

# Midlothian



**Midlothian Council**

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

Name of Budget Saving	Community Safety Service Review
Department and service area	Customer and Housing Services
Completion Date	4 January, 2018
Lead officer	Kevin Anderson

### **Aims and Objectives**

1. Does the proposed budget saving affect people?      Yes    ☒      ☐ No

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

As a result of government funding cuts, the Midlothian Council budget gap will increase in future years and the Council needs to cut costs and change our service design and delivery model to make sure that we are able to deal with the future demands of a growing and ageing population.

The proposal is full withdrawal of a non- statutory service.

Alongside key community partners such as the NHS, Police Scotland and Fire & Rescue Scotland, our aim is to ensure that in developing a *Safer Midlothian*, the responsibility for

responding to community safety concerns will be in redefining the role of the community in helping itself resolve small scale problems through the Resolution Service, while council house tenancy problems and anti-social behaviour are integrated into the role of Council's Housing Services to work closely with reinstated Council funded Police Community Action Teams to respond.

The emphasis will be on a preventative approach with particular attention on substance misuse and domestic abuse. Leadership for ensuring successful redesign of community safety will rest with the Safer Midlothian Group.

Generic officer posts can be reviewed to include anti- social behaviour with interventions and enforcement roles in other actions for council tenancies with housing, or revenues, and/or community safety tasks developed as required.

It is proposed to retain the Midlothian & East Lothian Resolution Service as a Service Level Agreement has been agreed with ELC for the extra resources to be funded.

### 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 current evidence from the customer contact data gathered.
Disability	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		No current evidence gathered on other tenure types.
Gender	Tenancy sustainment is monitored for		No current evidence gathered on other

Reassignment	council housing to evidence successful or negative outcomes for the household.		tenure types.
Marriage & Civil Partnership	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		No current evidence gathered on other tenure types.
Pregnancy and maternity	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		No current evidence gathered on other tenure types.
Race	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.	Hate crime is monitored	
Religion or Belief	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.	Hate crime is monitored	

Sex	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.	Gender based violence is monitored	
Sexual Orientation	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.	Hate crime is monitored	

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

The *Shaping our Future* public consultation exercise in 2016 indicated a reshaping of this service due to changes in the new Community Safety and Justice Partnership national objectives, management of these 2 separate service teams is to be combined in 2017 and a proposed redesign of the services to determine current areas of service and development into those that contribute to reducing reoffending. By working with customers and partners to provide essential services to those communities in greatest need by making best use of customer insight to improve opportunities for customers to access public services, guidance and support. The 2016 consultation feedback was in favour of the change programme.

This proposal is full withdrawal of a non- statutory service.

There has been no response to date to the proposed withdrawal of service in the public engagement sessions for the budget review in 2018/19, "*Addressing the Financial Challenge to 2021/22.*"

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](mailto:equalities@midlothian.gov.uk)

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

be reviewed?

The budget review in 2018/19 is "*Addressing the Financial Challenge to 2021/22.*"

EQIA outcomes for Race, Sex, Sexual Orientation and Religion/Belief are monitored.

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

The staffing impact will be conducted through the Council's Organisational Change Policy, to consult with employees scoped into the service and management reviews. Informal briefings and staff meetings have been held to discuss the budget proposals.

Further formal consultation with affected staff and representative unions would take place.