

EQUALITY IMPACT ASSESSMENT

Budget Savings Digital and Technology Services, non citizen facing

Reference: EIA000290

Date: 25/01/2024



 **RESET**

 **RESHAPE**

 **RESTART**

Reference number	EIA000290
Date Submitted	25/01/2024
Subject of the EIA	Budget Savings Digital and Technology Services, non citizen facing
Brief description of the policy, service or function covered by the EIA	Savings options (internal impacts only) in DTS in the form of reducing costs on non staff budgets. These are: 1. Mobile phone costs - reducing the number of mobile phones staff are using (by asking existing desk based employees to use their laptop to make calls instead) and accessing a new contract with a better deal on call costs. 2. removing analogue landlines and replacing with digital at lower cost 3. Contract reviews to get better prices 4. Consolidating back end systems and reducing supplier costs (not used outside of DTS)
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-01-31

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Strategy, Equalities and Partnerships"]
Division	Digital and Technology Services
Service area	IT Governance and Colleague Experience
Budget Saving	Yes

Officers

Responsible officer	Cheryl Doran
Accountable officer	Richard Brooks

Data Sources

Data sources	N/A
Data source details	DTS Contract Register

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
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What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

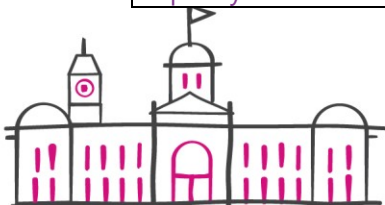
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	Desk-based disabled employees who currently have a mobile phone may be reliant on it to do their job. If we are not aware of this as part of an Access to work assessment, the phone may be taken away causing anxiety or making it harder to do their work.
How will you mitigate against any negative impact to the disability characteristic?	We will ensure that staff have the ability to flag any issues with potentially not having their phone any more. The Access to Work policy takes precedence over generic mobile phone eligibility and we will ensure that we comply with our duty supporting disabled employees in having the appropriate technology to do their jobs. The way we will do this is by creating a means for exceptions, via access to work assessments if required.

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
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Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A



Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring



<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>The bulk of this proposal is around ensuring we make the best use of contracts driving better prices for the same services and re-using systems in the background to reduce costs which does not impact on citizens or staff. Part of this proposal relates to reducing the numbers of mobile phones in the organisation for desk based/hybrid staff who currently have a phone who would be asked to use their laptops to make calls instead, or make use of their own device if they wish. In this area we need to be mindful of the needs of disabled employees noting that Access to work requirements would take precedence over the high level eligibility for a phone.</p>
<p>Officer responsible for monitoring impact and mitigation</p>	<p>Phil Giann</p>

