

Revenue Budget 2014/15 to 2016/17**Report by Gary Fairley, Head of Finance and Human Resources****1 Purpose of Report**

The purpose of this report is to provide Council with:-

- An update on the local government finance settlement;
- The latest budget projections for the three financial years 2014/15 to 2016/17 together with the assumptions which underpin these projections;
- Final proposals to address the budget shortfall for 2014/15;
- An update on the savings targets attached to the Council Transformation Programme; and
- An update on reserves.

2 Scottish Government Grant Settlement

The finance circular setting out individual Council allocations for 2014/15 is expected to be published by Scottish Government on the 11 December 2013. The most recent information from COSLA indicates that Scottish Government does not intend to publish indicative allocations for 2015/16 at this time. A verbal update on the settlement will be provided to Council on the 17 December 2013.

In the meantime the grant projections set out in table 1 remains as reported to Council on 5 November 2013.

3 Council Tax

The position remains as previously reported to Council.

The budget projections are based on a continuing Council Tax freeze (a condition of the Scottish Government Grant Settlement) with Band D Council Tax remaining at £1,210. The Council Tax income detailed in table 1 reflects the additional income from an increase in the number of properties.

4 Cost of Services

Table 1 summarises the final projections of the costs of providing services and is based on a number of assumptions on cost and income.

These include:

Inflationary and other cost pressures on existing service costs:-

- A provision for pay awards of 1% and contractual inflation on other costs for each of the years. Since the last report a further £0.160 million has been provided for increased inflationary pressures in respect of energy costs.
- A provision for increased national insurance costs as a result of the Public Services Pensions Act 2013. Initial estimates are an increased cost for the Council from 2016/17 of £2 million per annum.
- No other changes to salary structures or employee terms and conditions.
- A provision of £0.047 million in respect of Public Sector Network Compliance (PSN).
- Pension deficit funding remaining at current levels.
- An additional £0.460 million per annum in respect of the additional costs arising from Welfare Reform as reported to Council on 14 May 2013.
- Borrowing costs reflect the latest projection of anticipated capital expenditure and interest rate projections. This gives rise to a reduction of £0.700 million in 2014/15 from the provision made in previous projections.
- The introduction of food waste collection from 2015.
- The cost associated with the replacement of Newbattle Community High School whilst retaining the existing community facilities in the catchment area.

Demographic cost pressures

- A provision for social care services demographic cost pressures of £1.1 million per annum, amounting to £3.3 million by 2016/17.
- An additional provision of £0.210 million per annum from 2014/15 to reflect the current cost of homelessness accommodation.
- A provision for increasing school roles of £0.650 million in 2014/15, with a further £0.406 million per annum in 2015/16 and 2016/17, amounting to £1.462 million by 2016/17.

The budget projections have been updated to reflect the latest information available and in particular the reported under spend in the budget for residential school and close support placement for children, managed through the Multi Agency Resource Group (MARG), has been reflected in the projections, reducing the budget shortfall by £0.500 million per annum.

The budget projections set out in table 1 reflect the impact of the new leadership structure approved by Council on 3 December 2013.

It has also proved necessary to refine the financial implications of the operational savings endorsed by Special Council on 24 September 2013. These reduce the previous estimate of £0.910 million to £0.816 million.

The base budget shortfall reflecting these changes is detailed in table 1.

Table 1: Budget Shortfall 2014/15 to 2016/17 – 17 December 2013

	2013/14 £m	2014/15 £m	2015/16 £m	2016/17 £m
Cost of Services	187.4	190.4	195.1	202.7
Less: Council Tax	38.4	38.8	39.3	39.9
Less: Scottish Government Grant	149.0	149.0	149.0	147.5
Budget Shortfall	0.0	2.6	6.8	15.3

The changes from the last update on 5 November 2013 are attributable to the following key elements:-

Table 2: Analysis of Change 5 November - 17 December 2013

	2014/15 £m	2015/16 £m	2016/17 £m
Budget Shortfall 05 November	4.000	7.900	16.600
- Energy Costs	0.160	0.160	0.160
- Homelessness	0.210	0.210	0.210
- School Rolls	0.180	0.180	0.180
- PSN	0.047	0.047	0.047
- Loan Charges	(0.700)	0	0
- MARG	(0.500)	(0.500)	(0.500)
- New Leadership Structure	(0.144)	(0.229)	(0.366)
- Operational Savings	(0.816)	(0.988)	(0.988)
- Other Base Budget Revisions	0.150	0	0
Budget Shortfall 17 December	2.587	6.780	15.343

5 Fees and Charges

A separate report on the review of fees and charges is on today's agenda. The recommendations if agreed would contribute to £0.070 million to the budget shortfall.

