

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Housing 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.

There is a need to focus driving more customer activity onto the digital platform. Services from Midlothian Council will be available on-line and through a range of digital devices and platforms wherever possible. Further transformation is required to develop and promote

digital services, to adopt a mobile-first approach for online customers.

Generic officer posts can also 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.

The ESSE City Region Deal provides prospects for a Housing Company opportunity to increase housing services activities and generate receipts from market share on a commercial basis in new build opportunities not previously developed by the Council across all tenure types.

Factoring services could be provided from Housing Services in the private market to generate income but would require additional resource for Housing Services to manage and also in Building Services contracted to repair & maintain any private properties.

The potential for any Shared Service option to integrate Housing Services will be explored.

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	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		
Disability	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the		.

	household.		
Gender Reassignment	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		
Marriage & Civil Partnership	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		
Pregnancy and maternity	Tenancy sustainment is monitored for council housing to evidence successful or negative outcomes for the household.		
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	Hate crime is monitored	

	negative outcomes for the household.		
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 was in favour of the change programme for this service.

There has been no response to date to these proposals 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

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*”.

There is no evidence currently of negative impact on service outcomes.

The critical role of access to good housing in supporting the wellbeing of the general population is reflected in the commitment to an expanded and accelerated programme of Council house building.

Customer and Housing Services are committed to improving customer outcomes and are working together with other partners who share the same objective. The vision is to “make our customer service the best it can be by being responsive to customer need”. Further transformation is required to develop and promote digital services, to adopt a mobile-first approach for online customers.

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.

Any staffing review would be conducted through the Organisational Change Policy and procedure 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.