



Overview Equality Impact Assessment (EqIA)
on
Midlothian Council
Budget
2017/18

08 December 2016



Midlothian Council

Equality Impact Assessment (EqIA) on Midlothian Council Budget

2016/2017

Budget Proposal: Operational Policy	List from Grid in Appendix 1 attached.
Directorate and service area	List as detailed above

Overview of Budget Investment through the Financial Strategy	The core objective of the Financial Strategy 2017/18 to 2021/22 is that of securing the Council's continued financial sustainability during what is expected to be an ongoing period of financial constraint coupled with continuing service demand pressures and increasing customer expectations.
Completion Date	08 December 2016
Lead officer	Gary Fairley

Aims and Objectives

The public sector continues to face significant service delivery challenges due to reduced income streams, funding constraints, inflationary cost pressures and additional legislative burdens. Demand for public services in Midlothian continues to increase as a consequence of changes in the size and profile of the county's population with greater numbers of young and older people, those in poor economic situations, and those with disabilities be they physical, sensory, mental health or learning disabilities. The Council must continue to prioritise expenditure on public services which prevent negative outcomes for those within its communities whilst securing maximum benefit from all available resources. Accordingly, it is prudent that significant savings and cuts are made over the coming years and projected budget shortfalls stemmed. This will allow the Council to maintain its financial sustainability and also to ensure that all within its communities, irrespective of protected characteristics, (age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation plus in Midlothian poor socio-economic circumstances), are not unlawfully discriminated against, and that equality of opportunity and advancement of good relations is upheld between those who have a protected characteristic and those who do not.

1. Does the proposed budget affect people?

Yes

☒

No

☐

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

On 8 November 2016 Council was provided with an updated assessment of projected budgets shortfalls through to 2021/22 which, based on the assumptions set out in that report, projected a budget shortfall for 2017/18 of £10.018 million rising to £40.7981 million . Encompassing the savings targets for the change programme and assuming a 3% per annum increase in Council Tax resulted in a remaining budget gap to be addressed of £6.027 million for 2017/18 rising to £31.962 million in 2021/22.

Scottish Government grant accounts for 80% of external funding. As in previous years the prospects for and the timing of future years grant settlements are a major factor which dominates the financial projections set out in the Financial Strategy 2017/18 to 2021/22 . The Grant Settlement, which will be published on the 15 December 2016, continues to dominate the 2017/18 budget setting cycle. Council will be provided by a verbal update on the settlement announcement and the full implications will be set out in the Financial Strategy report to Council on 7 February 2017 where Council has agreed to determine its 2017/18 budget and Council Tax levels.

In addition whilst the grant settlement will only be for 2017/18 it will have an impact on medium term plans and as such will significantly influence the timing of and the extent to which Council has to reshape and reduce service budgets in order to maintain financial sustainability.

3. Impact

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

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age			Overall Grid in Appendix 1 attached.
Disability			
Gender Reassignment			
Marriage & Civil Partnership			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

4. Overall Impact of Budget

Each budget proposal has been subjected to an Equality Impact Assessment. The overall grid (Appendix 1) details the protected characteristics which are considered to be most likely to be affected in a potentially negative way. The overall grid includes the currently non-enacted 10th protected characteristic of socio-economic deprivation which Midlothian Council voluntarily considers. It is understood that this 10th protected characteristic will be enacted in 2017 by the Scottish Government.

In no proposal area has any unlawful negative impact been identified, and where possible reduction/removal of services will be monitored to establish the actual affect to those within our communities.

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

Information will be available on the Council's web site and communicated to affected businesses/customers/service users by letter, email, etc. In addition, information documents, as required, can and will be made available in different formats and languages on request. If an individual or group require this information in another language or format, then they should email equalities@midlothian.gov.uk or telephone the Equality, Diversity & Human Rights Officer on 0131 271 3658.

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

Changes will be monitored through Covalent, the council's performance management system, discussion groups and forums, fees and charges income, and various other methods detailed in the individual equality impact assessments.

The overall budget is reviewed on an annual basis.

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

If available, mitigating actions for each of the proposals have been outlined in the individual equality impact assessments.

Where no mitigating actions are possible it is considered that any negative effects are not unlawful and are justifiable on a benchmarking/inflationary basis.

Midlothian Council is committed to the ethos of the Equality Act 2010 and has considered this through equality impact assessment of all its budget proposals. For proposals being decided upon on 20 December 2016 the relevant Equality Impact Assessments have been published as legislation requires.

Please send an electronic copy of completed forms to lesley.crozier@midlothian.gov.uk

APPENDIX 1 - OVERVIEW EQUALITY ASSESSMENT GRID

Service	Budget Saving Proposals - <u>Operational & Policy</u>	Protected Characteristics									
		Age	Disability	Gender re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or belief	Sex	Sexual Orientation	Socio-economic deprivation
Commercial Operations											
	Service Review - operational proposal										
Roads											
	Review Spending on Roads Maintenance Capitalising saving for 2017/18 only - policy proposal	√	√								√
	Review Winter Maintenance Spend - policy proposal	√	√								√
	Review Flood Prevention Work - policy proposal	√	√								√
Waste											
	Close Penicuik Recycling Centre - policy proposal	√	√				√				√
	Increase Trade Waste Charges - policy proposal										√
Land & Countryside Services											
	Cease direct provision of the Garden Assistance Programme - policy proposal	√	√								√
	Review the financial contribution to the Pentland Hills - policy proposal										√
	Review grass cutting standards - policy proposal										√
	Review number of football pitches - policy proposal	√	√								
	Review Christmas light funding - policy proposal	√				√					
	Review providing hanging baskets, planters and flower beds - policy proposal										