6 2014/15 Budget

6.1 Further Savings

The Strategic Leadership Group has identified further operational staffing savings of £0.039 million as set out in appendix 1.

In addition, the Strategic Leadership Group submitted final savings proposals for 2014/15 to the Business Transformation Group (BTSG) on 3 December 2013. These proposals were noted by BTSG and are set out in appendix 2 for Council consideration. In summary they total:-

Table 3: Savings Proposals 2014/15

	£m
Non staffing	0.221
Staffing	0.306
	0.527

The proposed staffing establishment changes will be subject to consultation in accordance with the Council's Human Resources policies.

6.2 Council Transformation Programme

The updated position on Transformation Programme savings is as follows:-

Table 4: Transformation Programme - 17 December 2013

	£m
Service Reviews	0.381
Partnership Working	0.089
EWiM	0.165
Procurement	0.455
Integrate Service Support/Review of Structures	0.750
Maximising Attendance	0.155
Transformation Savings	1.995

6.2.1 Service Reviews

The savings targets set out in table 4 remain as previously reported and the ongoing programme of reviews is as detailed in table 5.

Table 5: Service Review Savings - 17 December 2013

	£m
Secondary Management	0.088
Janitorial and Facilities Management	0.055
Sport and Leisure	0.088
Cowan Court	0.150
Totals	0.381

6.2.2 Partnership Working

The position remains as reported to Council on 24 September 2013.

6.2.3 EWiM

The position remains as reported to Council on 24 September 2013.

6.2.4 Integrated Service Support/Review of Structures

In addition to the savings from the Integrated Service Support workstream, savings are also anticipated from a review of structures following the appointment of the new Heads of Service.

6.2.5 Maximising Attendance

The position remains as reported to Council on 24 September 2013.

6.3 Remaining Budget Shortfall 2014/15

Incorporating the above savings would result in a small budget surplus in 2014/15 as follows:

Table 6: Budget Surplus - 17 December 2013

	£m
Base Budget Shortfall	2.587
Less:	
Fees and Charges	(0.070)
Further Operational Savings	(0.039)
Savings Proposals	(0.527)
Transformation Programme Savings	(1.995)
Budget Surplus	(0.044)

The budget surplus represents 0.02% of the cost of services and this would be applied to reinstate reserves. A final budget for 2014/15 incorporating a full assessment of the grant settlement will be presented to Council on 4 February 2014.

7 2015/16 and 2016/17 Budgets

The projected budget shortfall for 2015/16 and 2016/17 reflecting the above proposals is as follows:

Table 7: 2015/16 and 2016/17 - 17 December 2013

	2015/16 £m	2016/17 £m
Base Budget Shortfall	6.780	15.343
Fees and Charges	(0.070)	(0.070)
Further Operational Savings	(0.063)	(0.063)
Savings Proposals	(0.565)	(0.565)
Transformation Programme Savings	(1.995)	(1.995)
	4.087	12.650

The gap between projected service expenditure and the available income is predicted to rise by £4.1 million in 2015/16 and again by a further £8.5 million in 2016/17, a cumulative shortfall of £12.6 million by March 2017.

SLG is continuing to develop a transformation programme aimed at addressing this projected shortfall. In addition to ongoing work on procurement, integrated service support and seeking operational efficiencies the programme includes;

- Energy Reduction;
- Customer Service;
- Income Maximisation Collection;
- School Clusters;
- Services to Communities;
- Externalisation/In-sourcing.

An outline of each was reported on 24 September 2013.

Again the later year's programme will continue to be developed under the direction of the Business Transformation Steering Group.

8 Reserves

The projected uncommitted General Reserve at 31 March 2014 is £7.529 million and subject to the recommendations set out in this report being approved will increase by £0.044 million in 2014/15.

A prudent level of uncommitted reserves is seen to be 2% of net expenditure which equates to approximately £4 million. The General Reserve is £3.573 million greater than this and so provides flexibility to meet unforeseen cost pressures, potential service overspends and provides capacity to deliver transformational change.

9 Report Implications

9.1 Resources

Whilst this report deals with financial issues there are no financial implications arising directly from it.

