

Equality Impact Assessment

Section 1: Identifying details

Your function, service area and team: Business Services – ICT

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: ICT Strategy

Officer completing the EqIA: Christine Ferrigi: Ext: 4179 Email: cferrigi@eppingforestdc.gov.uk

Date of completing the assessment: 26th February 2020

Section 2: Policy to be analysed

| | |
|-----|---|
| 2.1 | Is this a new policy (or decision) or a change to an existing policy, practice or project? Change to existing programme – ICT Strategy 2018-2023 |
| 2.2 | Describe the main aims, objectives and purpose of the policy (or decision): Reference page 1 of Cabinet Report. What outcome(s) are you hoping to achieve (i.e. decommissioning or commissioning a service)? Reference page 1 of Cabinet Report. |
| 2.3 | Does or will the policy or decision affect: <ul style="list-style-type: none">• service users• employees• the wider community or groups of people, particularly where there are areas of known inequalities?• All the above groups will benefit from the improvements made throughout the implementation of the revised ICT Strategy. Will the policy or decision influence how organisations operate? Yes, from a technology point of view. |

| | |
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| 2.4 | <p>Will the policy or decision involve substantial changes in resources?</p> <p>No</p> |
| 2.5 | <p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The proposed revised ICT Strategy supports the current Corporate Plan, including the Accommodation Programme and the Customer Strategy.</p> |

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

| | |
|-----|---|
| 3.1 | <p>What does the information tell you about those groups identified?</p> <p>All employees, including Members will be affected as users.</p> |
| 3.2 | <p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>Informal consultation was undertaken with Service Directors and Service Managers during an independent review, which informed the key themes of the Strategy.</p> |
| 3.3 | <p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>N/A.</p> |

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Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

| Description of impact | Nature of impact Positive, neutral, adverse (explain why) | Extent of impact Low, medium, high (use L, M or H) |
|----------------------------|---|--|
| Age | Positive Improved user experience | L |
| Disability | Positive Improved user experience | L |
| Gender | Positive Improved user experience | L |
| Gender reassignment | Positive Improved user experience | L |
| Marriage/civil partnership | Positive Improved user experience | L |
| Pregnancy/maternity | Positive Improved user experience | L |
| Race | Positive Improved user experience | L |
| Religion/belief | Positive | L |
| Sexual orientation | Improved user experience | L |

Section 5: Conclusion

| | | Tick Yes/No as appropriate | |
|-----|--|--|--|
| 5.1 | Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups? | No <input checked="" type="checkbox"/> | |
| | | Yes <input type="checkbox"/> | If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place. |

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Section 6: Action plan to address and monitor adverse impacts

| What are the potential adverse impacts? | What are the mitigating actions? | Date they will be achieved. |
|---|----------------------------------|-----------------------------|
| N/A | | |

Section 7: Sign off

I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)

Signature of Head of Service: P Maginnis

Date: 26.02.2020

Signature of person completing the EqIA: C Ferrigi

Date: 26.02.2020

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