Consolidated Pack of EIAs Chief Operating Officer Directorate Budget Savings 2023/24 Scrutiny Meeting 1/12/2022

The following pages contain the EIA assessments of the proposals being put forward by the Chief Operating Officer Directorate. Below is an index of each proposal and the pages on which the EIA for each proposal appears.

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RES-2324 –11b	Assistant Electoral Officers	09-15
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EQUALITY IMPACT ASSESSMENT

PLEASE ENSURE YOU READ THE GUIDANCE NOTES BEFORE COMPLETING THIS TEMPLATE

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

The outcome of this EIA has been assessed to be:
licable – see Appendix A)

SECTION 1:

Title	RES-2324- 11a - Canvass reform saving
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This will reduce the cost of printing and postage due to the digital platform which is now used for canvass reform. The authority and the electoral registration officer will benefit due to the £20,000 saving.
Date sent to Finance	30/06/2022
Version number and date of update	V1- 17.05.22

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes. Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal 						
	How many people use the service currently? What is this as a % of Slough's population? Gender	60%of households have the ability to use this service					
	Race	N/A					
	Disability	N/A					
	Sexual orientation	N/A					
	Age	N/A					
	Religion or belief	N/A					
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.	No						

h protected	No				
vo et evietice theet eve					
racteristics that are					
derrepresented in the					
nitoring information					
ative to their size of					
population? If so, this					
ıld indicate that the					
vice may not be					
ressible to all groups or					
re may be some form					
direct or indirect					
crimination occurring.					
Does the project, police				ortionately impact	on people wi
protected characterist	ic? If so, is the	e impact posit	ive or negative?		
					.
NA		None	Positive	Negative	Not sure
Men or women					
People of a particular					
ethnicity (including re					
asylum seekers, migra					
gypsies and travellers					
Disabled ¹ people (con		\boxtimes			
different types of phy					
learning or mental dis	sabilities)				
People of particular s	exual				
orientation/s					
People in particular a	ge groups	\boxtimes			
(consider in particular	r children,				
under 21s and over 6	5s)				
	ding to				
People who are inten	-	_		<u>—</u>	_
People who are intenumbergo, are undergo				1	1
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undergo, are undergo have undergone a pro part of a process of g reassignment Impact due to pregna maternity	ncy/				
undergo, are undergo have undergone a pro part of a process of g reassignment Impact due to pregna maternity People of particular fa	ncy/				
undergo, are undergo have undergone a pro part of a process of g reassignment Impact due to pregna maternity	ncy/				

 $^{^{1}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how have you come to this decision?
	This is a statutory duty carried out on behalf of the electoral registration officer, this saving is due to decrease in printing and postage due to moving to a more digital platform with the canvass reform process.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

		Positive impact?		Negative impact? If	No specific impact	If the impact is negative how can it be mitigated? Please specify any	What , if any, are the cumulative effects of this decision when viewed in	
Protected (Protected Group		Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men					Х		
Gender	Women					Х		
	White					Х		
	Mixed/Multiple ethnic groups					Х		
	Asian/Asian British					х		
Race	Black/African/Caribbean/ Black British					Х		
	Gypsies / travellers					Х		
	Other ethnic group					Х		
	Physical					Х		
	Sensory					Х		
Disability	Learning Difficulties					Х		
	Learning Disabilities					Х		
	Mental Health					Х		

		Positive impact?			No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects	
Protected Gr	roup	Eliminate discrimination	Advance equality	Good relations	Negative impact impact?		can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual					х		
0.00	Older people (50+)					Х		
Age	Younger people (16 - 25)					Х		
Gender Reass	ignment					Х		
Impact due to	pregnancy/maternity					Х		
Groups with particular faiths and beliefs						Х		
People on low	<i>i</i> incomes					Х		

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

come of this EIA has been assessed
as applicable – see Appendix A)

SECTION 1:

Title	RES-2324-11b - Assistant Electoral Officers Savings
What are you analysing?What is thepolicy/project/activity/ctrategy	The savings relate to a reduction in staff by 2 FTE
 policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	No specific groups are targeted or impacted by this.
Date sent to Finance	30/06/2022
Version number and date of update	V1 – 17.05.22

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	 Please provide an overview of who uses/will use your service or fact identify who are likely to be impacted by the proposal If you do not formally collect data about a particular group then use results of local surveys or consultations, census data, national trend anecdotal evidence (indicate where this is the case). Please attempt complete all boxes. Consider whether there is a need to consult stakeholders and the purincluding members of protected groups, in order to gather informat potential impacts of the proposal 					
	How many people use the service currently? What is this as a % of Slough's population? Gender	Households of slough use electoral services to register to vote. N/A				
	Race	N/A				
	Disability	N/A				
	Sexual orientation Age	N/A N/A				
	Religion or belief	N/A				
2.2 Are there any groups with protected	No					
characteristic that are overrepresented in the monitoring information relative to their size of						
the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.						

racteristics that are errepresented in the nitoring information tive to their size of population? If so, this id indicate that the vice may not be essible to all groups or the may be some form irect or indirect rimination occurring.	No				
Does the project, police protected characterist				ortionately impact	on people with
		None	Positive	Negative	Not sure
Men or women					
People of a particula		\boxtimes			
ethnicity (including r	•				
asylum seekers, migr					
gypsies and traveller	-	\square			
Disabled ² people (co					
learning or mental di					
People of particular s			П	П	
orientation/s				_	
People in particular a	ige groups	\boxtimes			
(consider in particula					
under 21s and over 6	-				
People who are inter					
undergo, are underg	_				
part of a process of					
reassignment	5				
Impact due to pregna	ancy/				
maternity					
People of particular f	aiths and	\boxtimes			
beliefs		\square			
	People on low incomes				

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 $^{^{2}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

RES-2324-11b

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how have you come to this decision?
	There is no negative impact on any groups

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?		Negative impact? If	No specific impact	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in	
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men							
Gender	Women							
	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
Race	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
	Physical							
	Sensory							
Disability	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

RES-2324-11b

Protected Gr	oup	Eliminate discrimination	Positive imposed and a second in the second	good relations	Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
Sexual Orientation	Lesbian, gay men, bisexual	•						
	Older people (50+)							
Age	Younger people (16 - 25)							
Gender Reass	ignment							
Impact due to	pregnancy/maternity							
Groups with particular faiths and beliefs								
People on low	, incomes							

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SECTION 1:

Title	RES-2324-11c Corporate public outdoor Events savings proposal
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	The impact of the proposal to stop providing public outdoor events including Bonfire and Firework Spectacular, Canal Festival, Festive Fun, Christmas Lights, Christmas Tree and switch on event. The deletion of the Senior Marketing Officer post with responsibility for corporate public outdoor events.
Date sent to Finance	30/06/2022
Version number and date of update	V1 15 March 2022.

