

Midlothian Council Equality Impact Assessment (EqIA)

Policy Title ¹	Budget Overview 2015/16	
Strategic Outcome	To meet 2015/16 Budget Shortfall	
Section	Business Transformation	
Officers completing the EqIA	Name:	Nancy Brown
	Position:	Transformation Manager
	Date:	9 th December 2014
Approval by	Name:	Gary Fairley
	Position:	Head of Finance & ISS
	Date:	9 th December 2014

¹ For the purposes of this document the word **POLICY** is taken to mean any activity, function, strategy, programme, service or process which is being considered for equality impact assessment.

Section 1: Define the aims of the policy

What is the purpose of the proposed policy (or changes to be made to the policy)?	The purpose of the proposed policy is to set a budget for the financial year 2015/16.
Who is affected by the policy or who is intended to benefit from the proposed policy and how?	<p>Service users throughout Midlothian along with all employees of Midlothian Council will be affected by this policy.</p> <p>Service users may be affected by reduced service planning and provision, and employees may be affected by rationalisation of services and re-organisation of the authority and how it works.</p>
How have you, or will you, put the policy into practice, and who is or will be responsible for delivering it?	This policy will be put into practice by delivery of the various work strands set out in the Financial Strategy. The Council's Management Team will be responsible for delivering this policy.
How does the policy fit into our wider or related policy initiatives?	This policy is central to our revised corporate aims and objectives as defined within the Single Midlothian Plan.
Do you have a set budget for this work?	Yes

Section 2: What do you already know about the diverse needs and/or experiences of your target audience?

Do you have information on				
Age	Yes	√	No	
Disability	Yes	√	No	
Gender re-assignment	Yes	√	No	
Marriage & Civil Partnership	Yes	√	No	
Pregnancy and maternity	Yes	√	No	
Race	Yes	√	No	
Religion and belief	Yes	√	No	
Sex	Yes	√	No	
Sexual Orientation	Yes	√	No	
Socio-economically deprived	Yes	√	No	

Detail the evidence gathered for the protected characteristics noted above setting context first

Introduction

Midlothian is the second smallest mainland local authority in Scotland. Midlothian Council is the biggest employer and one of the biggest providers of services and goods within the area. The budget of the council is therefore of great importance to the area both in social and economic terms and whether you are an employee or resident.

Previously traditional industries included coal mining, papermaking, textile milling and farming. With the exception of farming all these industries have now been replaced with a range of businesses such as life and biosciences, retail and logistics. Economic decline has plagued the area since 2009 and in particular there are some areas (Gorebridge, Mayfield & Easthouses, and Dalkeith and Woodburn) where increasing levels of economic deprivation have resulted along with the associated social and health issues.

In addition to this there are also smaller pockets of deprivation within communities all over Midlothian, and in all communities there are households on low incomes often combined with other issues such as age, disability, gender re-assignment, race, religion and belief, sex, sexual orientation, substance misuse, lone parenting or caring responsibilities.

Midlothian profile by protected characteristic

As defined by the Equality Act 2010 the nine protected characteristics are: age, disability, gender re- assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

To this list Midlothian Council has voluntarily added socio-economic deprivation.

Demographic profile

Midlothian Council has a population of 83,187 as per the 2011 census. This rise accounts for an increase in population of 2.8% between 2001 and 2011, and statistically it would be fair to predict that the population figure will continue to rise.

Age profile at 2011

Table 1

Description	Midlothian		Scotland	
	%	Number	%	Number
	10	83,187	100	5,295,403
0 – 4	5.	4,878	5.5	292,821
5 – 15	12.	10,725	11.8	623,510
16 – 29	16.	13,387	18.5	978,120
30 – 44	19.	16,432	20.0	1,056,449
45 – 59	21.	18,069	21.1	1,117,647
60 – 74	16.	13,623	15.5	818,314
75 and over	7.	6,073	7.7	408,542

Table 2

Description	Midlothian		Scotland	
	%	Number	%	Number
	10	83,187	100	5,295,403
Under 16	18.	15,603	17.3	916,331
16 – 64	64.	53,681	65.9	3,488,738
65 and over	16.	13,903	16.8	890,334

As detailed in table 2 the greatest percentage/number of people in Midlothian are of working age thereby supporting the need for economic growth in the area.