9.2 Risk

Within any financial year's budget there are a number of inherent assumptions in arriving at figures and budget provisions, and therefore risks that may be faced if costs change or new pressures emerge. The following key risks and issues are highlighted in the context of the budget:

- Impact of economic climate on range of factors including: inflation, interest rates, employment, tax and income levels, service demands;
- Outstanding pay award settlements;

- Decision by Scottish Government on future years grant settlements and grant distribution;
- Extreme weather events (or other unforeseen events) and provision for immediate response as well as longer-term implications;
- Cost pressures exceeding budget estimates;
- Non-delivery or late delivery of planned savings, including those arising from reductions in the staffing establishment;
- Impact of Welfare Reform and Pension changes;
- The Replacement of Newbattle Community High School.

The Budget process, the Council Transformation Programme and the Mi Future programme mitigates a number of these risks by improving forward planning, and the early identification of future saving proposals and increasing flexibility across the workforce.

9.3 Single Midlothian Plan and Business Transformation

Themes addressed in this report:

- ☐ Community safety
- ☐ Adult health, care and housing
- ☐ Getting it right for every Midlothian child
- ☐ Improving opportunities in Midlothian
- ☒ Sustainable growth
- ☒ Business transformation and Best Value
- ☐ None of the above

9.4 Impact on Performance and Outcomes

The decisions taken to balance the budget have fundamental implications for service performance and outcomes. The revenue budget projections indicate that in 2016/17 the Council will have available in the region of £187.4 million for the provision of services and the pursuit of the priorities set out in the Single Midlothian Plan.

9.5 Adopting a Preventative Approach

Whilst the proposals in this report do not directly impact on the adoption of a preventative approach, effective budget planning will in turn allow resources to be prioritised to support prevention.

9.6 Involving Communities and Other Stakeholders

The proposed changes in the staffing establishment will be subject to consultation in accordance with the Council's Human Resources policies.

9.7 Ensuring Equalities

There are no equality implications arising directly from this report. Each of the savings proposals set out in appendix 2 has been individually assessed and an overarching EQIA is attached as appendix 3.

9.8 Supporting Sustainable Development

There are no sustainability issues arising from this report.

9.9 IT Issues

There are no IT implications arising from this report.

10 Summary

- The proposals in this report address the projected budget shortfall for 2014/15 and provide for a small reinstatement of reserves.
- A final budget for 2014/15 reflecting the grant settlement will be presented to Council on 4 February 2014.
- The gap between projected service expenditure and the available income is predicted to rise by further £4.1 million in 2015/16 and again by a further £8.5 million in 2016/17, a cumulative shortfall of £12.6 million by March 2017.

11 Recommendations

It is recommended that Council:

- (a) Consider and approve the savings proposals set out in appendix 2;
- (b) Receive a final service by service budget statement for 2014/15 on 4 February 2014, reflecting the grant settlement; and
- (c) Note that the gap between projected service expenditure and the available income is predicted to rise by a further £4.1 million in 2015/16 and again by a further £8.5 million in 2016/17, a cumulative shortfall of £12.6 million by March 2017.

10 December 2013

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2014/15

Revisions to the Staffing Establishment

	FTE	£
Health and Social Care		
Adult and Community Care	2.5	39,039
<hr/>		
TOTAL	2.5	39,039
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Revenue Budget 2014/2015
Service Reduction Proposals

Non Staffing

	£
Communities and Economy	
Education	110,500
Health and Social Care	
Housing & Community Safety	80,373
Resources	
Commercial Operations	30,000
SUB TOTAL	220,873

Staffing

	FTE	£
Education, Communities and Economy		
Education	10.13	204,629
Resources		
Commercial Operations	6.70	101,079
SUB TOTAL	16.83	305,708

Total Service Reductions	526,581
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Service Reduction Proposals - Non Staffing

