



Overview Equality Impact Assessment (EqIA)

on

Midlothian Council

Financial Strategy

2018/19 to 2021/22

13 February 2018

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) on Midlothian Financial Strategy

2018/19 – 2021/22

Financial Strategy Proposals	As set out in grid attached to this EqIA
Directorate and service area	List as detailed above

Overview of Budget Investment through the Financial Strategy	The core objective of the Financial Strategy 2018/19 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	31 January 2018
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 Council's proposed budget savings

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

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 attached to this appendix.
Disability			
Gender Reassignment			
Marriage & Civil Partnership			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

4. Overall Impact of Financial Strategy proposals

Each budget proposal presented has been subjected to an Equality Impact Assessment. The overall grid (attached to the end of this appendix 2) 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 2018 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 Financial Strategy 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 Pentana, 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.

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.

SERV	No.	DESCRIPTION	EQIA Comp?	Age	Disability	Gender re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Socio-economic deprivation	Staffing FTE	<p>OVERALL NOTE</p> <p>Members of staff who may be affected by service proposal/(s) will need to be consulted and appropriate HR policies would be followed with those individuals, All HR policies and procedures are subject to independent EqIA or Integrated Impact Assessment (IIA).</p> <p>NOTES</p>
CE	6	Review the pest control service within Environmental Health	Yes	√	√	√	√	√	√	√	√	√	√	0.6	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CE	7	Deletion of Environmental Health support post (noise control/enforcement)	Yes	√	√	√	√	√	√	√	√	√	√	0.8	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CE	8	Overall further reduction in the Environmental Health Service	Yes	√	√	√	√	√	√	√	√	√	√	2.0	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
CS	1	Reduction of Early Intervention & Prevention Services	Yes	√	√	√		√	√	√	√	√	√	4.0	
EDUC	1	Schools and Early Years Change Programme	Yes	√	√	√	√	√	√	√	√	√	√	22.1	All protected characteristics maybe affected depending on the staff profile and those affected in the communities
	1.1	Reduce Learning Assistants by 10%	Yes	√	√						√		√		Grid reflects service cut but in addition staff affected may have other protected characteristics.

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	1.2/3	Review Early Years Contracts	Yes	√	√		√				√		√		As above for any affected staff.
	1.4	Review DSM	Yes		√										Disability affected positively plus as above for any affected staff.
	1.5	Integration of Pathways, Pave and Pave 2 - mini Service Review	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics could be affected depending on staff profile. Age, disability and socio-economic deprivation could be hit hardest.
	1.6	Charging for Instrumental Tuition	Yes	√							√		√		Grid reflects service cut but in addition staff affected may have other protected characteristics.
	1.7	Charge Schools for Instrumental Tuition for SQA courses	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics maybe affected depending on the staff profile and those affected in the communities
	1.8	Review let charges for after school clubs	Yes	√	√		√				√		√		Grid reflects service cut but in addition staff affected may have other protected characteristics.
	1.9	Remove Primary School Swimming Programme	Yes	√									√		Grid reflects service cut but in addition staff affected may have other protected characteristics.
	1.10	Reduce Central Education budgets	Yes												Individuals who may be affected will need to be consulted and

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															appropriate HR policies would be followed with those staff.
	1.11	Review of Teaching Staffing Establishment (1)	Yes												People not affected see EqIA.
	1.12	Review of Teaching Staffing Establishment (2)	Yes												People not affected see EqIA.
	1.13	Remove Outdoor Learning Resource	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics maybe affected depending on the staff profile and those affected in the communities
EDUC	2 2.1/2	Life Long Learning and Employability	Yes	√	√	√	√	√	√	√	√	√	√	4.5	More data/information required but may affect all protected characteristics
ASC	1	Rebalancing Care/rebalancing Expectations	Yes	√	√								√		
ASC	2	Telecare / Housing Support	Yes	√	√								√		
CHS	1	Community Safety	Yes	√	√	√	√	√	√	√	√	√	√	12.0	All protected characteristics maybe affected depending on the staff profile and those affected in the

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															communities
CHS	2	Homelessness	Yes	√	√			√					√		Plus other protected characteristics maybe affected dependant on any affected staff and their profile
CHS	3	Housing	Yes	√									√		Plus other protected characteristics maybe affected dependant on any affected staff and their profile
CHS	4	Library Service	Yes	√									√	8.0	Plus other protected characteristics maybe affected dependant on affected staff and their profile
CHS	5	Revenues and Benefits	Yes	√	√	√	√	√	√	√	√	√	√	11.0	Could affect all (communities and affected staff) dependant on their profile.
CO	1	Charge for bins and boxes	Yes	√	√								√		
CO	2	Extend collection frequencies	Yes		√			√					√	3.0	Individuals who may be affected will need to be consulted and appropriate HR policies would be followed with those staff.
CO	3	Close Penicuik recycling centre	Yes	√	√								√	2.0	Individuals who may be affected will need to be consulted and

