

**Record of decision that Equality Impact Assessment is not required
(July 2013)**

Directorate and service area | Central Services – Technology and Change

Name and contact of officer(s) taking decision that EIA not required

Robert Ling (AD), Keith Herring (PM), Joanne Chapman (PMO)

What are you proposing to do?

T & C is looking at various work strands to modernise the way we provide ICT to the authority, which includes:

- One council operational efficiency
- New ways of working
- Data management
- Partnership working and delivery models
- Business relationship management
- Innovation
- T & C Workforce

Why are you proposing this?

This work is driven by the need for T & C to deliver £1.9m savings as part of the 2020 savings programme, as well as enabling Directorates to achieve their 2020 savings.

Does the proposal involve a significant commitment or removal of resources?

The majority of this work will be absorbed within existing BAU resources, however we will require significant investment within certain areas such as New Ways of Working to deliver new technology.

Will this proposal change anything for customers or staff? What will change?

This proposal will provide more and better options in line with the 2020 transformation programme. It will modernise the ICT service, enabling the organisation to become more efficient, agile and responsive to meet the needs of our customers.

Will the proposal make things worse for people with protected characteristics (age, disability, sex, disability, gender reassignment, religion or belief, pregnancy or maternity, marriage or civil partnership)? (Customers, staff etc). How do you know? Do you have any evidence to support your assessment?

Consideration has been given to the potential for any adverse equality impacts arising from the proposals. In conclusion, it is the view of officers that the proposals within this programme do not have an adverse impact on any of the protected characteristics identified in the Equalities Act 2010.

If there might be a negative impact on people with protected characteristics can this impact be reduced? How?		
N/A		
Could the proposal have a significant negative impact on some people with protected characteristics or a less severe negative impact on a lot of people with protected characteristics? If “Yes” more detailed analysis should be undertaken and an EIA completed.		
No		
Does the proposal relate to an area where there are known inequalities (e.g. disabled people’s access to public transport)?		
No		
Could the proposal have a greater negative impact on people in rural areas?		
No		
Could the proposal have a worse impact on people with less money?		
No		
Will the proposal have a significant effect on how other organisations operate (e.g. partners, funding criteria, etc). Do any of these organisations support people with protected characteristics?		
No		
Do the answers to the previous questions make it reasonable to conclude that there will be no or very limited adverse impacts on people with protected characteristics?	Yes	
Will there be no or limited adverse impacts on people in rural areas?	Yes	
Will there be no or limited adverse impacts on people in rural areas?	Yes	
Further analysis and full EIA		No

Required		
Decision not to undertake EIA approved by (Assistant Director or equivalent)	Robert Ling	
Date:	19 March 2015	