No	Directorate	Service	Service Area	Description of Change to Service/Details of Savings	Impact on Service Users and/or other Service Areas	Savings 2014-15 £	Annual thereafter £	Description of one-off costs e.g. severance, capital/Additional Notes	Equalities Impact
1	Education, Communities & Economy	Education	Education	Schools have £10,000 to support student placements. It is proposed to reduce this by 50%	This will have a minimal impact on schools as budget has historically under spent.	5,000	5,000	This budget is currently under spent by this amount. There is flexibility in the Devolved School Management budget to target resources to support positive destinations.	No adverse equality impact as under spend at present. Level of service can be delivered through different means.
2	Education, Communities & Economy	Education	Education	Reduce budget for Scottish Qualification for Headship by 1/3rd of current budget (£30,000) reflecting the current demand.	No impact predicted. In common with most Local Authorities Midlothian is adopting a flexible approach to SQH for our staff.	10,000	10,000	This budget is currently under spent by this amount. Midlothian remains committed to developing leadership skills and, like many other authorities, will do this differently in the future.	No adverse equality impact as under spend at present. Level of service can be delivered through different means.
3	Education, Communities & Economy	Education	Education	Reduce the current budget of £168,000 set aside to supplement teacher allocations to schools by £42,000.	Budget is equivalent to 4 fte, reduction equates to 1 fte from a total teacher complement of 938 fte	42,000	42,000	This budget is currently under spent by this amount. The reduction represents a small reduction from the overall budget Primary and Secondary Schools budget of £60m	This change will be implemented by more effective management of resources. No adverse equality impact.
4	Education, Communities & Economy	Education	Education	Continue to take a proactive approach to maximising attendance with school staffing which will reduce the need for absence cover for which £670,000 is set aside as a central provision. The reduction equates to 1% in the central provision.	Currently, schools are reimbursed for all long term teacher absence whether cover is bought in or not.	7,000	7,000	This will have an relatively small and indirect affect on staffing.	This change will allow absences to be better managed. No adverse equality impact.
5	Education, Communities & Economy	Education	Education	Rationalisation of budgets for community learning budget for schools. Total schools' budget £340,000 - saving represents a 14% reduction.	Minimal impact on service users and reflects a One Council approach to the provision of wider community learning in Midlothian Schools.	46,500	46,500	Linked to the review of services to Communities by understanding local outcomes, targeted and focussed resource deployment. Reducing costs whilst refocusing provision.	This change will lead to better directed services and thus no adverse equality impact.
6	Health & Social Care	Housing & Community Safety	Environmental Health	Working with Partners on re-provision of services. Ensuring Partners meet the demand on noise nuisance.	Ensure minimal impact and calls will continue to be responded to by Police.	27,800	27,800	-	This change will lead to better directed services and thus no adverse equality impact.
7	Health & Social Care	Housing & Community Safety	Community Safety	Service Reduction - Reduce Community Safety grants to external organisations by 50%. Align spend in projects to Community Safety Strategic Priorities. Reduce budget by 50%	Re prioritise service to focus on key priorities e.g. Violence against women as agreed by Partners. Greater focus on priority needs and ensure best use of resource.	35,000	35,000		This change will focus attention on VAW, one of the current government priorities
8	Communities and Wellbeing	Housing & Community Safety	Community Safety	Working with Partners on the re-provisioning of Partnership Analyst Support achieving economies through joint working	Making best use of resource in partnership with East Lothian Council	17,573	17,573	cost share with ELC	Change will result in income generation/no equality impact
9	Resources	Commercial Operations	Land Services	The current spend across Land and Countryside services is £2.38m. A reduction in numbers and maintenance of flowerbeds in communities is proposed.	Reduce any impact by working with communities to examine other options for community involvement/vol organisations to assist in upkeep	20,000	20,000	Previous years reductions largely unnoticed however further reductions may have a minimal impact on community perception as floral displays are reduced.	This change would affect all not just protected groups
10	Resources	Commercial Operations	Land Services	The current support to Galas and Events is £76,000. The proposal is to ration the support provided (staffing and resources) to galas and events communities in order to make best use of remaining budget.	Work with Gala committees to support within available budget and help committees understand other options for buying goods/fund raising activities etc..	10,000	10,000	Alternative may be to provide grants and let event organisers makes there own arrangements. Procuring services at cost from the Council	This change would affect all not just protected groups
						220,873	220,873		