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes. Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal 						
	How many people use the service currently? What is this as a % of Slough's population? Gender	Events attract a range of people from within and outside of Slough. However, the majority of attendees are from Slough and the immediate 15km radius. Particular events attract different audiences. Around 50/50.					
	Disability	Unknown breakdown. Not measured. Specific provisions are put in place for disabled visitors to specific events – in particular the bonfire. This means there is a higher attendance of disabled residents to the Bonfire event.					
	Sexual orientation Age	Unknown. Specific events attract different ages. The Canal Festival for example attracts a large of range of ages than the Bonfire for example.					
	Religion or belief	Unknown.					

2.2 Are there any with protected characteristic that overrepresented monitoring information relative to their state population? It could indicate the proposal may have disproportionate on this group ever universal service.	There is a speople with the mation size of so, this at the ve a impact			ted attendance at to	he Bonfire event of spart of the event.
with protected characteristics the underrepresente monitoring information relative to their state population? It could indicate the service may not be accessible to all go there may be some of direct or indirect discrimination occur.	No. at are d in the mation ize of if so, this at the e roups or ne form ct				
2.4 Does the pr	oject, policy or propos			ortionately impact	on people with a
2.4 Does the pr				ortionately impact	on people with a
2.4 Does the pr	oject, policy or propos			ortionately impact Negative	on people with a Not sure
2.4 Does the protected components of the protected compone	oject, policy or propos haracteristic? If so, is t omen	he impact posi	tive or negative?		
2.4 Does the proprotected components of the proposed of the proprotected components of the pr	oject, policy or propos haracteristic? If so, is t omen a particular race or	he impact posi	tive or negative?		
2.4 Does the proprotected components of the property of the pr	oject, policy or propos haracteristic? If so, is t omen a particular race or including refugees,	he impact posi	tive or negative?		
Men or wo People of a sylum see	oject, policy or propos haracteristic? If so, is t omen a particular race or including refugees, ekers, migrants and	he impact posi	tive or negative?		
Men or wo People of ethnicity (i asylum see gypsies an	oject, policy or propos haracteristic? If so, is t omen a particular race or including refugees, ekers, migrants and d travellers)	he impact posi	tive or negative?		Not sure
Does the proportion of the protected compared to the protected to	oject, policy or propos haracteristic? If so, is t omen a particular race or including refugees, ekers, migrants and d travellers) people (consider	he impact posi	tive or negative?		
Men or wo People of a ethnicity (i asylum see gypsies an Disabled³ different t	oject, policy or propos haracteristic? If so, is t omen a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical,	he impact posi	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies an Disabled different to learning or	oject, policy or propos haracteristic? If so, is to omen a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, r mental disabilities)	None	tive or negative?		Not sure
Does the proposed of the protected of th	oject, policy or propos haracteristic? If so, is to omen a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, r mental disabilities) particular sexual	he impact posi	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies an Disabled ifferent to learning or People of orientation	oject, policy or propos haracteristic? If so, is to omen a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, r mental disabilities) particular sexual	None	tive or negative?		Not sure
Men or wo People of a ethnicity (i asylum see gypsies an Disabled³ different t learning or People of orientation People in p	oject, policy or propos haracteristic? If so, is t omen a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, r mental disabilities) particular sexual	None	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies and Disabled different to learning of People of orientation People in processing to the property of the p	oject, policy or propos haracteristic? If so, is to omen a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, r mental disabilities) particular sexual n/s particular age groups	None	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies an Disabled in learning or People of orientation People in procession (consider in under 21s)	oject, policy or propos haracteristic? If so, is to omen a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, r mental disabilities) particular sexual n/s particular age groups n particular children,	None	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies and Disabled ifferent to learning of People of orientation People in procession (consider in under 21s).	oject, policy or propose haracteristic? If so, is to be men a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, remental disabilities) particular sexual m/s particular age groups on particular children, and over 65s)	None	tive or negative?		Not sure
Men or wo People of a ethnicity (in asylum see gypsies an Disabled in learning or People of orientation People in learning or learning	oject, policy or propose haracteristic? If so, is to be men a particular race or including refugees, ekers, migrants and d travellers) people (consider ypes of physical, remental disabilities) particular sexual m/s particular age groups on particular children, and over 65s) o are intending to be are undergoing or ergone a process or	None	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies and Disabled in learning of People of orientation People in learning of the consider in under 21s People who undergo, and have undergo, and have undergont of a person or in the consider in the consider in learning of a people who undergo, and have undergo, and have undergo, and have undergont of a people who in the consider in the consideration of a people who is the consideration of a people who is the consideration of a people who is the consideration of	oject, policy or propose haracteristic? If so, is to the propose of particular race or including refugees, ekers, migrants and ditravellers) people (consider ypes of physical, right mental disabilities) particular sexual in/s particular age groups in particular children, and over 65s) of are intending to are undergoing or irgone a process or rocess of gender	None	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies and Disabled different to learning of People of orientation People in procession (consider in under 21sto People who undergo, and have under part of a preassignm	oject, policy or propose haracteristic? If so, is to be the particular race or including refugees, elkers, migrants and disabilities) people (consider types of physical, remental disabilities) particular sexual ends particular age groups on particular children, and over 65s) of are intending to the particular age groups of are undergoing or the process of gender ent	None None	tive or negative?		Not sure
Men or wo People of ethnicity (in asylum see gypsies and Disabled different to learning of People of orientation People in procession (consider in under 21sto People who undergo, and have under part of a preassignm	oject, policy or propose haracteristic? If so, is to the propose of particular race or including refugees, ekers, migrants and ditravellers) people (consider ypes of physical, right mental disabilities) particular sexual in/s particular age groups in particular children, and over 65s) of are intending to are undergoing or irgone a process or rocess of gender	None	tive or negative?		Not sure

 $^{^{3}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People of particular faiths and beliefs							
	People on low incomes							
	If any of the answers to the quest detailed impact assessment.	tions above is,	"negative" or "und	clear" you will nee	d to undertake a			
2.5	Based on your responses, should	ld a full, detaile	ed EIA be carried o	out on the project,	policy or proposal			
	Yes No 🗌							
2.6	Provide brief reasons on how ha	ave you come t	o this decision?					
	The cancellation of events in Slough, the majority of which are free to enter will have an impact on local income families as most other activities of a similar type in Slough are not free to enter and do not necessarily provide a similar level of accessibility for those with disabilities. Many of the events are centred around the major Christian festival of Christmas. Though the activities themselves are secular in nature, the cancellation and marking of this festival could be seen to be detrimental to those with a Christian faith.							