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															appropriate HR policies would be followed with those staff.
CO	4	Charge for garden waste collection	Yes	√									√		
CO	5	Charge for commercial waste at Stobhill CRC site	Yes												No impact to individuals as affects businesses only
CO	6	Advertising on Council refuse vehicles	Yes												No impact to individuals as affects businesses only but those advertising would either need to sign up to the Midlothian Equality Plan or have their own Equality plan in place.
CO	7	Increase the level of recycling	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics affected but none disproportionately
Co	8	Reduce Street Sweeping Frequency	Yes	√	√	√	√	√	√	√	√	√	√	1.0	All protected characteristics affected but none disproportionately, Individual who may be affected will need to be consulted and appropriate HR policies would be followed with this member of staff.
CO	9	Reduce grass cutting standards	Yes	√	√								√	5.0	Plus other protected characteristics maybe affected dependant on affected staff profile

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CO	10	Reduce the number of grass football and astro pitches	Yes	√									√	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile
CO	11	Reduce the provision of all floral displays and shrub beds	Yes	√	√								√	4.0	Plus other protected characteristics maybe affected dependant on affected staff profile
CO	12	Stop support to gala's and events	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics maybe affected but none disproportionately
CO	13	Increase charges where appropriate	Yes										√		
CO	14	Increase lair provision at Dalkeith cemetery	Yes												
CO	15	Close Polton Bowling Club	Yes	√	√								√		
CO	16	Review spending on road maintenance	Yes	√	√									4.0	Plus other protected characteristics maybe affected dependant on affected staff profile
CO	17	Reduce the structures maintenance budgets	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics maybe affected but none disproportionately
CO	18	Reduce street lighting maintenance budget	Yes	√	√	√	√	√	√	√	√	√	√	2.0	All protected characteristics could be affected both within communities and dependant on affected staff profile.

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CO	19	Transform Lighting operations	Yes	√	√	√	√	√	√	√	√	√	√	3.0	All protected characteristics could be affected both within communities and dependant on affected staff profile.
CO	20	Reduce the winter maintenance budget	Yes	√	√			√							
CO	21	Remove the non statutory school crossing service	Yes	√	√									10.0	Plus other protected characteristics maybe affected dependant on affected staff profile
CO	22	Stop all open space CCTV activity	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics maybe affected but none disproportionately
CO	23	Introduce and Increase Parking Charges	Yes	√									√		
CO	24	Stop supported bus grants and reduce community transport support	Yes	√	√								√	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile
CO	25	Reduce the ring and go scheme	Yes	√	√								√	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile
CO	26	Stop the taxi card scheme	Yes	√	√								√	1.0	Plus other protected characteristics maybe affected dependant on affected staff profile

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FISS	6	Removal of Lease Car Scheme and Cessation of Employee Retention Allowance	Yes		√								√		NOTES
FISS	7	Shared Service	Yes	√	√	√	√	√	√	√	√	√	√	15.0	All protected characteristics could be affected depending on staff profile.
FISS	8	Review of Support to Elected Members	Yes	√	√	√	√	√	√	√	√	√	√	1.0	All protected characteristics could be affected depending on staff profile.
PFM	1	Building Services Company	Yes	√	√								√		
PFM	2	Reduction in Housing Voids Standards	Yes	√	√	√	√	√	√	√	√	√	√	2.0	All protected characteristics could be affected depending on staff profile. Age, disability and socio-economic deprivation could be hit hardest.
PFM	3	Construction and Design Service Consultancy	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics could be affected depending on staff profile. Age, disability and socio-economic deprivation could be hit hardest.

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PFM	4	Income from Professional Consultancy	Yes	√	√	√	√	√	√	√	√	√	√		All protected characteristics could be affected depending on staff profile. Age, disability and socio-economic deprivation could be hit hardest.
PFM	5	Increasing the charging for school meals	Yes										√		Whilst free meal provision would continue, this increase could affect low income families just above the threshold for free meals.
PFM	6	Sharing Catering management with neighbouring LAs	Yes	√	√	√	√	√	√	√	√	√	√	1.0	All protected characteristics could be affected depending on staff profile. Age, disability and socio-economic deprivation could be hit hardest.
PFM	7	Trolley Service/Internal Catering to cover costs	Yes										√		
PFM	8	Expand Catering/Function Service	Yes										√		
PFM	9	Café Service Social Enterprise/Branding	Yes												No disproportionate impact
PFM	10	Janitorial Service shared between 2 primary schools	Yes	√	√	√	√	√	√	√	√	√	√	11.0	All protected characteristics could be affected depending on staff profile. Age, disability, women and socio-economic deprivation could be

[illegible]

