



Overview Equality Impact Assessment (EqIA)

on

Midlothian Council

Medium Term Financial Strategy

2023/24 to 2027/28

09 February 2023

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) on Medium Term Financial Strategy

2023/24 – 2027/28

Medium Term Financial Strategy Proposals	As set out in grid attached to this EqIA
Directorate and service area	List as detailed above

Overview of Budget Investment through the Financial Strategy	The aim of developing a Medium Term Financial Strategy continues to be that of providing a multiyear strategy aligned to the development and approval of the Midlothian Council Strategic Plan 2022-2027, A great, green place to grow: where people and the environment flourish. It seeks to support the Council in fulfilling its statutory duty to set a balanced budget and determine Council Tax levels annually. In that respect, the final budget for 2023/24 will be updated to reflect the actual position for Scottish Government grant and Council Tax policy once the Scottish Government's budget bill and the associated finance circular are published.
Completion Date	09 February 2023
Lead officer	David Gladwin

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 and cuts 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) as well as poor socio-economic circumstances, (The Fairer Scotland Duty), 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 Council’s proposed budget savings

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

3. Impact

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

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age			Overall Grid attached to this appendix.
Disability			
Gender Reassignment			
Marriage & Civil Partnership			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

4. Overall Impact of Financial Strategy proposals

Each budget proposal presented has been subjected to an Equality Impact Assessment. The overall grid (attached to the end of this appendix) details the protected characteristics which are considered to be most likely to be affected in a potentially negative way. The overall grid also includes the new duty regarding poor socio-economic deprivation which Midlothian Council has considered.

In no proposal area has any unlawful negative impact been identified, and where possible reduction/removal of services will be monitored to establish the actual affect to those within our communities.

5. How will the implementation of proposed Medium Term Financial Strategy savings be communicated to those affected by any changes?

Information will be available on the Council's web site and communicated to affected businesses/customers/service users by letter, email, etc. In addition, information documents, as required, can and will be made available in different formats and languages on request. 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 Pentana, 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.

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

Midlothian Council is committed to the ethos of the Equality Act 2010 and has considered this through equality impact assessment of all its policy budget proposals.

The Medium Term Financial Strategy and the resource allocation measures, which will support financial sustainability, have, as far as the constraint on resources allows, been developed within the context of the Single Midlothian Plan, ensuring as far as possible that resources are directed towards the key priorities of reducing inequalities in learning, health and economic circumstance outcomes.

If 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. The mitigating actions will form part of the implementation of changes when approved.

In addition, these actions underline the Council's commitment in its Midlothian Equality Plan 2021 – 2025 to tackle inequality and promote inclusion within the limitations of the resources available. These actions also will allow the Council to plan and deliver services, which meet the needs of our diverse communities and respond to the changes ahead.

SERV	No.	DESCRIPTION	EQIA Comp?	Age	Disability	Gender re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Socio-economic deprivation	Staffing FTE	OVERALL NOTE
															NOTES
CORP SOL	1	Implement Libraries Self Service	Yes	√	√			√					√		See overall note.
CORP SOL	2	Adopt e-book services	Yes	√	√			√					√		
CORP SOL	3	Civic Licencing fees to reflect full cost recovery	Yes	√	√								√		
CORP SOL	4	Reduce administration costs of benefits process	Yes												See overall note.
PLACE	5	School Crossing Patrol Service	Yes	√	√			√			√		√		See overall note.
PLACE	6	Remove Christmas Light Funding	Yes	√	√								√		See overall note.
PLACE	7	Galas and events support costs recovery or cancel	Yes	√	√								√		See overall note.
PLACE	8	Dalkeith Bowling Green maintenance cancelled	Yes	√	√						√		√		See overall note.
PLACE	9	Reduce shrub bed maintenance	Yes	√	√						√		√		See overall note.
PLACE	10	PPP School closures during holidays	Yes	√	√			√			√		√		See overall note.
PLACE	11	Cease out of hours Footpath Gritting	Yes	√	√			√			√				See overall note.