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	Explore Closure Vogrie golf course - policy proposal										
	Reduce play area & right of way budgets - operational proposal	√	√			√					√
Travel & Fleet Services											
	Increase walking distance for High School children from two to three miles - policy proposal										√
	Cease the Ring & Go services - policy proposal	√	√			√	√				√
	Review travel arrangements for Grey Fleet - policy proposal		√								√
	Reduce bus shelter maintenance - operational proposal	√	√			√	√				√
	Increase sale of Health & Safety training courses - operational proposal										
Communities and Economy											
	Merger of Communities & Economic Development Teams - operational proposal										√
	Cease funding from the Midlothian Business Partnership - policy proposal	√	√						√		√
	Charging for Section 75 Legal Agreement Monitoring - policy proposal										√

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Customer & Housing Services											
	Community Safety Service Review 2017 - policy proposal	√	√	√			√	√	√	√	
	Revenues Service Review 2017 - operational proposal										
Education											
	Re-introduce charging for instrumental tuition - policy proposal	√	√				√				√
	Reduce central curriculum budget - operational proposal								√		√
	Reduce central training budget - operational proposal										√
	Reduce budgets Devolved to School Management (DSM) - policy proposal	√							√		√
	Review of Inclusion Policy - policy proposal	√	√								√
	Mini Service Reviews within Education - operational proposal										
Finance											
	Review 1 - BT/Q&S/PPT - operational proposal										
	Vacant Posts (Grade 4 - 8) - Freeze (Business Services) - operational proposal										
	Vacant Posts Balance - operational proposal										
	Rationalisation of Support Services (OD/HR) - operational proposal										
	Rationalisation of Support Services (E&R) - operational proposal										

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	Removal of Vacant Material Planner Post(Procurement & Stores) - operational proposal										
	Consolidate Stores (Fleet) - operational proposal										
	Technology Changes: Digital Services & Supplies - operational proposal										
	Procurement Rebates SXL Contracts - operational proposal										
	Internalise Arrears Court actions - Customer & Housing Services (Legal Services) - operational proposal										
	Amend Treasury Strategy as a consequence of BREXIT - operational proposal										
	F&ISS Review - Staff Reduction Target of 7% - operational proposal										
Legal Services											
	Curators' Fees - policy proposal										
	Legal Fees - Licensing - policy proposal	√	√								√
Property & Facilities Management											
Catering											
	Review kitchen staff due to dropping numbers at Dalkeith Campus - operational proposal	√	√						√		√
	Review provision of free P7 transition visit meals - policy proposal										

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	Increase school meals by 15 pence - policy proposal										
	Reduce P1 - P3 free fruit to once a week - policy proposal										√
	Reduce waste in plates/cutlery - operational proposal										
	Increase vending/trolley prices - operational proposal		√								√
	Review public toilet provision - policy proposal	√	√			√					
Facilities											
	Merge janitorial S & L staff in Hubs - operational proposal										
	Review FM Officers from two to one (dependent on shared primary school janitors) - operational proposal	√	√								√
Building Services											
Sport & Leisure											
	Review Sport & Leisure staffing - operational proposal	√	√						√		√
	Reduce opening hours during low usage periods at leisure centres - policy proposal	√	√						√		√
	Introduce soft play at Penicuik Centre - operational proposal										
	Increase Sport and Leisure charges by 10% - policy proposal	√	√				√		√		√
PPP Management											
	Maximise use of contractual entitlement in PPP core hours - operational proposal	√	√								
	Review of PPP Contracts - policy proposal										
Property Assets											

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	Introduce Energy Management Systems to control heating / power use remotely - operational proposal										
	Mini service review - operational proposal	√	√						√		√
	Reduce drainage charging by utilising soakaways / SUDS ponds - operational proposal	√	√				√		√		√
	Review water metering arrangements to downsize meters, reducing charges - operational proposal	√	√				√		√		√
	SALEX funding for energy saving initiatives eg lighting, pool covers etc - operational proposal	√	√				√		√		√
EWIM											
	Independent Stores partnership renting new depot space - operational proposal	√	√				√		√		√
	Bespoke joinery through Independent Stores - operational proposal	√	√				√		√		√
	Property & Facilities Management Service Review - operational proposal										
	Staff consolidation due to reduced locations at new depot - operational proposal	√	√				√		√		√
	Earlier closure of Penicuik Town Hall and Library HQ - operational proposal	√	√				√		√		√
	Creation of IJB Hub at St Andrew's Street - operational proposal	√	√				√		√		√

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Children's Services											
	Review of Family Support Staff (2%)	√	√				√		√		√
	Reduction in purchase of external foster care placements - policy proposal	√									√
	Multi-Agency Resource Group (MARG) - policy proposal	√									√
Health & Social Care	Increase Income from Charges - policy proposal	√	√	√			√		√	√	√