



Equality Impact Assessment (EqIA) of Budget Proposals

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| Name of Budget Saving | Construction and Design Service Consultancy |
| Department and service area | Property & Facilities Management – Building Services |
| Completion Date | 13 September 2017 |
| Lead officer | Garry Sheret |

Aims and Objectives

Target an income through the selling of project management and design services to other local authorities, agencies and third parties.

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 contracts are won. | Fluctuating workload, dependant on the marketplace may mean more fixed term contracts rather than permanent positions. | |

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| 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.