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

	Positive impact?			Negative impact? If	No specific	If the impact is negative how can it be mitigated? Please specify any	What , if any, are the cumulative effects of this decision when viewed in
Protected Group		Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
len					х		
omen /					x		
/hite					Х		
ixed/Multiple ethnic oups					Х		
sian/Asian British					X		
ack/African/Caribbean/ ack British					Х		
ypsies / travellers					X		
ther ethnic group					х		
nysical				X		The Bonfire event in particular offers specific provision for those with disabilities – including a dedicated car park and viewing area all on hard standing. Community and privately run public outdoor events will be encouraged to offer similar provision.	None
//cosina a a a a th	omen nite xed/Multiple ethnic oups an/Asian British ock/African/Caribbean/ock British psies / travellers her ethnic group	omen nite xed/Multiple ethnic oups an/Asian British ock/African/Caribbean/ock British psies / travellers her ethnic group	omen nite xed/Multiple ethnic oups an/Asian British ack/African/Caribbean/ ack British psies / travellers her ethnic group	omen nite xed/Multiple ethnic oups an/Asian British ock/African/Caribbean/ ock British psies / travellers her ethnic group	omen nite xed/Multiple ethnic oups an/Asian British ack/African/Caribbean/ ack British psies / travellers her ethnic group	omen X nite X xed/Multiple ethnic X an/Asian British X ack/African/Caribbean/ ack British X psies / travellers X her ethnic group X x x x x x x x x x x x x x	mite

RES-2324-11c

			1	
Sensory	X		The Bonfire event in	NI
Schooly	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		particular offers specific	None
			provision for those with	
			disabilities – including a	
			dedicated car park and	
			viewing area all on hard	
			standing.	
			Community and privately	
			run public outdoor events	
			will be encouraged to offer	
			similar provision.	
Learning Difficulties	Х		The Bonfire event in	
Learning Diriculties	^		particular offers specific	None
			provision for those with	
			disabilities – including a	
			dedicated car park and	
			viewing area all on hard	
			standing.	
			Community and privately	
			run public outdoor events	
			will be encouraged to offer	
			similar provision.	
Learning Disabilities	Х		The Bonfire event in	
Learning Disabilities	^		particular offers specific	None
			provision for those with	
			disabilities – including a	
			dedicated car park and	
			viewing area all on hard	
			standing.	
			Community and privately	
			run public outdoor events	
			will be encouraged to offer	
			similar provision.	
Mental Health		х		

						KES-232	T 110	
Protected Group		Positive impact?				No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual					Х		
Age	Older people (50+)					Х		
Age	Younger people (16 - 25)					Х		
Gender Reass	ignment					X		
Impact due to	pregnancy/maternity					X		
Groups with p	particular faiths and beliefs				X		As many of the council's events are around the Christmas festival, it could be considered to be negatively affecting the Christian Community. This will be mitigated by working with the BID to provide a Christmas light cover in the town centre.	None.
People on low incomes					х		Many of the council's events are free to enter – other than the Bonfire which is priced to be affordable to local residents. Community-run public outdoor events will be encouraged to offer low cost alternatives.	None

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Review of Public Outdoor Events policy to ensure accessibility for those with disabilities is accounted for in event plans from outside agencies	Disability	Externally-run events consider accessibility for those with disabilities and specific provision for accessibility	None	Kate Pratt, communications	31/12/2022	Amber
Conversations to take place with BID to encourage preplanning for Christmas related activities	Faith	To keep some recognition of the Christmas period within the town centre	None	Kate Pratt, communications	31/8/2022	Amber
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SECTION 1:

Title	RES-2324- 11d - Proposal to no longer provide a Citizen magazine
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	A savings proposal to no longer provide a council magazine for residents – The Citizen – currently produced four times a year, printed and hand delivered through 53,000 residential doors.
Date sent to Finance	30/06/2022
Version number and date of update	V1 – 15 March 2022

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes. Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal How many people use the service The magazine is delivered to 53,000 currently? What is this as a % of households – which aims to be all the Slough's population? residential properties in Slough. However, there is no way to gauge readership following delivery. Gender As Slough Race As Slough Disability As Slough Sexual orientation As Slough Age As Slough Religion or belief As Slough 2.2 Are there any groups Older people are overrepresented when we have asked questions about with protected communications through the door in the past. Traditionally, older people have characteristic that are been more likely to read the council's magazine. overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.

2.3 Are there any groups
with protected
characteristics that are
underrepresented in the
monitoring information
relative to their size of
the population? If so, this
could indicate that the
service may not be
accessible to all groups or
there may be some form
of direct or indirect
discrimination occurring.

Young people. However traditionally younger people do not have the time or inclination to read council materials through their door.

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?

	None	Positive	Negative	Not sure
Men or women	\boxtimes			
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)				
Disabled ⁴ people (consider different types of physical, learning or mental disabilities)				
People of particular sexual orientation/s	\boxtimes			
People in particular age groups (consider in particular children, under 21s and over 65s)				
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment				
Impact due to pregnancy/ maternity	\boxtimes			
People of particular faiths and beliefs	\boxtimes			
People on low incomes	\boxtimes			

If any of the answers to the questions above is, "negative" or "unclear" you will need to undertake a detailed impact assessment.

⁴ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

RES-2324-11d

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🗌
2.6	Provide brief reasons on how have you come to this decision?
	As older people are more likely to read Council materials which come through the door and less likely to be digitally enabled or digitally literate, cancelling a regular printed communications method and replacing with enhanced digital communications could be considered to adversely affect Slough's older population.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If	No specific impact	If the impact is negative how can it be mitigated? Please specify any	What , if any, are the cumulative effects of this decision when viewed in
		Eliminate discrimination	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men					х		
Gender	Women					Х		
	White					Х		
	Mixed/Multiple ethnic groups					Х		
	Asian/Asian British					X		
Race	Black/African/Caribbean/ Black British					Х		
	Gypsies / travellers					X		
	Other ethnic group					Х		
	Physical					Х		
	Sensory	х	Х	Х				
Disability	Learning Difficulties					Х		
	Learning Disabilities					Х		
	Mental Health					Х		

RES-2324-11d

					KLS	-2324-11a		
Protected Group		Positive impact?				No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual					Х		
Age	Older people (50+)				Х		Potentially lesser engagement. Other printed and delivered materials to be considered for specific targeting of campaigns.	Potential dissatisfaction with the council as a whole.
	Younger people (16 - 25)					Х		
Gender Reass	ignment					Х		
Impact due to	pregnancy/maternity					Х		
Groups with p	particular faiths and beliefs					Х		
People on low	<i>i</i> incomes				Х		Potentially lesser engagement among those who are digitally poor. Other printed and delivered materials to be considered for specific targeting of campaigns.	None

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Continue to investigate setting up on easy to register system to receive council news by email.	Older people	More older people who are digitally enabled receiving council news in a way appropriate for them	Time.	Kate Pratt	31/08/22	Amber
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

be:
e – see Appendix A)