Service Reduction Proposals - Staffing Establishment

No	Division	Service	Service Area	Post Title	Description of Change to Service	FTE	Savings Year 14/15 £	Savings Thereafter £	Comment/Risk	Equalities Impact
1	Education Communities & Economy	Education	Primary/Secondary Schools	Learning Assistant	To deliver an underlying strategic saving we would look to look for more efficient and effective ways of allocation of learning assistant time. This might involve some reduction in numbers of learning assistants in mainstream schools which have additional provisions. We would be seeking to make even better use of a more limited resource	10.13	204,629	204,629	To deliver an underlying strategic saving we would look to reduce numbers of learning assistants in schools with specialist provisions (5 primary and 2 secondary). 7 learning assistant posts would save approximately 4 FTE or £80,000. For the remainder we would look to the budget for Additional Support for Learning from which learning assistant posts are funded (total learning assistant budget £2.9 million).	The change to how learning assistants are used would lead to a more targeted service. This will be managed carefully to ensure that there is no adverse equality impact.
2	Resources	Commercial Operations	Road Services	School Crossing Guides	Cease lunch time cover in agreement with schools	4.21	38,480	76,960	Whilst a lunchtime crossing service has historically been provided at all designated crossing points a recent survey of all Primary Schools indicates that of the 6,000 plus Primary pupils only 26 from 9 Primaries went home at lunchtime, The changes would impact on up to 52 sessional posts-based who would be required to work 4 hours less per week less.	Proposed changes to the School Crossing Service are as a consequence of the majority of Primary School pupils remaining at school throughout the day. The change will be managed carefully to ensure that there is no adverse equality impact for staff or those pupils or parents of who do choose to return home at lunchtime.
3	Resources	Commercial Operations	Waste Services	Community Recycling Operatives	Review of the opening times and staffing at recycling centres, reducing these to reflect the peak demands for the service and needs of our customers	-	15,000	15,000	introduction of a flexible approach. Essentially resources would be focused on peak times for example opening weekends and four out of five week days.	Change would focus resource as service demands/no equality impact
4	Resources	Commercial Operations	Land & Countryside Services	Temporary Gardener(Seasonal-26 weeks)	Use of seasonal hours which would allow a reduction in the employment of summer staff	2.491	47,599	47,599	Revert staff to longer summer hours and shorter winter hours. Negotiation would be required to have staff accept this revision. Fewer temporary workers would require to work summer hours.	Change would focus resource as service demands/no equality impact
						16.83	305,708	344,188		

Midlothian Council Equality Impact Assessment (EqIA)

Policy Title ¹	Budget Overview 2014/15	
Strategic Outcome	To meet 2014/15 Budget Shortfall	
Section	Corporate Improvement	
Officers completing the EqIA	Name:	Lesley Crozier
	Position:	Policy Officer
	Date:	09 December 2013
	Name:	Nancy Brown
	Position:	Business Transformation Manager
	Date:	09 December 2013
Approval by	Name:	Gary Fairley
	Position:	Head of Finance & Human Resources
	Date:	09 December 2013

¹ For the purposes of this document the word **POLICY** is taken to mean any activity, function, strategy, programme, service or process which is being considered for equality impact assessment.

Section 1: Define the aims of the policy

What is the purpose of the proposed policy (or changes to be made to the policy)?	The purpose of the proposed policy is to set a budget for the financial year 2014/15 that will meet the reduced Grant Aided Expenditure (GAE) allocation from the Scottish Government.
Who is affected by the policy or who is intended to benefit from the proposed policy and how?	<p>Service users throughout Midlothian along with all employees of Midlothian Council will be affected by this policy.</p> <p>Service users may be affected by reduced service planning and provision, and employees may be affected by rationalisation of services and re-organisation of the authority and how it works.</p>
How have you, or will you, put the policy into practice, and who is or will be responsible for delivering it?	<p>This policy will be put into practice by:</p> <ul style="list-style-type: none"> • Service reductions • Integrated service Support • Operations Workforce Reductions • Financial Discipline • Overtime Controls • Partnership Working • Effective Working in Midlothian (EWIM) <p>The Council's Management Team will be responsible for delivering this policy.</p>
How does the policy fit into our wider or related policy initiatives?	This policy is central to our revised corporate aims and objectives as defined within the Single Midlothian Plan.
Do you have a set budget for this work?	Yes

Section 2: What do you already know about the diverse needs and/or experiences of your target audience?

Do you have information on				
Age	Yes	√	No	
Disability	Yes	√	No	
Gender re-assignment	Yes	√	No	
Marriage & Civil Partnership	Yes	√	No	
Pregnancy and maternity	Yes	√	No	
Race	Yes	√	No	
Religion and belief	Yes	√	No	
Sex	Yes	√	No	
Sexual Orientation	Yes	√	No	
Socio-economically deprived	Yes	√	No	

Detail the evidence gathered for the protected characteristics noted above setting context first

Introduction

Midlothian is the second smallest mainland local authority in Scotland. Midlothian Council is the biggest employer and one of the biggest providers of services and goods within the area. The budget of the council is therefore of great importance to the area both in social and economic terms and whether you are an employee or resident.

Previously traditional industries included coal mining, papermaking, textile milling and farming. With the exception of farming all these industries have now been replaced with a range of businesses such as life and biosciences, retail and logistics. Economic decline has plagued the area since 2009 and in particular there are some areas (Gorebridge, Mayfield & Easthouses, and Dalkeith and Woodburn) where increasing levels of economic deprivation have resulted along with the associated social and health issues.

