

# Midlothian



**Midlothian Council**

## **Equality Impact Assessment (EqIA) of Budget Proposals**

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

### **Aims and Objectives**

Ideally, as part of a wider management review (which will need to be scoped and agreed) consider reduction reduce of Senior Leadership Team from 8fte to 7fte. Progress in 2017/18 for 2018/19 = £80,000

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?

Savings are part of a process of continual review of service provision as we seek to secure operational efficiencies and redesign services in response to the financial challenge.

The operational budget proposal 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?

<b>Equality Target Group*</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Relevant evidence/ information</b>
Age	No	This proposal may directly affect certain staff.  Increased spans of control.	This proposal may directly affect certain staff.
Disability	No	See above	See above
Gender Reassignment	No	See above	See above
Marriage & Civil Partnership	No	See above	See above
Pregnancy and maternity	No	See above	See above
Race	No	See above	See above
Religion or Belief	No	See above	See above
Sex	No	See above	See above
Sexual Orientation	No	See above	See above

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

Implementation will be carried out following the Policy for Organisational Change which sets out what is communicated and when as such changes will be communicated effectively to those affected from the proposal.

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](mailto:equalities@midlothian.gov.uk)

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

Still to be more fully assessed but would be progressed to minimise impact and ensure future Senior Leadership Team resource was focused on Strategic Priorities.

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

Reducing staff will help alleviate pressure on budget and lessens budget deficit.