

# APPENDIX B - H&F Equality Impact Analysis Tool



## Conducting an Equality Impact Analysis

An EIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool is informed by the [public sector equality duty](#) which came into force in April 2011. The duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against these three tenets.

## General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

## H&F Equality Impact Analysis Tool

| Overall Information   | Details of Full Equality Impact Analysis  |
|---|---|
| Financial Year and Quarter  | 2021/22 Q4  |
| Name and details of policy, strategy, function, project, activity, or programme | <p><b>Title of EIA:</b> Cloud Hosting Strategy</p> <p><b>Short summary:</b> This project intends to replace the existing hosting solution of key H&amp;F services. