



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Reduce Lifeguard cover
Department and service area	Property & Facilities Management – Sport and Leisure
Completion Date	13 September 2017
Lead officer	Garry Sheret

Aims and Objectives

Reduction of one lifeguard from duty at the poolside at each of Council's swimming pools.

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 VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	
Disability	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	
Gender Reassignment	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	
Marriage & Civil Partnership	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	
Pregnancy and maternity	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	
Race	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	
Religion or Belief	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	

Sex	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	
Sexual Orientation	Opportunity for VSER if desired following the mini service review.	There would be a reduction in staff numbers from this proposal.	

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 the staff, unions and public 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 safety and practicalities at pool locations will be monitored and 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 resulting in a restructure.