

Equality Impact Assessment Form **Reference –**

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| **Department** | Corporate Resources | **Version no** | 1.0 |
| **Assessed by** | Keith Hayes | **Date created** | 1/12/2022 |
| **Approved by** | Dominic Barnes-Browne | **Date approved** | 1/12/2022 |
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| **Final approval** |  | **Date signed off** |  |

The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 IT Services – IT Strategy.**

**1.2 Two items requiring assessment:**

**Reduction in costs of the Council’s Mobile Telephony Contract, this will be achieved via a procurement process.**

**Additional external income from the provision IT Services to the WYPF.**

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

No.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

No.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

No.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**(H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** | N |
| Low income/low wage | N |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

Not Applicable as there are no negative impacts.

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

Proposal discussed with Financial Services. There are no additional equality impacts.

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

In relation to the Council’s Mobile Telephony contract, initial discussions with the Crown Commercial Service in August indicate these savings are achievable.

The scope of the services provided by the Council’s Mobile Telephony Contract will remain the same. The reduction in costs, as this will be achieved via a procurement process.

The invoice for next year’s provision of IT Services has been issued to the WYPF.

**4.2 Do you need further evidence?**

No.

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

None.

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

Not applicable.

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

No equality feedback received

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

Not applicable.