



Equality Impact Assessment (EqIA) of Budget Proposals

2018

Name of Budget Saving	Digital by Default
Department and service area	Resources , Finance and Integrated Service Support
Completion Date	22 January 2018
Lead officer	Gary Fairley

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 year. Therefore the Council requires to reduce costs and change its service design and delivery to ensure that the Council is able to deal with the future demands of a growing and ageing population.

As part of the change in how the Council operates and delivers services there is a need to focus driving more customer activity and business processes onto the digital platform. This will entail developing new models of working.

The saving is targeted for later years and recognises that there is already a range of activity underway across services which will secure savings from new ways of working. The £0.500m in later years sets out our ambition to continue to secure even greater changes.

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	This proposal may directly affect certain staff.	This proposal will 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?

The *Shaping our Future* public consultation exercise detailed the reshaping service delivery 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.

Feedback on options to be considered in a corporate or service specific exercise.

Any staffing review would be conducted through the Policy for Organisational Change and procedure to consult with employees scoped into the service and management reviews. Formal consultation with

affected staff and representative unions would take place.

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

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

As the detailed delivery plans are developed they will include key measures of performance.

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

Shifting to digital solutions will reduce costs, improve services and make services more dynamic and responsive as the Council use data analytics to greater effect. Cost reductions will help alleviate pressure on budget and lessens budget deficit so lessening impact on services to vulnerable groups.

A further EQIA will be required as the detailed project is developed.