The median age of males in Midlothian is 41 and of females 42.

Long-term health problem/Disability

(LTHP/Disability) Table 3

Description		Midlot		
		LTHP/Disability Day to day activities limited a lot	LTHP/Disability Day to day activities limited a little	LTHP/Disability Day to day activities not
All people	83,187	7,528	8,637	67,
16 - 64	53,681	3,585	4,533	45,

Gender re-assignment

There are no official statistics for the number of trans-gender people in Midlothian or Scotland as a whole. However, we are aware that we have at minimum two within the Dalkeith ward.

Marriage and civil partnership

Table 4

		Midlothian					
Description		Single* (never married or never registered a same sex civil partnership)	Married	In a registered same sex civil partnership	Separated * (but still legally married or still legally in a same sex civil partnership)	Divorced or formerly in a same sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same sex civil partnership
All people aged 16 and over	67,584	20,658	34,038	86	2,151	5,633	5,018

Pregnancy and maternity

There are no official statistics for pregnancy and maternity within Midlothian or Scotland as a whole.

Race

Table 5

		Midlothian								
Description		White	White Scottish	White Other British	White Irish	White Gypsy/Traveller	White Polish	White Other White	Mixed or Multiple Ethnic Groups	Asian, Asian Scottish or Asian British
All people	83,187	81,715	74,875	4,795	474	72	455	1,044	210	910
		Midlothian								
Description		Asian, Asian Scottish or Asian British Pakistani, Pakistani Scottish or Pakistani British	Asian, Asian Scottish or Asian British Indian, Indian Scottish or Indian British	Asian, Asian Scottish or Asian British Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian, Asian Scottish or Asian British Chinese, Chinese Scottish or Chinese British	Asian, Asian Scottish or Asian British, Other Asian	African	African, African, African Scottish or African British	African, Other African	Caribbean or Black
All people	83,187	371	180	41	130	188	159	157	2	99
		Midlothian								
Description		Caribbean or Black Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black, Black, Black Scottish or Black British	Caribbean or Black, Other Caribbean or Black	Other Ethnic Groups	Other Ethnic Groups, Arab, Arab Scottish or Arab British	Other Ethnic groups, Other Ethnic Group			
All people	83,187	65	27	7	94	41	53			

Identity

Table 6

Description	Midlothian		Scotland	
	%	Number	%	Number
All people	100	83,187	100	5,295,403
White – Scottish	90.0	74,875	84	4,445,678
White – Other British	5.8	4,795	7.9	417,109
White – Irish	0.6	474	1.0	54,090
White – Polish	0.5	455	1.2	61,201
White – Other	1.3	1,044	1.9	102,117
Asian, Asian Scottish or Asian	1.1	910	2.7	140,678
Other Ethnic Groups	0.8	634	1.4	74,530

National Identity

Table 7

Description	Midlothian		Scotland	
	%	Number	%	Number
All people	100	83,187	100	5,295,403
Scottish identity only	68.3	56,815	62.4	3,306,138
British identity only	6.8	5,672	8.4	443,275
Scottish & British identities only	18.2	15,114	18.3	968,759
Scottish & Any Other identities	1.6	1,291	1.9	102,028
English identity only	1.5	1,230	2.3	120,990
Any other combination of UK identities (UK only)	1.5	1,255	2.0	104,434
Other identity	2.0	1,662	4.4	234,062
Other identity & at least one UK identity	0.2	148	0.3	15,717

Country of Birth

Table 8

Description	Midlothian		Scotland	
	%	Number	%	Number
All people	100	83,187	100	5,295,403
Scotland (inc UK part not specified)	88.5	73,594	83.3	4,411,884
England	6.7	5,560	8.7	459,486
Wales	0.3	213	0.3	17,381
Northern Ireland	0.5	456	0.7	36,655
Republic of Ireland	0.3	277	0.4	22,952
Other EU countries	1.6	1,326	2.6	137,285
Other countries*	2.1	1,761	4.0	209,760