SECTION 1:

Title	Vacancy factor (COO) – RES-2324-18a
 What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	A saving of £500k on a vacancy factor basis will be applied to the staffing budgets across the Chief Operating Officer controlled service areas (IT, HR, Comms, Customer, Business Services etc), formerly within the Resources directorate. The applicable budget carrying forward into 2023/24 after other relevant savings amounts to £10.3m. The saving therefore represents a vacancy factor assumption of 4.8%. This arises through the underspend that occurs between staff leaving (and current vacancies held) and these being backfilled, together with ad hoc reviews of departmental structures. The saving will be spread across all service areas and so there will be a natural mix of under and overspends arising which will even out across the directorate. September 2022
- Bate Sent to I mance	
Version number and date of update	V1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	 Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes. Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal 							
	How many people use the service currently? What is this as a % of Slough's population? Gender	N/A						
	Race	N/A						
	Disability	N/A						
	Sexual orientation	N/A						
	Age	N/A						
	Religion or belief	N/A						
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.		ernal customers, whether residents or r affected in any way as a consequence of this						

n protected	No, see 2.2 a	above			
acteristics that are					
errepresented in the					
nitoring information					
tive to their size of					
population? If so, this					
ld indicate that the					
vice may not be					
essible to all groups or					
re may be some form					
direct or indirect					
crimination occurring.			and the state of	attached to the	
Does the project, police				ortionately impact	on people with
protected characterist	ic? if so, is th	e impact posi	tive or negative?		
		None	Positive	Negative	Not sure
Men or women		\boxtimes			
People of a particular	race or	\boxtimes			
ethnicity (including re	efugees,				
asylum seekers, migra	ants and				
gypsies and travellers	5)				
Disabled ⁵ people (cor	nsider	\boxtimes			
different types of phy	/sical,				
learning or mental dis	sabilities)				
People of particular s	exual	\boxtimes			
orientation/s					
People in particular a		\boxtimes			
(consider in particula					
under 21s and over 6					
People who are inten	-	\boxtimes			
undergo, are undergo	-				
have undergone a pro					
part of a process of g	gender				
reassignment		\square			
Impact due to pregna	incy/	\boxtimes		Ш	
maternity	a:+ba a a d	\square			
People of particular for beliefs	aiths and				
nellets		\square			
People on low income	29				

 $^{^{5}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how have you come to this decision?
	There are no impacts on any parties, whether of a protected characteristic or not, as a result of this proposed saving. It recognises that due to natural staff turnover there will be underspends in the staffing budgets.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men							
Gender	Women							
	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
Race	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
Disability	Physical							
	Sensory							
	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

Protected Group		Eliminate discrimination Advance equality Good relations		Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects	
Sexual Orientation	Lesbian, gay men, bisexual	70		0				
	Older people (50+)							
Age	Younger people (16 - 25)							
Gender Reass	ignment							
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								
People on low incomes								

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter requir	additional rows if red						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

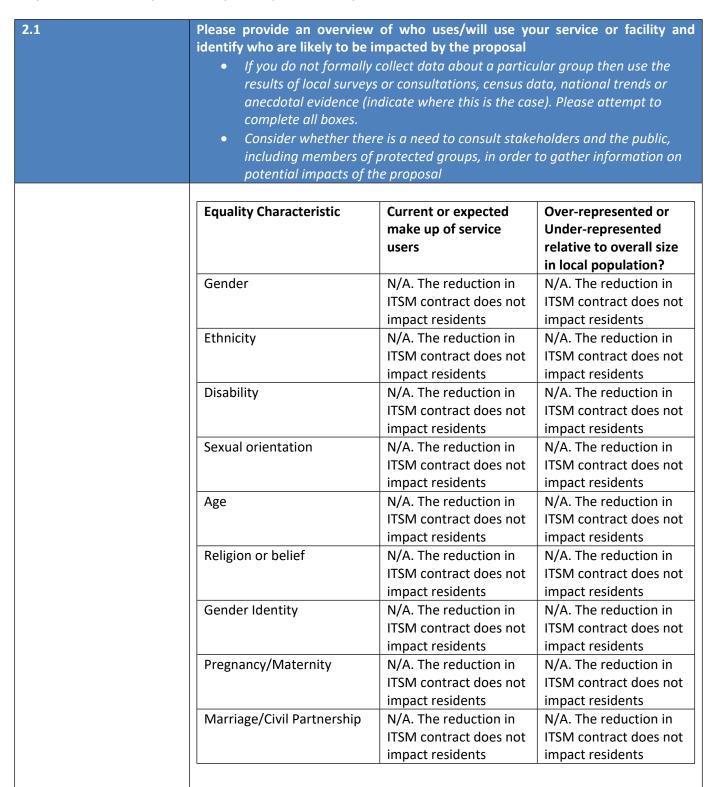
The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	RES-2324-47a - Reprovision of the Council's ITSM Contract
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This business case is proposing a reprovision of the ITSM contract which is due to expire on 21st March 2023. The current system costs £0.087m per annum but the reprovision of a new contract is expected to be around £0.047m per year yielding a saving of £0.040m in 23/24.
Date sent to Finance	26/10/2022
Version number and date of update	0.1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.



