

**Birmingham City Council - Equality Impact Assessment Budget Savings  
Proposal 2020+**

**Title of proposed EIA**

DC013 20+ Corporate voice and mobile telephony rationalisation (EQUA375)

**EIA is in support of**

Amended Function

**Directorate**

Digital and Customer Services

**Service Area**

**Responsible Officer**

Simon J Field

**Purpose of proposal**

The savings proposal supports the rationalisation of the corporate voice and telephony equipment, in use across the council. This will enable a reduction in the number of corporate mobile phones in operation, a reduction of phone lines and decommissioning of old equipment.

**What sources of information/data have been used to produce the screening of this policy/proposal?**

Relevant reports.

**PLEASE ASSESS THE POTENTIAL IMPACT OF YOUR PROPOSAL ON THE FOLLOWING PROTECTED CHARACTERISTICS**

**Age**

Not Applicable

## **Disability**

Employees

With the rationalisation of phone equipment there is the possibility that a one size fits all approach may not suit people with certain disabilities. Some mobile equipment security features can be difficult for those with limited vision to use.

Any new equipment or approach will consider the impact upon those with disabilities and ensure that where needed alternative solutions can be provided to aid with accessibility.

## **Sex**

Not Applicable

**Gender Reassignment**

Not Applicable

**Marriage and Civil Partnership**

Not Applicable

**Pregnancy and Maternity**

Not Applicable

**Race**

Not Applicable

**Religion or Beliefs**

Not Applicable

## Sexual Orientation

Not Applicable

## Please indicate any actions arising from completing this initial screening exercise

The main concern is that any increase use in mobile phones over fixed desk lines would be assessed to ensure ease of access for anyone with a disability. This would include ensuring that security access measures were not too difficult for someone to input.

**Please indicate whether a full impact assessment is recommended**

NO

**If a full assessment is required please complete sections below:**

**What information/data has been collected to facilitate the assessment of this policy/proposal?**

**Any consultation analysis**

**Is there any adverse impact/s on any people with protected characteristics?**

**If yes, please explain your reasons for going ahead with your proposal?**

**Could the policy/proposal be modified to reduce or eliminate any adverse impact on any particular protected equality group(s)?**

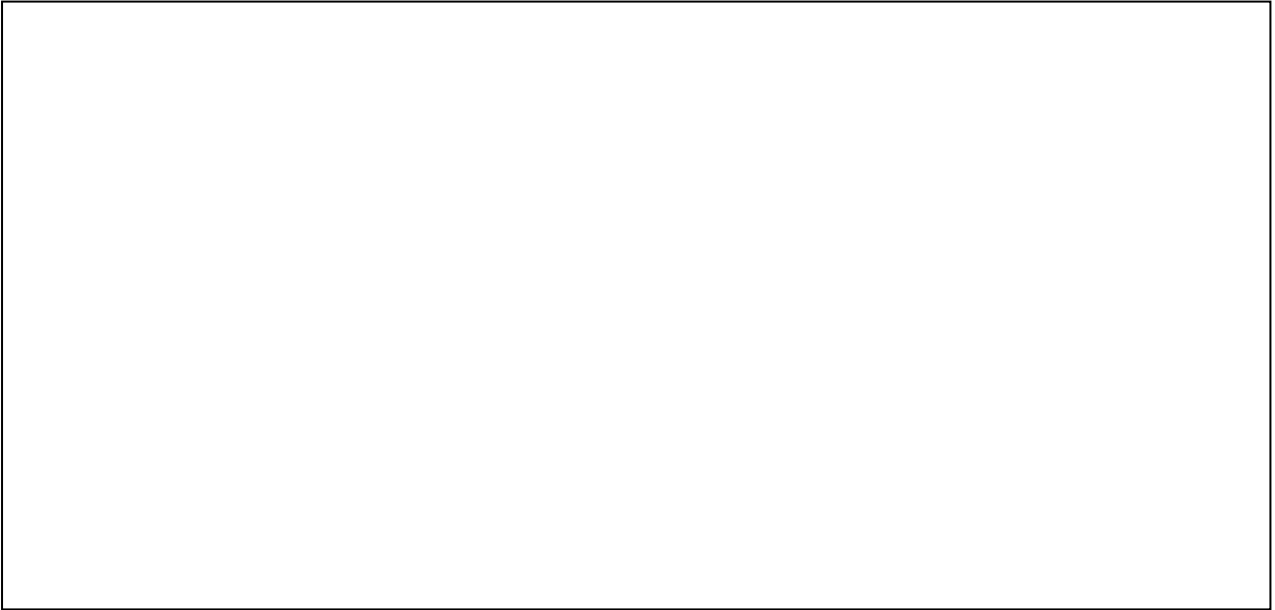
No

**How will the effect(s) of this policy/proposal on equality be monitored?**

**What data is required in the future to ensure effective monitoring of this policy/proposal?**



**Consulted people or groups**

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**Informed people or groups**

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## Summary and evidence of findings from EIA

At this point there is no requirement for a full EIA but this will be kept under review during the programme.

**DATE: 11/10/2019**