Length of Residence in UK

Table 9

Description	Midlothian		Scotland	
	%	Number	%	Number
All people born outside the UK	100	3,351	100	369,284
Resident in UK for less than 2 years	8.9	298	22.1	81,615
Resident in UK for 2 years or more but less than 5 years	14.7	492	21.7	80,234
Resident in the UK for 5 years or more but less than 10 years	20.1	673	18.8	69,340
Resident in UK for 10 years or more	56.3	1,888	37.4	138,095

Language

Table 10

Description	Mi		Scotland	
	%	Number	%	Number
All people aged 3 and over	100	80,280	100	5,118,223
Speaks English well or very well	99.1	79,574	98.6	5,044,683
Does not speak English well	0.8	623	1.2	62,128
Does not speak English at all	0.1	83	0.2	11,412
Able to speak Gaelic*		309		57,602
Able to speak Scots		26,437		1,541,693
Uses a language other than English at home**		3,055		377,676

*Able to speak Gaelic includes:

- Understands but does not speak, read or write Gaelic (185);
- Speaks, reads and writes Gaelic (167);
- Speaks but does not read or write Gaelic (119);
- Speaks and reads but does not write Gaelic (21);
- Reads but does not speak or write Gaelic (38);
- Other combination of skills in Gaelic (16);
- No skills in Gaelic (79,734)

**Other languages used are:

- Gaelic (35);
- Scots (513);
- British Sign Language (233);
- Polish (396);
- Other (1,878)

Religion and belief

Table 11

		Midlothian										
		Christian										
Description		Church of Scotland	Roman Catholic	Other Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Religion not stated
All People	83,187	28,021	8,141	3,311	84	84	31	508	20	208	37,613	5,166

Sex

Table 12

		Midlothian	
Description		Males	Females
All people	83,187	40,071	43,116

Sexual Orientation

There are no official statistics for sexual orientation (LGB) (lesbian, gay or bi-sexual people) in Midlothian or Scotland as a whole. However, research has determined that approximately 3.6 million people in the UK are LGB that is 6% of the total population or 1 in 16.66 people. Stonewall Scotland's research publication LGB & T (lesbian, gay, bi-sexual and transgender) People and Public Services has also noted that:

- 71% lesbian, gay, bisexual and trans-gender (LGB & T) people have had a public service assume they are straight
- 75% LGB & T people feel they need to leave where they grow up in order to live openly;
- 15% of lesbian women under 20 have attempted suicide
- 71% of individuals (2009) would feel more comfortable accessing a service from an organisation publicly committed to equality

Socio-economic Deprivation

Household

Table 13

	Midlothian		Scotland	
Description	%	Number	%	Number
Average number of persons per household		2		2
Average number of cars or vans per household		1		1

Household Size

Table 14

	Midlothian		Scotland	
Description	%	Number	%	Number
Total number of households (with residents)	100	34,978	100	2,372,777
1 person	27.4	9,593	34.7	823,314
2 people	36.3	12,697	34.0	807,658
3 people	17.2	6,018	15.1	357,491
4 people	13.6	4,752	11.5	272,329
5 people	4.2	1,480	3.7	86,722
6 or more people	1.3	438	1.1	25,263

Tenure

Table 15

	Midlothian		Scotland	
Description	%	Number	%	Number
Total number of households (with residents)	100	34,978	100	2,372,777
Owned	64.9	22,702	62.0	1,470,986
Rented from Council	18.7	6,530	13.2	312,745
Other social rented	8.0	2,787	11.1	263,674
Private rented	7.4	2,578	12.4	294,892
Living rent free	1.1	381	1.3	30,480

Car or van availability

Table 16

	Midlothian		Scotland	
Description	%	Number	%	Number
Total number of households (with residents)	100	34,978	100	2,372,777
Number car or van	24.8	8,686	30.5	724,144
1 car or van	44.0	15,395	42.2	1,002,344
2 cars or vans	24.7	8,639	21.6	512,836
3 or more cars or vans	6.5	2,258	5.6	133,453