In addition to this there are also smaller pockets of deprivation within communities all over Midlothian, and in all communities there are households on low incomes often combined with other issues such as age, disability, gender re-assignment, race, religion and belief, sex, sexual orientation, substance misuse, lone parenting or caring responsibilities.

Midlothian profile by protected characteristic

As defined by the Equality Act 2010 the nine protected characteristics are: age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

To this list Midlothian Council has voluntarily added socio-economic deprivation.

Demographic profile

Midlothian Council has a population of 83,187 as per the 2011 census. This rise accounts for an increase in population of 2.8% between 2001 and 2011, and statistically it would be fair to predict that the population figure will continue to rise.

Age profile at 2011

Table 1

Description	Midlothian		Scotland	
	%	Number	%	Number
	100	83,187	100	5,295,403
0 – 4	5.9	4,878	5.5	292,821
5 – 15	12.9	10,725	11.8	623,510
16 – 29	16.1	13,387	18.5	978,120
30 – 44	19.8	16,432	20.0	1,056,449
45 – 59	21.7	18,069	21.1	1,117,647
60 – 74	16.4	13,623	15.5	818,314
75 and over	7.3	6,073	7.7	408,542

Table 2

Description	Midlothian		Scotland	
	%	Number	%	Number
	100	83,187	100	5,295,403
Under 16	18.8	15,603	17.3	916,331
16 – 64	64.5	53,681	65.9	3,488,738
65 and over	16.7	13,903	16.8	890,334

As detailed in table 2 the greatest percentage/number of people in Midlothian are of working age thereby supporting the need for economic growth in the area.

The median age of males in Midlothian is 41 and of females 42.

Long-term health problem/Disability (LTHP/Disability)

Table 3

Description		Midlothian		
		LTHP/Disability Day to day activities limited a lot	LTHP/Disability Day to day activities limited a little	LTHP/Disability Day to day activities not limited
All people	83,187	7,528	8,637	67,022
16 - 64	53,681	3,585	4,533	45,563

Gender re-assignment

There are no official statistics for the number of trans-gender people in Midlothian or Scotland as a whole. However, we are aware that we have at minimum two within the Dalkeith ward.

Marriage and civil partnership

Table 4

		Midlothian					
Description		Single* (never married or never registered a same sex civil partnership)	Married	In a registered same sex civil partnership	Separated* (but still legally married or still legally in a same sex civil partnership)	Divorced or formerly in a same sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same sex civil partnership
All people aged 16 and over	67,584	20,658	34,038	86	2,151	5,633	5,018

Pregnancy and maternity

There are no official statistics for pregnancy and maternity within Midlothian or Scotland as a whole.

Race

Table 5

		Midlothian								
Description		White	White Scottish	White Other British	White Irish	White Gypsy/Traveller	White Polish	White Other White	Mixed or Multiple Ethnic Groups	Asian, Asian Scottish or Asian British
All people	83,187	81,715	74,875	4,795	474	72	455	1,044	210	910
		Midlothian								
Description		Asian, Asian Scottish or Asian British Pakistani, Pakistani Scottish or Pakistani British	Asian, Asian Scottish or Asian British Indian, Indian Scottish or Indian British	Asian, Asian Scottish or Asian British Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian, Asian Scottish or Asian British Chinese, Chinese Scottish or Chinese British	Asian, Asian Scottish or Asian British, Other Asian	African	African, African, African Scottish or African British	African, Other African	Caribbean or Black
All people	83,187	371	180	41	130	188	159	157	2	99
		Midlothian								
Description		Caribbean or Black Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black, Black, Black Scottish or Black British	Caribbean or Black, Other Caribbean or Black	Other Ethnic Groups	Other Ethnic Groups, Arab, Arab Scottish or Arab British	Other Ethnic groups, Other Ethnic Group			
All people	83,187	65	27	7	94	41	53			

Identity

Table 6

Description	Midlothian		Scotland	
	%	Number	%	Number
All people	100	83,187	100	5,295,403
White – Scottish	90.0	74,875	84	4,445,678
White – Other British	5.8	4,795	7.9	417,109
White – Irish	0.6	474	1.0	54,090
White – Polish	0.5	455	1.2	61,201
White – Other	1.3	1,044	1.9	102,117
Asian, Asian Scottish or Asian British	1.1	910	2.7	140,678
Other Ethnic Groups	0.8	634	1.4	74,530