2.2 Are there any groups N/A. The reprovision of the ITSM contract does not impact r					dents	
with protected						
characteristic that are						
overrepresented in the						
monitoring information						
relative to their size of						
the population? If so, this						
could indicate that the						
proposal may have a						
disproportionate impact						
on this group even if it is a						
universal service.						
2.3 Are there any groups						
with protected	N/A. The re	provision of th	e ITSM contract d	oes not impact resi	dents	
characteristics that are						
underrepresented in the						
monitoring information						
relative to their size of						
the population? If so, this						
could indicate that the						
service may not be						
accessible to all groups or						
there may be some form						
of direct or indirect						
discrimination occurring.						
2.4 Does the project, pol				ortionately impact	on people with a	
				ortionately impact	on people with a	
2.4 Does the project, pol				ortionately impact	on people with a	
2.4 Does the project, pol				ortionately impact Negative	on people with a	
2.4 Does the project, pol		None	tive or negative?			
2.4 Does the project, polyprotected characterism Men or women People of a particular	stic? If so, is to	he impact posi	tive or negative?			
2.4 Does the project, pol protected characterism	stic? If so, is to	None	tive or negative?			
2.4 Does the project, polyprotected characterism Men or women People of a particular	ar race or refugees,	None	tive or negative?			
2.4 Does the project, polyprotected characterism Men or women People of a particular ethnicity (including asylum seekers, miggypsies and travelle	ar race or refugees, grants and ers)	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, miggypsies and travelle Disabled ⁶ people (co	ar race or refugees, grants and ers)	None	tive or negative?			
2.4 Does the project, pol protected characteris Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled people (condifferent types of pl	ar race or refugees, grants and ers) onsider hysical,	None	tive or negative?			
2.4 Does the project, polyprotected characterism Men or women People of a particular ethnicity (including asylum seekers, miggypsies and travelled Disabled people (condifferent types of plearning or mental conditions).	ar race or refugees, grants and ers) onsider hysical, disabilities)	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled ⁶ people (condifferent types of plearning or mental of People of particular)	ar race or refugees, grants and ers) onsider hysical, disabilities)	None	tive or negative?			
2.4 Does the project, pol protected characteris Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled people (condifferent types of plearning or mental of People of particular orientation/s	ar race or refugees, grants and ers) onsider hysical, disabilities)	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled people (condifferent types of plearning or mental of People of particular orientation/s People in particular	ar race or refugees, grants and ers) onsider hysical, disabilities) resexual	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mis gypsies and travelled Disabled ⁶ people (condifferent types of plearning or mental of People of particular orientation/s People in particular (consider in particular	ar race or refugees, grants and ers) onsider hysical, disabilities) sexual	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled people (condifferent types of plearning or mental of People of particular orientation/s People in particular	ar race or refugees, grants and ers) onsider hysical, disabilities) sexual	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mis gypsies and travelled Disabled ⁶ people (condifferent types of plearning or mental of People of particular orientation/s People in particular (consider in particular	ar race or refugees, grants and ers) onsider hysical, disabilities) sexual age groups lar children, 65s)	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, miggypsies and travelled Disabled ⁶ people (condifferent types of plearning or mental of People of particular orientation/s People in particular (consider in particular under 21s and over People who are integundergo, are undergo	ar race or refugees, grants and ers) onsider hysical, disabilities) r sexual r age groups lar children, 65s) ending to going or	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled people (consider in particular (consider in particular under 21s and over People who are interested in particular in particu	ar race or refugees, grants and ers) onsider hysical, disabilities) r sexual r age groups lar children, 65s) ending to going or	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, miggypsies and travelled Disabled ⁶ people (condifferent types of plearning or mental of People of particular orientation/s People in particular (consider in particular under 21s and over People who are integundergo, are undergo	ar race or refugees, grants and ers) onsider hysical, disabilities) sexual age groups lar children, 65s) ending to going or process or	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled ⁶ people (condifferent types of plearning or mental of People of particular orientation/s People in particular (consider in particular under 21s and over People who are integrated in the particular undergo, are undergone application or possible who are integrated in the property of the pr	ar race or refugees, grants and ers) onsider hysical, disabilities) sexual age groups lar children, 65s) ending to going or process or	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, mig gypsies and travelled Disabled people (consider in particular orientation/s People in particular (consider in particular under 21s and over People who are integrated in part of a process of	ar race or refugees, grants and ers) onsider hysical, disabilities) r age groups lar children, 65s) ending to going or process or gender	None	tive or negative?			
Men or women People of a particular ethnicity (including asylum seekers, miggypsies and travelled Disabled ⁶ people (condifferent types of plearning or mental of People of particular orientation/s People in particular (consider in particular (consider in particular under 21s and over People who are integrated undergo, are undergo, are undergonary of a process of reassignment	ar race or refugees, grants and ers) onsider hysical, disabilities) r age groups lar children, 65s) ending to going or process or gender	None None	tive or negative?			

 $^{^{6}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

women), people with disabilities, some ethnic minority groups etc). This is especially important wh	beliefs				
People with in some equality groups are more likely to be on low incomes (e.g. single parents (momen), people with disabilities, some ethnic minority groups etc). This is especially important who	People on low incomes				
		some ethnic m nd access to se	ninority groups etc rvices.	c). This is especially	important who

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	The reprovision of the ITSM contract does not impact residents. It's a contract change. Therefore, it was deemed that a full EIA was not required.

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men							
Gender	Women							
	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
Race	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
	Physical							
	Sensory							
Disability	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

Protected Group		Positive impact?				No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual							
A.50	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reass	ignment							
Impact due to	Impact due to pregnancy/maternity							
Groups with p	articular faiths and beliefs							
People on low	incomes							

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:

SECTION 1:

Title	RES-2324-47b - Re-procurement of the Council's landline telephony contract
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This business case is proposing the re-procurement of the Council's landline telephony contract which is due to expire in Feb 2023. This will drive cost savings for 23/24 and 24/25. The current contract costs for the landline telephony are £0.117m for the licences and circuits and £0.048m for the line rental and call charges. With the expiry for the call centre telephony contract also in February 2023, there is an opportunity to consolidate the provision of telephony services for corporate and contact centre services into a single contract with a supplier as a managed service, achieving best value for the council. This alignment of contracts is proposing of £0.025m per year saving on the corporate telephony aspect of the project.
Date sent to Finance	26/10/2022
Version number and date of update	0.1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	Diasca provide an exemie	of who uses/will use w	cour convice on facility and						
2.1	identify who are likely to be	Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal							
	results of local surve anecdotal evidence complete all boxes.	lly collect data about a particeys or consultations, census of (indicate where this is the consult stake)	data, national trends or ase). Please attempt to						
		including members of protected groups, in order to gather information on							
	potential impacts of	f the proposal							
	Favolity Chayastavistic	Current or ownested	Over represented or						
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?						
	Gender	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents						
	Ethnicity	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents						
	Disability	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents						
	Sexual orientation	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents						
	Age	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents						
	Religion or belief	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents						
	Gender Identity	N/A. The re-provision for the landline telephony contract	N/A. The re-provision for the landline telephony contract						

		does not impact residents	does not impact residents
	Pregnancy/Maternity Marriago/Civil Portnership	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents
	Marriage/Civil Partnership	N/A. The re-provision for the landline telephony contract does not impact residents	N/A. The re-provision for the landline telephony contract does not impact residents
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.	N/A. The re-provision for the	e landline telephony contrac	ct does not impact residents
2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.	N/A. The re-provision for the	e landline telephony contrac	ct does not impact residents
2.4 Does the project, poli	cy or proposal have the potentic? If so, is the impact positiv		mpact on people with a
protected characteris	ne: Il so, is the impact positiv	e or negative:	
DA	None	Positive Negati	ve Not sure
Men or women People of a particula ethnicity (including r asylum seekers, migr gypsies and traveller	efugees, ants and		

Disabled ⁷ people (con different types of phy learning or mental dis	sical,			
People of particular so orientation/s				
People in particular ag (consider in particular under 21s and over 69	children,			
People who are inten- undergo, are undergo have undergone a pro part of a process of g reassignment	oing or ocess or ender			
Impact due to pregna maternity	ncy/			
People of particular fa	aiths and			
People on low income	es*			
*People with in some women), people with o you are looking at fees If any of the answers to detailed impact assess	disabilities, some eth , charges and access o the questions abov	nic minority group to services.	s etc). This is especia	
		L. H. Jein I.		
2.5 Based on your respo	nses, snouid a fuil, d	letalled EIA be carr	led out on the projec	t, policy or proposal
Yes No 🖂				
2.6 Provide brief reason:	s on how you have co	ome to this decisio	n?	
The re-provision for t Therefore, it was dee	•	-	impact residents. It'	s a contract change.

