



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Renegotiate Skanska subcontract
Department and service area	Property & Facilities Management - Facilities
Completion Date	13 September 2017
Lead officer	Garry Sheret

Aims and Objectives

The aim is to reduce costs by increasing rates for the work done within the Skanska subcontract to cover the low pay awards and material rises. This will ensure the contract remains viable and reduces any budget deficit.

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	Safeguards the jobs which service the Skanska subcontract.		
Disability	Safeguards the jobs which service the Skanska subcontract.		
Gender Reassignment	Safeguards the jobs which service the Skanska subcontract.		
Marriage & Civil Partnership	Safeguards the jobs which service the Skanska subcontract.		
Pregnancy and maternity	Safeguards the jobs which service the Skanska subcontract.		
Race	Safeguards the jobs which service the Skanska subcontract.		
Religion or Belief	Safeguards the jobs which service the Skanska subcontract.		
Sex	Safeguards the jobs which service the Skanska subcontract.		
Sexual Orientation	Safeguards the jobs which service the Skanska subcontract.		

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

A renegotiation of the contract will be completed and the outcome communicated to those involved 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 affect of the rate changes 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.

Duties will continue as normal under the Skanska contract.