



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Janitorial Service shared between two Primary Schools
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 sharing janitorial services between primary schools. These would be served from the high school “clusters” and the service reshaped to provide a reactive service as required and prioritised on demand. This will necessitate flexibility in paired school timetabling.

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.	Staff numbers would be reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	Reduced absence cover will impact holiday and sickness cover.
Disability	Opportunity for VSER if desired following the mini service review.	Staff numbers would be reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	Reduced absence cover will impact holiday and sickness cover.
Gender Reassignment	Opportunity for VSER if desired following the mini service review.	Staff numbers would be reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	Reduced absence cover will impact holiday and sickness cover.
Marriage & Civil	Opportunity for VSER if	Staff numbers would be	Reduced absence cover

Partnership	desired following the mini service review.	reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	will impact holiday and sickness cover.
Pregnancy and maternity	Opportunity for VSER if desired following the mini service review.	Staff numbers would be reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	Reduced absence cover will impact holiday and sickness cover.
Race	Opportunity for VSER if desired following the mini service review.	Staff numbers would be reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	Reduced absence cover will impact holiday and sickness cover.
Religion or Belief	Opportunity for VSER if desired following the mini service review.	Staff numbers would be reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	Reduced absence cover will impact holiday and sickness cover.
	Opportunity for VSER if desired following the	Staff numbers would be reduced and basic duties	Reduced absence cover will impact holiday and

Sex	mini service review.	shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	sickness cover.
Sexual Orientation	Opportunity for VSER if desired following the mini service review.	Staff numbers would be reduced and basic duties shared between the remaining staff. The service would not be as instant resulting in priorities having to be managed which will put pressure on all categories.	Reduced absence cover will impact holiday and sickness cover.

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 number of complaints, feedback etc 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.

Main duties will continue to be shared amongst the staff within each high school cluster. The workload will have to be managed and prioritised within the remaining staff. This may lead to prioritisation of more than one school's needs and develop into tensions.