National Identity

Table 7

Description	Midlothian		Scotland	
	%	Number	%	Number
All people	100	83,187	100	5,295,403
Scottish identity only	68.3	56,815	62.4	3,306,138
British identity only	6.8	5,672	8.4	443,275
Scottish & British identities only	18.2	15,114	18.3	968,759
Scottish & Any Other identities	1.6	1,291	1.9	102,028
English identity only	1.5	1,230	2.3	120,990
Any other combination of UK identities (UK only)	1.5	1,255	2.0	104,434
Other identity	2.0	1,662	4.4	234,062
Other identity & at least one UK identity	0.2	148	0.3	15,717

Country of Birth

Table 8

Description	Midlothian		Scotland	
	%	Number	%	Number
All people	100	83,187	100	5,295,403
Scotland (inc UK part not specified)	88.5	73,594	83.3	4,411,884
England	6.7	5,560	8.7	459,486
Wales	0.3	213	0.3	17,381
Northern Ireland	0.5	456	0.7	36,655
Republic of Ireland	0.3	277	0.4	22,952
Other EU countries	1.6	1,326	2.6	137,285
Other countries*	2.1	1,761	4.0	209,760

Length of Residence in UK

Table 9

Description	Midlothian		Scotland	
	%	Number	%	Number
All people born outside the UK	100	3,351	100	369,284
Resident in UK for less than 2 years	8.9	298	22.1	81,615
Resident in UK for 2 years or more but less than 5 years	14.7	492	21.7	80,234
Resident in the UK for 5 years or more but less than 10 years	20.1	673	18.8	69,340
Resident in UK for 10 years or more	56.3	1,888	37.4	138,095

Language

Table 10

Description	Midlothian		Scotland	
	%	Number	%	Number
All people aged 3 and over	100	80,280	100	5,118,223
Speaks English well or very well	99.1	79,574	98.6	5,044,683
Does not speak English well	0.8	623	1.2	62,128
Does not speak English at all	0.1	83	0.2	11,412
Able to speak Gaelic*		309		57,602
Able to speak Scots		26,437		1,541,693
Uses a language other than English at home**		3,055		377,676

*Able to speak Gaelic includes:

- Understands but does not speak, read or write Gaelic (185);
- Speaks, reads and writes Gaelic (167);
- Speaks but does not read or write Gaelic (119);
- Speaks and reads but does not write Gaelic (21);
- Reads but does not speak or write Gaelic (38);
- Other combination of skills in Gaelic (16);
- No skills in Gaelic (79,734)

**Other languages used are:

- Gaelic (35);
- Scots (513);
- **British Sign Language (233);**
- Polish (396);
- Other (1,878)

Religion and belief

Table 11

		Midlothian										
		Christian										
Description		Church of Scotland	Roman Catholic	Other Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Religion not stated
All People	83,187	28,021	8,141	3,311	84	84	31	508	20	208	37,613	5,166

Sex

Table 12

		Midlothian	
Description		Males	Females
All people	83,187	40,071	43,116

Sexual Orientation

There are no official statistics for sexual orientation (LGB) (lesbian, gay or bi-sexual people) in Midlothian or Scotland as a whole. However, research has determined that approximately 3.6 million people in the UK are LGB that is 6% of the total population or 1 in 16.66 people. Stonewall Scotland's research publication LGB &T (lesbian, gay, bi-sexual and transgender) People and Public Services has also noted that:

- 71% lesbian, gay, bisexual and trans-gender (LGB & T) people have had a public service assume they are straight
- 75% LGB &T people feel they need to leave where they grow up in order to live openly;
- 15% of lesbian women under 20 have attempted suicide
- 71% of individuals (2009) would feel more comfortable accessing a service from an organisation publicly committed to equality

Socio-economic Deprivation

Household

Table 13

Description	Midlothian		Scotland	
	%	Number	%	Number
Average number of persons per household		2		2
Average number of cars or vans per household		1		1

Household Size

Table 14

Description	Midlothian		Scotland	
	%	Number	%	Number
Total number of households (with residents)	100	34,978	100	2,372,777
1 person	27.4	9,593	34.7	823,314
2 people	36.3	12,697	34.0	807,658
3 people	17.2	6,018	15.1	357,491
4 people	13.6	4,752	11.5	272,329
5 people	4.2	1,480	3.7	86,722
6 or more people	1.3	438	1.1	25,263

Tenure

Table 15

Description	Midlothian		Scotland	
	%	Number	%	Number
Total number of households (with residents)	100	34,978	100	2,372,777
Owned	64.9	22,702	62.0	1,470,986
Rented from Council	18.7	6,530	13.2	312,745
Other social rented	8.0	2,787	11.1	263,674
Private rented	7.4	2,578	12.4	294,892
Living rent free	1.1	381	1.3	30,480