OVERALL NOTE

Members of staff who may be affected by service proposal/(s) will need to be consulted and appropriate HR policies would be followed with those individuals, All HR policies and procedures are subject to independent EqIA or Integrated Impact Assessment (IIA).

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															NOTES
PLACE	12	Supported Bus Travel	Yes	√	√			√					√		
PLACE	13	Community Transport Funding	Yes	√	√			√					√		
PLACE	14	Economic Recovery – Discretionary charge for Planning Services	Yes	√							√		√		
PLACE	15	Building Standards – increase fees for non-statutory duties and continue virtual inspections	Yes	√							√		√		
PLACE	16	Penicuik Recycling Centre closure	Yes	√	√						√		√		See overall note.
PLACE	17	Standalone Public Toilet closures	Yes	√	√			√			√		√		See overall note.
PLACE	18	Burials Income raised to Scottish Average value	Yes	√						√	√		√		
PLACE	19	Non-Housing Maintenance budget reduction	Yes	√	√						√		√		See overall note.
PLACE	20	Reduction in frequency of grass cutting	Yes	√	√						√		√		See overall note.
PLACE	21	Safety Advisory Group SAG Co-ordination fee	Yes										√		
PLACE	22	Reduce Trading Standards	Yes	√	√						√		√	2	See overall note.

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															NOTES
		Officers													
PLACE	23	Cease the Night Security Service at Stobhill Depot	Yes	√	√								√		See overall note.
PLACE	24	Remove 5 FTE Grade 1 Cleaners	Yes	√	√						√		√	5	See overall note.
PLACE	25	Reduce Countryside Rangers Posts	Yes	√	√								√	2	See overall note.
PLACE	26	Cease the Midlothian Community Action Team	Yes	√	√	√	√	√	√	√	√	√	√	14	Staff affected are from Police Scotland.
PLACE	27	Increase Garden Waste Fee	Yes	√	√								√		
PLACE	28	Road Construction Consent - charging developers	Yes												Developer cost – does not directly affect individuals.
PLACE	29	Location and vehicle advertising	No												No EqIA – appears there is no direct effect on individuals
CYPP	30	Review of council grants	Yes	√	√	√	√	√	√	√	√	√	√		
CYPP	31	Reduction in Instrumental Music Service	Yes	√	√						√		√		See overall note.
CYPP	32	Reduction in non-statutory early years provision	Yes	√	√								√		
CYPP	33	Cease P4 swimming programme	Yes	√	√								√		See overall note.

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CYPP	34	Reduction in commissioned services	Yes	√	√								√		
CYPP	35	Rationalise Home to School and ASN Transport	Yes	√									√		
CYPP	36	Devolved School Management Budgets involving other staff groups and budgets	Yes	√	√						√		√		See overall note.
CYPP	37	Service reduction in school library service	Yes	√	√						√		√		See overall note.
CYPP	38	Rationalisation of school estate	Yes	√	√					√			√		
CYPP	39	Reduction in the Devolved School Management Scheme allocation to Schools by 1%	Yes	√	√						√		√		See overall note.
CYPP	40	Increase shared headships	Yes	√	√						√		√		See overall note.
CYPP	41	Proposal Removed													
CYPP	42	Transformation of the school week	Yes	√	√						√		√		See overall note.
CYPP	43	Stop all overtime	Yes	√	√						√		√		See overall note.
HSCP S&L	44	Community Asset transfer or alt Closure of Newtowngrange *	Yes	√	√			√					√		See overall note.

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HSCP S&L	45	Community Asset transfer or alt Closure of Gorebridge Leisure Centre *	Yes	√	√			√					√		See overall note.
HSCP	46	Reduction in Welfare Rights Service	Yes	√	√								√	0.6WTE	See overall note.
HSCP IJB	48	Continuous Improvement – Non-recruitment to vacant post	Yes											1	See overall note but note position vacant at present.
ADDL	49	Internal Audit – To reduce Internal Audit by 1 FTE	Yes	√	√								√	1	See overall note.