



Overview Equality Impact Assessment (EqIA)
on
Midlothian Council
Budget
2016 – 2017

08 March 2016



Budget Saving Element:	<ol style="list-style-type: none"> 1. Stopping Out of Hours Noise Service 2. 0.5% one off efficiency saving to DSM 3. Change DSM Scheme to more efficiently manage the cost of staff absence 4. Midlothian Community Policing Team 5. Charge for all bulky uplifts 6. Efficiency savings in winter maintenance 7. Members Environmental Improvements - Remove the allocation currently allocated to each Member 8. Increase burial charges 9. Introduce some projected slippage into the General Services Capital Plan which will impact on in-year debt costs 10. Increase Tonezone monthly charges by 2% per annum 11. Increase Golden Years charges 12. Increase Sport & Leisure Casual Charges 13. Increase cost of Primary & Secondary school meals by £0.15 per day 14. Increase in Council-wide fees & charges
Department and service area	<ol style="list-style-type: none"> 1. Education, Communities & Economy – Communities & Economy 2. Education, Communities & Economy – Education 3. Education, Communities & Economy – Education

	<ol style="list-style-type: none"> 4. Health & Social Care – Customer & Housing Services 5. Resources – Commercial Operations Waste Service 6. Resources – Commercial Operations Roads Service 7. Resources – Members Environmental Improvements 8. Resources – Commercial Operations Land & Countryside 9. Resources – Finance & Integrated Service Support (FISS) 10. Resources – Property & Facilities Management 11. Resources – Property & Facilities Management 12. Resources – Property & Facilities Management 13. Resources – Property & Facilities Management 14. Education, Communities & Economy, Health & Social Care & Resources – All services except Children’s Services
Overview of Budget Investment through the Financial Strategy	<p>The Delivering Excellence framework approved by Council on 23 June 2015 supports the repositioning of services to ensure they have a greater emphasis on and achieve better outcomes for those most disadvantaged and vulnerable in the community. The framework focuses on reshaping service delivery as the most sustainable way to address the financial and service challenges and maintain financial sustainability.</p> <p>The framework sets out an approach that provides the means to:</p> <ul style="list-style-type: none"> • Realise savings of the scale and magnitude required and to continue to deliver high quality services by engaging staff, partners, stakeholders and citizens to determine the nature of service delivery, the level of service standards and the method of delivering these services; • To perform successfully in this environment, the Council will require to forward plan for the period beyond known financial settlements, to prioritise the services to be delivered and to clearly identify those services which will no longer be funded or indeed provided or may be provided through alternative mechanisms or approaches; and • To ensure that there is achievement of the outcomes and priorities of the Council and Community Planning Partners. <p>Actions which contribute to the Financial Strategy, particularly for later years will be developed through the framework.</p> <p>In monetary terms this means that £192,000,000 will be focused on preventative measures enabling positive outcomes for all those within</p>

	<p>Midlothian's communities.</p> <p>In negative terms £ 1,000,000 worth of budget savings have to be made. This represents 0.5% of the total budget, and as will be seen from the individual equality impact assessments, further mitigating actions such as concessionary rates which already exist, are in place to mitigate the effects on those in most need.</p>
Completion Date	Monday 29 February 2016
Lead officer	Gary Fairley

Aims and Objectives

The public sector continues to face significant service delivery challenges due to reduced income streams, funding constraints, inflationary cost pressures and additional legislative burdens. Demand for public services in Midlothian continues to increase as a consequence of changes in the size and profile of the county's population with greater numbers of young and older people, those in poor economic situations, and those with disabilities be they physical, sensory, mental health or learning disabilities. The Council must continue to prioritise expenditure on public services which prevent negative outcomes for those within its communities whilst securing maximum benefit from all available resources. Accordingly, it is prudent that significant savings are made over the coming years and projected budget shortfalls stemmed. This will allow the Council to maintain its financial sustainability and also to ensure that all within its communities, irrespective of protected characteristics, (age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation plus in Midlothian poor socio-economic circumstances), are not unlawfully discriminated against, and that equality of opportunity and advancement of good relations is upheld between those who have a protected characteristic and those who do not.

1. Does the proposed budget affect people?

Yes



No



2. What is/are the reason(s) for your proposed budget saving?

The budget savings are put forward to meet the Council's overall budget shortfall.

Each saving has been individually equality impact assessed and these discrete assessments are publically available on the Council's website from 01 March 2016.

3. Impact

Which of the protected characteristics* will the proposed budget savings have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	Concessionary charging is available in a number of circumstances.	Young and elderly people in poor economic circumstances maybe adversely affected.	<div>See individual equality impact assessments per budget saving proposal</div>
Disability	Concessionary charging is available in a number of circumstances.	Disabled people in receipt of benefits may be adversely affected.	
Gender Reassignment	No impact	No impact	
Marriage & Civil Partnership	No impact	No impact	
Pregnancy and maternity	No impact	Single parents in low income households maybe adversely affected	
Race	No impact	No impact	
Religion or Belief	No impact	No impact	
Sex	Concessionary rates apply in many circumstances.	Men and women along with disabled men and women in low income households maybe affected.	
Sexual Orientation	No impact	No impact	

4. Overall Impact of Budget

In terms of preventative spend (£192,000,000) all protected characteristic groups will benefit positively through focus of Council service expenditure on vulnerable groups for example, Early Years and Health and Social Care spend. The Delivering Excellence framework approved by the Council on 23 June 2015 continues to help focus available resource on Council priorities. In addition, this framework supports the repositioning of services to ensure they have a greater emphasis on, and achieve better outcomes for, those most disadvantaged and vulnerable in our communities.

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

Information will be available on the Council's web site and communicated to affected businesses by letter, email, etc. In addition, information documents, as required, can be made available in different formats and languages. If an individual or group require this information in another language or format, then they should email equalities@midlothian.gov.uk or telephone the Equality, Diversity & Human Rights Officer on 0131 271 3658.

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

Changes will be monitored through Covalent, the council's performance management system, discussion groups and forums, fees and charges income, and various other methods detailed in the individual equality impact assessments.

The overall budget is reviewed on an annual basis.

7. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

As available, mitigating actions for each of the proposals have been outlined in the individual equality impact assessments.

Where no mitigating actions are possible it is considered that any negative effects are not unlawful and are justifiable on a benchmarking/inflationary basis.

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