



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Building Services company set up to generate income from external contracts as well as Council services.
Department and service area	Property & Facilities Management – Building Services
Completion Date	13 September 2017
Lead officer	Garry Sheret

Aims and Objectives

Create an arm's length organisation which targets winning contracts for profit out with the Council whilst continuing to service the Council's building and maintenance needs.

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 by providing an additional income stream.

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	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	
Disability	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	
Gender Reassignment	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	
Marriage & Civil Partnership	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	
Pregnancy and maternity	Opportunity for expansion and progression within the service as new	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than	

	contracts are won.	permanent positions.	
Race	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	
Religion or Belief	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	
Sex	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	
Sexual Orientation	Opportunity for expansion and progression within the service as new contracts are won.	Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions.	

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 contracts won and the profit produced will be monitored and the income 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 mini service review leading to a restructure of the service.