



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Community "Pure Gyms"
Department and service area	Property & Facilities Management – Sport and Leisure
Completion Date	13 September 2017
Lead officer	Garry Sheret

Aims and Objectives

Transfer the running of the smaller leisure centres to Community Partnerships to operate as unmanned "Pure Gym" style facilities.

1. Does the proposed budget saving affect people? Yes

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

The budget saving is put forward to meet the Council's overall budget deficit.

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	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	
Disability	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	
Gender Reassignment	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	
Marriage & Civil Partnership	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	
Pregnancy and maternity	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	
Race	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	

Religion or Belief	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	
Sex	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	
Sexual Orientation	Potentially longer opening hours resulting in better accessibility.	There would be a reduction in the workforce as the service becomes community run.	

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

A final decision will be taken by Council and this information will be communicated to staff and unions thereafter.

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

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

The number of users and the income produced will be monitored and reported to Council in due course.

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

This will require a full service review leading to a restructure.