Domestic Abuse Incidents recorded by the Police in Scotland

Table 17

	Midlothian	Scotland
Description	Number	Number
2010 – 2011	860	55,698
2011 – 2012	1,036	59,847
2012 – 2013	1,125	60,080

Step 3: Is there enough information to help understand the needs and/or experiences of the target audience regarding the protected characteristics

Do you have information on	Yes	✓	No	
Age	Yes	✓	No	
Disability	Yes	✓	No	
Gender re-assignment	Yes	✓	No	
Marriage & Civil Partnership	Yes	✓	No	
Pregnancy and maternity	Yes	✓	No	
Race	Yes	✓	No	
Religion and belief	Yes	✓	No	
Sex	Yes	✓	No	
Sexual Orientation	Yes	✓	No	
Socio-economically deprived	Yes	✓	No	

However, it should be noted that both nationally and locally there is still a lack of detailed data and information available in respect of religion and belief, sexual orientation and gender re-assignment. This lack of information has limited the extent to which this overview budget equality impact assessment has been able to cover the impact of budget proposals on these characteristics.

Section 3: What does the information given say about how this policy might impact positively or negatively on the different groups within the target audience?

Age – negative impacts

Midlothian Issues	National (Scottish) Issues
Income maximisation	Income maximisation
	Older people's health
Access and mobility improvements	Access and mobility improvements
Young people's learning	Young people's learning
Young people's employment	Young people's employment

Disability – negative impacts

Midlothian Issues	National (Scottish) Issues
Matters of low income	Matters of low income
Matters of low employment	Matters of low employment
Access to infrastructure and services	Access to infrastructure and services
	Health

Race – negative impacts

Midlothian Issues	National (Scottish) Issues
	Income related commitments
	Employment support
	Programmes more accessible and responsive
Lack of tolerance and respect*	

Religion and belief – negative impacts

Midlothian Issues	National (Scottish) Issues
Tackling hate crime	Tackling hate crime
Lack of tolerance and respect	Lack of tolerance and respect

Sex – negative impacts

Midlothian Issues	National (Scottish) Issues
Maximising women's income	Maximising women's income
Women's employment	Women's employment
Addressing violence against women	Addressing violence against women

Socio-economic – negative impacts

Midlothian Issues	National (Scottish) Issues
Income	Income
Employment, education and training	Employment, education and training
	Access to infrastructure and services

Age, Disability, Gender re-assignment, marriage and civil partnership, pregnancy & maternity, race, religion and belief, sex, sexual orientation and socio-economic deprivation – positive impacts

Midlothian Issues	National (Scottish) Issues
Universal spend issues, e.g. free higher education, Council tax freeze, LEAP sports, reduced hours rather than compulsory redundancy, flexible hours allowing time for alternative part time jobs	Universal spend issues, e.g. free prescriptions, free higher education, Council tax freeze, LEAP sports, reduced hours rather than compulsory redundancy, flexible hours allowing time for alternative part time jobs, free health care

In addition to the equality profile information the Council carried out in the spring of the year a consultation on Community Planning priorities and issues included above were raised at that point.

Section 4: Will there be any changes to the policy?

There will be no changes made to the budget proposal however those areas within the proposal impacting on the protected characteristics (as detailed in the individual equality impact assessments available in Members Library) have identified where mitigating actions have/will be taken in a number of instances to reduce any real or potential negative effect.

Section 5: Does the policy provide the opportunity to promote equality of opportunity, advance equality of opportunity or good relations by altering the policy or working with others?

Yes – developing this equality impact assessment and the individual assessments has made those involved in the budget process more aware of all the different groups that make up our communities and their differing needs.

Section 6: Does a further equality impact assessment need to be done?

Yes – please refer to individual assessments available in Members Library.

Section 7: How will this policy/function be monitored and evaluated to ensure there are acceptable outcomes for all?

All proposals will be monitored through the Council's performance management system, Covalent following further discussions with the service areas.

Section 8: Equality Impact Assessment (EqIA) sign-off

Policy or Function Title	
Responsible Service	Resources
Division	Business Transformation
Head of Service – Name	Gary Fairley Head of Finance & ISS
Head of Service – Signature	