Car or van availability

Table 16

Description	Midlothian		Scotland	
	%	Number	%	Number
Total number of households (with residents)	100	34,978	100	2,372,777
Number car or van	24.8	8,686	30.5	724,144
1 car or van	44.0	15,395	42.2	1,002,344
2 cars or vans	24.7	8,639	21.6	512,836
3 or more cars or vans	6.5	2,258	5.6	133,453

Domestic Abuse Incidents recorded by the Police in Scotland

Table 17

	Midlothian	Scotland
Description	Number	Number
2010 – 2011	860	55,698
2011 – 2012	1,036	59,847
2012 – 2013	1,125	60,080

Step 3: Is there enough information to help understand the needs and/or experiences of the target audience regarding the protected characteristics

Do you have information on				
Age	Yes	√	No	
Disability	Yes	√	No	
Gender re-assignment	Yes	√	No	
Marriage & Civil Partnership	Yes	√	No	
Pregnancy and maternity	Yes	√	No	
Race	Yes	√	No	
Religion and belief	Yes	√	No	
Sex	Yes	√	No	
Sexual Orientation	Yes	√	No	
Socio-economically deprived	Yes	√	No	

However, it should be noted that both nationally and locally there is still a lack of detailed data and information available in respect of religion and belief, sexual orientation and gender re-assignment. This lack of information has limited the extent to which this overview budget equality impact assessment has been able to cover the impact of budget proposals on these characteristics.

Section 3: What does the information given say about how this policy might impact positively or negatively on the different groups within the target audience?

Age – negative impacts

Midlothian Issues	National (Scottish) Issues
Income maximisation	Income maximisation
	Older people's health
Access and mobility improvements	Access and mobility improvements
Young people's learning	Young people's learning
Young people's employment	Young people's employment

Disability – negative impacts

Midlothian Issues	National (Scottish) Issues
Matters of low income	Matters of low income
Matters of low employment	Matters of low employment
Access to infrastructure and services	Access to infrastructure and services
	Health

Race – negative impacts

Midlothian Issues	National (Scottish) Issues
	Income related commitments
	Employment support
	Programmes more accessible and responsive
Lack of tolerance and respect*	

Religion and belief – negative impacts

Midlothian Issues	National (Scottish) Issues
Tackling hate crime	Tackling hate crime
Lack of tolerance and respect	Lack of tolerance and respect

Sex – negative impacts

Midlothian Issues	National (Scottish) Issues
Maximising women's income	Maximising women's income
Women's employment	Women's employment
Addressing violence against women	Addressing violence against women

Socio-economic – negative impacts

Midlothian Issues	National (Scottish) Issues
Income	Income
Employment, education and training	Employment, education and training
	Access to infrastructure and services

Age, Disability, Gender re-assignment, marriage and civil partnership, pregnancy & maternity, race, religion and belief, sex, sexual orientation and socio-economic deprivation – positive impacts

Midlothian Issues	National (Scottish) Issues
Universal spend issues, e.g. free higher education, Council tax freeze, LEAP sports, reduced hours rather than compulsory redundancy, flexible hours allowing time for alternative part time jobs	Universal spend issues, e.g. free prescriptions, free higher education, Council tax freeze, LEAP sports, reduced hours rather than compulsory redundancy, flexible hours allowing time for alternative part time jobs, free health care

In addition to the equality profile information the Council carried out in the spring of the year a consultation on Community Planning priorities and issues included above were raised at that point.

Section 4: Will there be any changes to the policy?

There will be no changes made to the budget cuts proposed for any of the protected characteristics but as is detailed in the individual equality impact assessments appended at the end of the overview assessment mitigating actions have been taken in a number of instances to reduce any real or potential negative effect.

Section 5: Does the policy provide the opportunity to promote equality of opportunity, advance equality of opportunity or good relations by altering the policy or working with others?

Yes – developing this equality impact assessment and the individual assessments as appended has made those involved in the budget process more aware of all the different groups that make up our communities and their differing needs.

Section 6: Does a further equality impact assessment need to be done?

Yes – please refer to individual assessments appended to this report.

Section 7: How will this policy/function be monitored and evaluated to ensure there are acceptable outcomes for all?

All proposals will be monitored through the Council's performance management system, Covalent following further discussions with the service areas.

Section 8: Equality Impact Assessment (EqIA) sign-off

Policy or Function Title	Budget Overview 2014/15
Responsible Service	Resources
Division	Corporate Improvement
Head of Service – Name	Gary Fairley Head of Finance & Human Resources
Head of Service – Signature	