

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2018

Name of Budget Saving	Shared Service
Department and service area	Resources, Finance and Integrated Service Support
Completion Date	22 January 2018
Lead officer	Gary Fairley

Aims and Objectives

Shared Service

Assuming Strategic Approach (Potential impact needs to be assessed but initial proxy of saving estimated at 50% Management costs).

Aim would be to secure savings through economy of scale and minimise service impact. A detailed Business case would need to be developed to more fully assess both savings and potential wider impact.

1. Does the proposed budget saving affect people?

YES

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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	No	There may be a negative impact with regard to staff affected.	
Disability	As above	As above	
Gender Reassignment	As above	As above	
Marriage & Civil Partnership	As above	As above	
Pregnancy and maternity	As above	As above	
Race	As above	As above	
Religion or Belief	As above	As above	
Sex	As above	As above	
Sexual Orientation	As above	As above	

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 information will be provided to staff and trade unions as necessary.

A move to a shared service would be a major project and managed as such. Changes to staffing would be implemented using the existing Policy for Organisational Change which sets out the requirements for staff engagement.

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 and 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?

Issues as they impact service delivery would be reported to Council in due course.

There are a number of performance indicators that will be used to measure the impact of a new service delivery model in addition to budget updates being provided.

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

There will be a reduction in staff.

Lowering staff overheads will reduce the need for additional budget reductions.

Change would be implemented in accordance with the Policy for Organisational Change.

Further Equality Impact Assessment will be carried out at this stage.

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