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Date: 23 March 2018

Christina McKelvie MSP
Convener
Equalities & Human Rights Committee
T2.60
The Scottish Parliament
Edinburgh
EH99 1SP

Dear Ms McKelvie

Making the most our equalities and human rights levers

North Lanarkshire Council ensures that the impact of its budget decisions on groups protected by the Equality Act are considered at the earliest of stages of the decision making process. Firstly by those developing the budget and proposals for budget savings; secondly officers with key equality responsibilities; thirdly North Lanarkshire people through a consultation exercise about the proposals; and finally elected members at the budget setting stage.

For this year's budget (2018-19) equality considerations were integral to individual savings proposals being brought forward by services by way of a proforma. The proforma asked specifically about the impact of the saving on protected groups. The proforma is attached as an appendix for your information.

These proposals were then considered by the Council's lead officers for equality for potential accumulative impact.

Now that the budget has been set those proposals which have been approved and where the EqlA was incomplete - pending further detail (for instance an implementation plan) - the full impact assessment will proceed.

The Equality Impact Assessments relating to those budget savings that are proceeding will be published on the Council website when complete.

The Council's understanding of taking a human rights approach to budgeting is set out in the Scottish Human Rights Commission paper 'Human Rights Budgeting and Budget Analysis'

Yours sincerely



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Head of Education (South)

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