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed.

 $^{^{7}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

			Positive im	pact?	Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in	
Protected Group		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact		Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts	
Gender	Men								
Gender	Women								
	White								
	Mixed/Multiple ethnic groups								
	Asian/Asian British								
Race	Black/African/Caribbean/ Black British								
	Gypsies / travellers								
	Other ethnic group								
	Physical								
	Sensory								
Disability	Learning Difficulties								
	Learning Disabilities								
	Mental Health								

		Positive impact?				No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
Protected Group		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual							
Ago	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reass	ignment							
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								
People on low	People on low incomes							

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

The outcome of this EIA has been assessed	
to be:	

SECTION 1:

Title	RES-2324-47c - Reduction in the mobile connections/devices
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This business case is proposing the reduction in the number of mobile connections/devices across the Council which will drive cost savings for 23/24 and 24/25. It is proposed to terminate 500 connections in 23/24 which will propose a £0.060m cost saving for 23/24. A further 500 connections will be terminated in 24/25 to achieve another £0.060m savings.
	The terminations will be identified by applying a council wide policy on eligibility for a council mobile phone. This policy will need to be adopted across the council and SCF.
Date sent to Finance	26/10/2022
Version number and date of update	0.1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	results of local survey anecdotal evidence (i complete all boxes. • Consider whether the	impacted by the proposal vicollect data about a particle or consultations, census of indicate where this is the consult stake of the protected groups, in order	cular group then use the data, national trends or ase). Please attempt to
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?
	Gender	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Ethnicity	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Disability	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Sexual orientation	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Age	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Religion or belief	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Gender Identity	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Pregnancy/Maternity	N/A. Reducing mobile connections/devices does not impact residents	N/A. Reducing mobile connections/devices does not impact residents
	Marriage/Civil Partnership	N/A. Reducing mobile connections/devices	N/A. Reducing mobile connections/devices

			does not im residents	pact	does not impact residents		
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.	with protected characteristic that are everrepresented in the monitoring information relative to their size of che population? If so, this could indicate that the erroposal may have a disproportionate impact on this group even if it is a universal service.						
2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.	N/A. Reduc	ing mobile con	nections/devices (does not impa	act residents		
2.4 Does the project, poliprotected characteris				ortionately im	pact on people with a		
ethnicity (including rasylum seekers, mig	People of a particular race or ethnicity (including refugees, asylum seekers, migrants and		Positive	Negative	e Not sure		
gypsies and traveller Disabled® people (co- different types of ph learning or mental d People of particular orientation/s	nsider ysical, isabilities)						

 $^{^{8}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People in particular age groups (consider in particular children, under 21s and over 65s)					
	People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment					
	Impact due to pregnancy/ maternity	\boxtimes				
	People of particular faiths and beliefs	\boxtimes				
	People on low incomes*					
l li	f any of the answers to the questiletailed impact assessment. Based on your responses, shoul	ions above is, '	"negative" or "unc	·		
2.5	Based on your responses, snoul	d a full, detail	ed EIA de Carried o	ut on the project,	policy or proposal	
	Yes No 🖂					
2.6	Provide brief reasons on how yo	ou have come t	o this decision?			
	Reducing mobile connections/de was not required.	evices does not	impact residents.	Therefore, it was d	eemed that a full I	EIA

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

			Positive im	pact?	Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in	
Protected Group		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact		Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts	
Gender	Men								
Gender	Women								
	White								
	Mixed/Multiple ethnic groups								
	Asian/Asian British								
Race	Black/African/Caribbean/ Black British								
	Gypsies / travellers								
	Other ethnic group								
	Physical								
	Sensory								
Disability	Learning Difficulties								
	Learning Disabilities								
	Mental Health								

Protected Group		Eliminate discrimination	Advance equality	ect?	Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
Sexual Orientation	Lesbian, gay men, bisexual							
Age	Older people (50+)							
	Younger people (16 - 25)							
	Children (under 16)							
Gender Reassi	gnment							
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								
People on low	incomes							

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

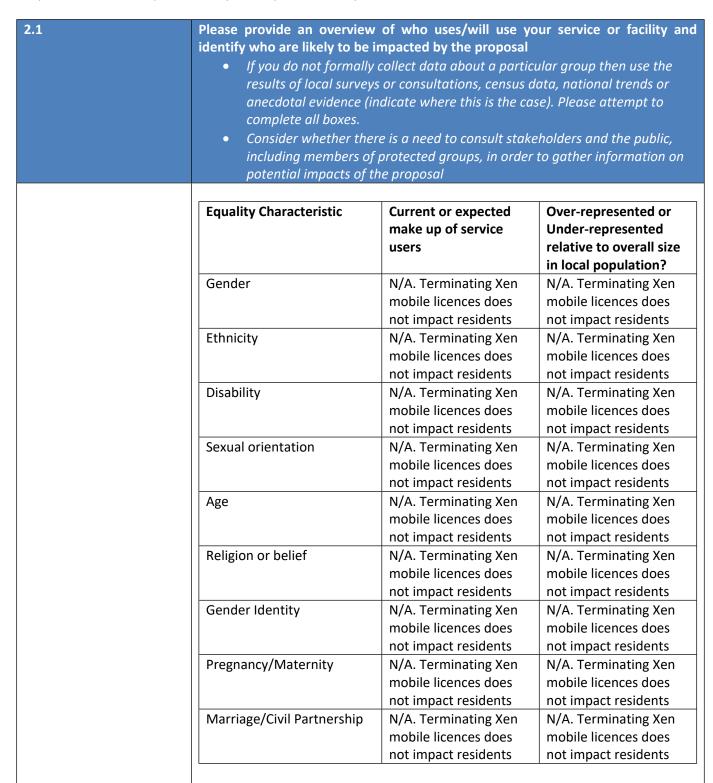
	The outcome of this EIA has been assessed
to	be:

SECTION 1:

Title	RES-2324-47d - Termination of Xen Mobile Licences
 What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This business case is proposing the termination of the Council's Xen mobile licences which will result in a £0.051m cost saving for 23/24. Xen mobile is the Council's legacy mobile device management software that enables IT to remote manage council mobile devices as well as provides staff with access to emails on their Council mobile devices. However, as part of the Council's current Microsoft licencing agreement, the Council has access to "Intune". Intune is a new cloud-based endpoint management solution that not only manages council mobile devices but also desktop computers and laptops allowing staff to securely access emails and applications. Deployment of Intune is already underway and will replace devices still using Xen mobile before the licence expiry date on 21st December 2022.
Date sent to Finance	26/10/2022
Version number and date of update	0.1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.



