

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA458492761

Submitted: 13 October 2022 16:41 PM

Executive summary

Title of policy / decision: Technology Services Enabling Technology Programme – Resourcing the Programme Team

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: This report sets out the core resource requirements to mobilise the Enabling Technology Programme (ETP) over the next three years. This is a large and extensive programme that touches all aspects of the organisation, in terms of technology infrastructure, data platforms, automation security, resilience and digitalisation. Within the 6 programme pillars there are 200 discrete work packages, which are condensed into 22 strands of activity. The scale and complexity is such that this work cannot be delivered within the current internal staff resource. There will be a need to create a core programme team to support delivery augmented by specialist technical partners and third parties.

What outcome(s) are you hoping to achieve?: The purpose of this programme is to ensure ECC is equipped with the right tools for the job, to deliver the ambitions described in the Essex Vision and the shared prosperity encapsulated in Everyone's Essex.

The Platforms for Data pillar will transform how we make use of data through use of best of breed data platforms that will enable us to democratise data driven insight in ways we have not been able to achieve before.

Linking this with our Automation and Efficiency pillar allows for much better understanding of how our assets are used and consumed. It enables predefined responses to be enabled based on a real and self-learning dataset. This has real life application in our work around climate change, social care, and environmental management systems.

The need to collaborate with partners has never been greater and is at the heart of how the health and social care economy will work in the future. The Technology for collaboration pillar will build on our learning through the pandemic and equip us with the safe and efficient virtual spaces where we can work together to deliver outcomes for our citizens.

Our future models for delivery will not be the traditional provider/consumer model the Citizen engagement pillar seeks to re-balance the relationship between citizen and local authority. We will be open to new and innovative engagement platforms, that deliver relevant and reliable content. We want to co-create services that are valued and meaningful to our citizens.

To achieve this, we will need to experiment and try new solutions. Our Innovation and Improvement pillar will require a mature approach to risk and building collaborative ventures that support ECC as a learning organisation. We will be bold and seek out opportunities to innovate in what we do.

Underlying all of these endeavours will be the need to be trusted by our staff and Members to provide the best user experience we can, through our Renewing our Technology pillar. We will do this through embedding our technology strategy, working with key strategic partners to consolidate and drive value for our technology, while ensuring our technology offer remains relevant and reliable.

Executive Director responsible for policy / decision: Nicole Wood (Finance and Technology)

Cabinet Member responsible for policy / decision: Christopher Whitbread (Finance, Resources and Corporate Affairs)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: The recommendations in this report will have a tangible impact on the Council's ambition to be net carbon neutral by 2030. It is important to reflect that reducing environmental impact is an expected outcome for all our projects. Technology Services acknowledge that we can make a significant contribution to our ambition to be carbon neutral by 2030 for example, our Cloud Modernisation activity. It will be possible to assess cumulative impacts as various aspects of each pillar are delivered. The programme team will have responsibility for collating impacts.

This report links to the following strategic priorities in the emerging Organisational Strategy 'Everyone's Essex':

- A strong, inclusive, and sustainable economy
- Health wellbeing and independence for all ages

Will this policy / decision impact on:

Service users: No

Employees: Yes

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy

Which strategic priorities does this support? - Economy?: Green growth

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The proposal provides for the onboarding and recruitment of staff to mobilise the ETP programme. Detailed impact assessments will be carried out where appropriate on a case-by-case basis as business cases are developed.

What actions have already been taken to mitigate any negative impacts:

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: None identified

What actions have already been taken to mitigate any negative impacts:

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: None identified

What actions have already been taken to mitigate any negative impacts:

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: None identified

What actions have already been taken to mitigate any negative impacts:

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: None identified

What actions have already been taken to mitigate any negative impacts:

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: Yes

Where are staff coming from and how they are travelling? Using local staff to reduce travel needs, use sustainable modes of travel to get to sites. Where car journey are essential, can staff be incentivised to car share?: Remote working will be offered where appropriate.

Are you specifying electric cars?: No

Are you specifying transition to low emission vehicles for heavier vehicles as these become available?:
No

Does your decision / policy involve elements connected to waste?: No

Nature of impact

Sustainable Transport / Travel: None

Rationale for assessment, including data used to assess the impact: None

What actions have already been taken to mitigate any negative impacts:

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 13/10/2022

Name of person completing the ECIA: Kevin Mulcahy

Email address of person completing the ECIA: Kevin.Mulcahy@essex.gov.uk

Your function: Corporate Services

Your service area: Technology Services

Your team: Technology Change & Delivery

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: melanie.hogger@essex.gov.uk