January 2018
Lead officer	Ricky Moffat

Aims and Objectives

The proposal is to increase the distance children are required to walk to school from 2 miles to 3 miles before they are provided with transport.

1. Does the proposed budget saving affect people? Yes

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

This proposal only affects high school children and would allow the Council to increase the point at which it must provide transport to the statutory maximum allowed of 3 miles. This would result in the Council making a saving on transport costs.

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	There are health benefits from walking greater distances.	There is a perception this will be a less safer option for children, however there must be a safe walking route to the school before this measure is introduced	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.
Disability	If possible, there are health benefits from walking greater distances.	This will be of a negative nature if the disability is one of mobility issues.	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.
Gender Reassignment	There are health benefits from walking greater distances.	There is a perception this will be a less safer option for children, however there must be a safe walking route to the school before this measure is introduced	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.
Marriage & Civil Partnership	There are health benefits from walking greater distances.	There is a perception this will be a less safer option for children, however there must be a safe walking route to the school before this measure is introduced	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.
Pregnancy and maternity	There are health benefits from walking	There is a perception this will be a less safer option for children, however	There is a mixed picture across the country although the move

	greater distances.	there must be a safe walking route to the school before this measure is introduced	generally is to adopt the higher limit of 3 miles.
Race	There are health benefits from walking greater distances.	There is a perception this will be a less safer option for children, however there must be a safe walking route to the school before this measure is introduced	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.
Religion or Belief	There are health benefits from walking greater distances.	There is a perception this will be a less safer option for children, however there must be a safe walking route to the school before this measure is introduced	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.
Sex	There are health benefits from walking greater distances.	There is a perception this will be a less safer option for children, however there must be a safe walking route to the school before this measure is introduced	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.
Sexual Orientation	There are health benefits from walking greater distances.	There is a perception this will be a less safer option for children, however there must be a safe walking route to the school before this measure is introduced	There is a mixed picture across the country although the move generally is to adopt the higher limit of 3 miles.

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 information will be provided to schools and those affected as necessary.

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 children and their travel habits will be monitored in addition to any road safety issues that arise.

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

Only where there is a recognised safe route will transport be withdrawn.



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Provide taxi testing at Hopefield Depot (30)
Department and service area	Commercial Operations Travel Services
Completion Date	1 Feb 2018
Lead officer	Ricky Moffat

Aims and Objectives

The intention is to maximise the use of the new facility at Hopefield Depot (due late 2019) by offering to carry out taxi testing, thereby creating an additional income stream.

1. Does the proposed budget saving affect people?

Yes

☒

No

☐

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

To maximise income opportunities at the new facility.

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	For all groups who are employed at the facility this will provide a degree of enhanced job security. It will also reduce the need for taxi operators to travel to Edinburgh for this service.		Historically this service has been provided within the Edinburgh area. Discussions will require to be held to have the service operate at Hopefield.
Disability	As above		As above
Gender Reassignment	As above		As above
Marriage & Civil Partnership	As above		As above
Pregnancy and maternity	As above		As above
Race	As above		As above
Religion or Belief	As above		As above
Sex	As above		As above
Sexual Orientation	As above		As above

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

The number of operations carried out and the additional income achieved will be reported to Council. In addition meetings will be held with the taxi operators and others affected.

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?

Monitoring will be undertaken and reported on a quarterly basis, recording uptake, customer reviews and income achieved.

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

It is envisaged that taxi operators will have a local service available which will reduce the need to travel into Edinburgh. In addition they will benefit from a purpose built state of the art facility.