



Equality Impact Assessment (EqIA) of Budget Proposals

2016

| | |
|-----------------------------|--|
| Name of Budget Saving | Reducing opening hours during low usage periods at leisure centres |
| Department and service area | Property & Facilities Management – Sport & Leisure |
| Completion Date | 7 October 2016 |
| Lead officer | Garry Sheret |

Aims and Objectives

Reduce the staff and facility costs by reducing the opening hours of some of our leisure centres during periods of low usage.

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 | Opportunity for Voluntary Severance & Early Retiral Policy (VSER) if desired following the mini service review. | Reduction in staff numbers and reorganised rota required. | New rotas may require split shifts etc and may not be suitable for all. |
| Disability | Opportunity for VSER if desired following the mini service review. | Reduction in staff numbers and reorganised rota required. | New rotas may require split shifts etc and may not be suitable for all. |
| Gender Reassignment | | | |
| Marriage & Civil Partnership | | | |
| Pregnancy and maternity | | | |
| Race | | | |
| Religion or Belief | | | |
| Sex | Opportunity for VSER if desired following the mini service review. | Reduction in staff numbers and reorganised rota required. | New rotas may require split shifts etc and may not be suitable for all. |

| | | | |
|--------------------|--|--|--|
| Sexual Orientation | | | |
|--------------------|--|--|--|

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 in all required formats.

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

The number of complaints, feedback, and efficiency of the rota will be monitored and the savings 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 reduced number of employees.

Please send an electronic copy of completed forms to lesley.crozier@midlothian.gov.uk