

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2018

Name of Budget Saving	Service Improvement Plans/Business Processes/Service Reduction
Department and service area	Resources, Finance and Integrated Service Support
Completion Date	22 January 2018
Lead officer	Gary Fairley

Aims and Objectives

Continued redesign of services and removal of non-value added services with a resultant reduction in the employee costs base required to support the work required. Aim is for longer term reduction in administration / support roles:

Service currently operates with circa 226 fte admin and support posts. Reduction equates to:-

15 admin = £500,000

22 support = £500,000

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.

A large proportion of these savings will be as a consequence of adoption of digital solutions and more effective ways of working which reduce the level of human intervention required to process transactions and deliver services both internally and externally

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 will directly affect certain staff	The staffing structure will reflect the future needs of the service
Disability	See above	See above	See above
Gender Reassignment	See above	See above	See above
Marriage & Civil Partnership	See above	See above	See above
Pregnancy and maternity	See above	See above	See above
Race	See above	See above	See above
Religion or Belief	See above	See above	See above
Sex	See above	See above	See above
Sexual Orientation	See above	See above	See 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

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

There are a number of performance indicators that will be used to measure the impact of a new service delivery model in addition to budget updates being provided.

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 so lessening impact on services to vulnerable groups.

Implementation of changes will be in accordance with the Policy for Organisational Change.