

# Midlothian



**Midlothian Council**

## **Equality Impact Assessment (EqIA) of Budget Proposals**

**2018**

Name of Budget Saving	Review Support to Elected Members
Department and service area	Resources, Finance and Integrated Service Support
Completion Date	22 January 2018
Lead officer	Gary Fairley

### **Aims and Objectives**

As part of the wider review of service provision review the support arrangements for elected members with the aim of reducing from 4 to 3 fte savings £50,000.

1. Does the proposed budget saving affect people?

**YES**

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

Savings are part of a process of continual review of service provision as we seek to secure operational efficiencies and redesign services in response to the financial challenge.

The budget proposal is put forward to meet the Council's overall budget deficit.

### 3. Impact

Which of the protected characteristics\* will the proposed budget saving have an impact upon?

<b>Equality Target Group*</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Relevant evidence/ information</b>
Age	No	This proposal may directly affect certain staff.  Increased spans of control.	This proposal may directly affect certain staff.
Disability	As above	As above	As above
Gender Reassignment	As above	As above	As above
Marriage & Civil Partnership	As above	As above	As above
Pregnancy and maternity	As above	As above	As above
Race	As above	As above	As above
Religion or Belief	As above	As above	As above
Sex	As above	As above	As above
Sexual Orientation	As above	As above	As above

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

Implementation will be carried out following the Policy for Organisational Change which sets out what is communicated and when as such changes will be communicated effectively to those affected 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 and Human Rights Officer on 0131 271 3658 or [equalities@midlothian.gov.uk](mailto:equalities@midlothian.gov.uk)

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

Still to be more fully assessed but would be progressed to minimise impact and ensure that members can continue to be appropriately supported. Alongside the support staff review work is ongoing to assess and implement a case management system for members use to support the effective management of constituents enquiries.

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

Reducing staff will help alleviate pressure on budget and lessens budget deficit.