

Midlothian



Midlothian Council

Equality Impact Assessment (EqIA) of Budget Proposals

2018

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

Aims and Objectives

To review the Digital Services structure with aim of securing an increase in spans of control to a minimum of five. Currently 9 management level posts from an establishment of approx. 37
Progress in 2017/18 for 2018/19 = £150,000

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 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?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	No	This proposal may directly affect certain staff.	The staffing structure will reflect the future needs of the service.
Disability	See above	See above	See above
Gender Reassignment	See above	See above	See above
Marriage & Civil Partnership	See above	See above	See above
Pregnancy and maternity	See above	See above	See above
Race	See above	See above	See above
Religion or Belief	See above	See above	See above
Sex	See above	See above	See above
Sexual Orientation	See above	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.

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

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.

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

Increased spans of control.