

Equality and Rights Impact Assessment

2015-2018 Budget Summary Report

What budget option does this ERIA information relate to?

Ref Number SFC2

Lease part of Waverley Court for private business or partner organisation occupation.

This proposal involves charging private or partner organisations to occupy office space within Waverley Court.

What are the main impacts of this option on rights?

By generating additional income and reducing the Council's property costs, there may be an enhancement of the rights of service users if the income/budget saving enables the Council to meet service outcomes. The rights enhanced will depend on how the income is allocated.

The impact on staff is covered by HR policies and the Equality and Rights Impact Assessment on Workstyle Policy.

Moving staff to other locations could help strengthen the team working in neighbourhoods, improving service delivery and, therefore, the rights of the service users.

What are the main impacts of this option on equality?

None identified

What are the main recommendations to address either the positive or negative impacts?

In order to mitigate any negative impact on service delivery, teams will be fully consulted on any relocation proposals.

It may be possible to generate the income/budget savings by introducing charges to partner organisations that are already located within Waverley Court. This would prevent the need to attract new lettings and the subsequent displacement of staff.

Sign Off (print name and position and contact details)

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Carbon Impact Assessment Template

BUDGET OPTION (number/title/details)		SfC2		
LEAD OFFICER (name and contact details)		Lindsay Glasgow, 0131 529 5961		
To record your assessment put an X in the appropriate columns below.				
COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill			X	
BUILDINGS energy usage	X			
INFRASTRUCTURE energy usage	X			
TRANSPORT fuel consumption			X	

↓ = *anticipated decrease in emissions*

↑ = *anticipated increase in emissions*

↔ = *no change anticipated*