

Equality Impact Assessment - head of service review

Reference: EQIA207194988

Submitted: 20 July 2020 11:52 AM

Executive summary

Title of policy or decision: 0460 Software, Hosting and Associated Services Framework Novation and Extension

Describe the main aims, objectives and purpose of the policy (or decision): To extend the Framework Agreement for 12 months under Regulation 72 of the Procurement Contract Regulations 2015.

What outcome(s) are you hoping to achieve?: Transform the council to achieve more with less

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates: Executive Director Decision

Please upload any documents which relate to this EqlA, for example decision documents: Executive Director Decision

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): Section 20 of the Equality Act requires the Council to offer reasonable adjustments for disabled employees and citizens to overcome barriers in accessing services and within the work place. While not all disabled people will require reasonable adjustments for accessing the services, some people with sensory, physical or learning disabilities may have barriers

The contract itself does not specify the type of software, but provides a vehicle for officers to purchase software. Officers will be expected to consider reasonable adjustments when purchasing any package through this mechanism.

The decision will have no direct impact as it will look to support and deliver software and hosting services that are currently in place.

Does or will the policy or decision affect:

Service users: No

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

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

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability, Disability - physical impairment, Disability - sensory impairment

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Age

Nature of impact: Neutral

Please provide more details about the nature of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Extent of impact: Low

Please provide more details about the extent of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Disability - learning disability

Nature of impact: Neutral

Please provide more details about the nature of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Extent of impact: Low

Please provide more details about the extent of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Disability - physical impairment

Nature of impact: Neutral

Please provide more details about the nature of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Extent of impact: Low

Please provide more details about the extent of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Disability - sensory impairment

Nature of impact: Neutral

Please provide more details about the nature of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Extent of impact: Low

Please provide more details about the extent of impact: While some people with physical disabilities may require reasonable adjustments, the software procured will not create a barrier for disabled people as it will be fully accessible. When purchasing individual software packages through this mechanism, officers will have to consider reasonable adjustments.

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqlA completed: 20/07/2020

Name of person completing the EqlA: Cara Gale

Email address of person completing the EqlA: Cara.Gale@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Finance and Technology

Your team: Procurement

Are you submitting this EqlA on behalf of another function, service area or team?: Yes

Name of person completing the EqlA: Cara Gale

Function: Corporate and Customer Services

Service area: Finance and Technology

Team: Technology Services

Email address of Head of Service: nicole.wood@essex.gov.uk