with chara overr moni relati the p could propodispre on the unive	re there any groups protected acteristic that are represented in the storing information ive to their size of copulation? If so, this I indicate that the cosal may have a coportionate impact is group even if it is a creal service.				not impact resident		
2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring. 2.4 Does the project, policy		cy or propos	al have the pot		ortionately impact		
							<u> </u>
			None	Positive	Negative	Not sure	
	Men or women						
	People of a particular						
	ethnicity (including re	_					
	asylum seekers, migr						
	gypsies and travellers						
	Disabled ⁹ people (cordifferent types of phy						
	· · · · · ·	•					
	learning or mental dis						
	orientation/s	CAUGI					
	People in particular a	age grouns					
	(consider in particular children,						
1	11,						
	·	55s)					
	under 21s and over 6						
	under 21s and over 6 People who are inten	nding to					
	under 21s and over 6	nding to oing or					
	under 21s and over 6 People who are intenundergo, are undergo	nding to oing or ocess or					
	under 21s and over 6 People who are inten undergo, are undergo have undergone a pro	nding to oing or ocess or					
	under 21s and over 6 People who are intenundergo, are undergo have undergone a propart of a process of g	nding to oing or ocess or gender					

 $^{^{9}}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

beliefs				
People on low incomes*				
*Doonlo with in some equality	rounc are more	likaly ta ba an lay	u incomos l o a sin	ala naranta / m
*People with in some equality a	s, some ethnic n	ninority groups et	. •	• .
	s, some ethnic n	ninority groups et	. •	• .
women), people with disabilitie	s, some ethnic n and access to se	ninority groups et ervices.	c). This is especially	important wh

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes No 🖂
2.6	Provide brief reasons on how you have come to this decision?
	Terminating Xen mobile licences does not impact residents. Therefore, it was deemed that a full EIA was not required.

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

			Positive im	pact?	Negative impact? If	impact? If specific impact	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this
Protected Group		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	decision when viewed in the context of other Council decisions and their equality impacts
Gender	Men							
Gender	Women							
	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
Race	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
	Physical							
	Sensory							
Disability	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

Protected Group		Positive impact?				No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual							
Ago	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reass	Gender Reassignment							
Impact due to pregnancy/maternity								
Groups with p	particular faiths and beliefs							
People on low	incomes							

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

The outcome of this EIA has been assessed to be:



SECTION 1:

Title	RES-2324-47e - Reduction in the Council's Microsoft licencing in 23/24 & 24/25
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This business case is proposing a reduction in the Council's Microsoft licencing which will derive cost savings for 23/24. These proposed savings will be realised by: 1. Removing all igels across the council and Slough Children's First by 31 st Mar 23 2. Reducing licences at the 23/24 renewal The reduction in licencing is aligned to Council's future target operating model. If the Council's operating model, does not change, there will be no reduction in licencing or cost savings achieved for 23/24 or 24/25.
Date sent to Finance	26/10/2022
Version number and date of update	0.1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	Please provide an overview	of who uses/will use y	our service or facility and							
2.1	Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal									
	If you do not formally collect data about a particular group then use the									
	• If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends o									
		ndicate where this is the co								
	complete all boxes.									
		re is a need to consult stak	reholders and the nublic							
			r to gather information on							
	potential impacts of t		g							
	Equality Characteristic	Current or expected	Over-represented or							
		make up of service	Under-represented							
		users	relative to overall size							
			in local population?							
	Gender	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Ethnicity	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Disability	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Sexual orientation	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Age	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Religion or belief	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Gender Identity	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Pregnancy/Maternity	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							
		does not impact	does not impact							
		residents	residents							
	Marriage/Civil Partnership	N/A. The reduction in	N/A. The reduction in							
		Microsoft licencing	Microsoft licencing							

			does not impresidents	pact	does not impact residents	
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.	N/A. The rec	duction in Micr	osoft licencing do	es not impact	residents	
2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.	N/A. The rec	duction in Micr	osoft licencing do	es not impact	residents	
2.4 Does the project, poli protected characteris				rtionately im	pact on people with a	
Men or women People of a particula ethnicity (including r asylum seekers, mig	refugees,	None	Positive	Negative	Not sure	
Disabled ¹⁰ people (condifferent types of phage learning or mental description) People of particular orientation/s	onsider ysical, isabilities)					

 $^{^{\}rm 10}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	People in particular age groups (consider in particular children, under 21s and over 65s)						
	People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment						
	Impact due to pregnancy/ maternity	\boxtimes					
	People of particular faiths and beliefs	\boxtimes					
	People on low incomes*						
l c	you are looking at fees, charges are fany of the answers to the questing detailed impact assessment.	ions above is, "	'negative" or "unc	·			
2.5	Based on your responses, shoul	d a full, detaile	ed EIA be carried o	ut on the project,	policy or proposa		
	Yes No 🖂						
2.6	Provide brief reasons on how yo	ou have come t	o this decision?				
	The reduction in Microsoft licencing does not impact residents. It's a contract change. Therefore, it was deemed that a full EIA was not required.						

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in	
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts	
Gender	Men								
Gender	Women								
	White								
	Mixed/Multiple ethnic groups								
	Asian/Asian British								
Race	Black/African/Caribbean/ Black British								
	Gypsies / travellers								
	Other ethnic group								
	Physical								
	Sensory								
Disability	Learning Difficulties								
	Learning Disabilities								
	Mental Health								

Protected Group		Eliminate discrimination Advance equality Good relations		Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects	
Sexual Orientation	Lesbian, gay men, bisexual							
	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reassignment								
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								
People on low incomes								

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

	The outcome of this EIA has been assessed
to	be:

SECTION 1:

Title	RES-2324-47f- Reprovision of the Data Centre Hosting Contract
 What are you analysing? What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This business case is proposing a reprovision of the Council's data centre hosting contract which is due to expire on 31st October 2022. The current contract costs £0.228m per annum and a new contract with Crown Commercial Services is proposing savings of £0.050m in 23/24 and a further £0.040m saving in 24/25. Indicative pricing from ARK shows a reduction to the current contract costs which will achieve the £0.050m proposed savings for 23/24. The £0.040m savings for 24/25 will be achieve through the modernisation programme as applications and services are migrated to the cloud. This will reduce the hardware required in the data centre resulting in reduced contract contracts to the council.
Date sent to Finance	26/10/2022
Version number and date of update	0.1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal • If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes. • Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal							
	Equality Characteristic Current or expected Over-represented or							
		make up of service users	Under-represented relative to overall size in local population?					
	Gender	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					
	Ethnicity	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					
	Disability	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					
	Sexual orientation	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					
	Age	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					
	Religion or belief	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					
	Gender Identity	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					
	Pregnancy/Maternity	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents	N/A. The reprovision of the Data Centre Hosting Contract does not impact residents					

	Marriage/C	ivil Partnership	N/A. The report the Data Center Hosting Content not impact re	tre ract does	N/A. The repro- the Data Centre Hosting Contra- not impact resi	e ct does
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.	N/A. The rer	newal of the data	centre hosting o	contract doe	s not impact res	idents
2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring. 2.4 Does the project, poli		newal of the data				
protected characteris				tionatery ini	pact on people	wittin a
		None	Positive	Negative	e Not su	ıre
Men or women People of a particula ethnicity (including r asylum seekers, migr gypsies and traveller	efugees, ants and					
Disabled ¹¹ people (co different types of ph learning or mental di	onsider ysical,					
People of particular sorientation/s		\boxtimes				
People in particular a (consider in particular under 21s and over 6	r children,					
People who are inter undergo, are underg	nding to					

¹¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

-	part of a process of gender reassignment Impact due to pregnancy/ maternity						
	People of particular faiths and beliefs						
	People on low incomes*						
V Y I	*People with in some equality groups are more likely to be on low incomes (e.g. single parents (mainly women), people with disabilities, some ethnic minority groups etc). This is especially important when you are looking at fees, charges and access to services. If any of the answers to the questions above is, "negative" or "unclear" you will need to undertake a detailed impact assessment. Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal						
	Yes No 🖂						
2.6	Provide brief reasons on how yo	ou have come to	o this decision?				
	The renewal of the data centre h Therefore, it was deemed that a	-	•	residents. It's a con	tract change.		

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

		Positive impact?		Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in		
Protected (Group	Eliminate discrimination	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts	
Gender	Men								
Gender	Women								
	White								
	Mixed/Multiple ethnic groups								
	Asian/Asian British								
Race	Black/African/Caribbean/ Black British								
	Gypsies / travellers								
	Other ethnic group								
	Physical								
	Sensory								
Disability	Learning Difficulties								
	Learning Disabilities								
	Mental Health								

Protected Group		Positive impact?				No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual							
Ago	Older people (50+)							
Age	Younger people (16 - 25)							
	Children (under 16)							
Gender Reass	ignment							
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								
People on low	incomes							

SECTION 4: ACTION PLAN

4.1 Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.

NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

EQUALITY IMPACT ASSESSMENT

SUMMARY RAG RATING

SECTION 1:

Title	RES-2324-47g - Reprovision of the ERP (Agresso) Hosting Contract
 What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	This business case is proposing a reprovision of the ERP (Agresso) hosting contract. The current contract is a cloud-based service which is fully managed by Capita and costs £0.257m per annum. The contract reprovision is expected to the new hosting contract to be £0.063m per year achieving contract savings of £0.194m in 23/24. Based on market evaluation, the council is currently paying significantly over the market value for this service with conservative estimates showing that the council may be overpaying by up to 30% for this contract. A competitive procurement exercise was completed which resulted in the selection of a new service provider who can meet the expected reduction in cost of service.
Date sent to Finance	26/10/2022
Version number and date of update	0.1

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	results of local survey anecdotal evidence (in complete all boxes. • Consider whether the	impacted by the proposal of collect data about a particle of consultations, census of the conditions of the conditions and the consult stakes of the consu	cular group then use the data, national trends or ase). Please attempt to eholders and the public,
	Equality Characteristic	Current or expected make up of service users	Over-represented or Under-represented relative to overall size in local population?
	Gender	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Ethnicity	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Disability	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Sexual orientation	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Age	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Religion or belief	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Gender Identity	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Pregnancy/Maternity	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents	N/A. The re-provision for the ERP (Agresso) Hosting contract does not impact residents
	Marriage/Civil Partnership	N/A. The re-provision for the ERP (Agresso)	N/A. The re-provision for the ERP (Agresso)

			Hosting con not impact r		Hosting contract does not impact residents
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.	N/A. The re residents	e-provision for t	he ERP (Agresso)	Hosting contr	act does not impact
2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.	N/A. The re residents	e-provision for t	he ERP (Agresso)	Hosting contr	ract does not impact
2.4 Does the project, poli protected characteris				ortionately im	npact on people with a
Men or women People of a particula ethnicity (including r asylum seekers, mig	efugees, rants and	None	Positive	Negative	e Not sure
gypsies and traveller Disabled ¹² people (condifferent types of pharmonic dependence) People of particular	onsider ysical, isabilities)				
orientation/s					

 $^{^{\}rm 12}$ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	(consider in particular age groups under 21s and over 65s)					
	People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment					
	Impact due to pregnancy/ maternity					
	People of particular faiths and beliefs	\boxtimes				
	People on low incomes*	\boxtimes				
d	f any of the answers to the questi- detailed impact assessment.			·		
2.5	Based on your responses, should	d a full, detaile	ed EIA be carried of	ut on the project, _l	policy or proposal	
	Yes No 🖂					
2.6	Provide brief reasons on how yo	u have come t	o this decision?			

If the answer in 2.5 above is "No" then sections 3 and 4 are not required to be completed.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?		Negative impact? If	No specific	If the impact is negative how can it be mitigated?	What , if any, are the cumulative effects of this decision when viewed in	
		Eliminate	Advance equality	Good relations	so, please specify the nature and extent of that impact	impact	Please specify any mitigation measures and how and when they will be implemented	the context of other Council decisions and their equality impacts
Gender	Men							
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	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
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	Gypsies / travellers							
	Other ethnic group							
	Physical							
	Sensory							
Disability	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

RES-2324-47g

Protected Group		Positive impact?				No specific	What will the impact be? If the impact is negative how	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations	Negative impact?	impact	can it be mitigated? (action)	
Sexual Orientation	Lesbian, gay men, bisexual							
Ago	Older people (50+)							
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	Children (under 16)							
Gender Reassignment								
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								
People on low incomes								

SECTION 4: ACTION PLAN

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NB. Add any additional rows, if required.

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
Enter additional rows if required						

Appendix A Equality Impact Assessment Decision Rating Guide PLEASE SEE PAGE 1 FOR THE RATING OF EACH PROPOSAL

Decision	Action	Risk
As a result of performing the EIA, there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. It is not clear if mitigating actions are possible.	Further advice should be taken	Red
As a result of performing the EIA, there is a risk that a disproportionately negative impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing mitigating actions.	Proceed pending agreement of mitigating action	Amber
As a result of performing the EIA, the proposal does not appear to have any disproportionate negative impact on people who share a protected characteristics or anticipated impacts will be either positive or neutral.	Proceed	Green: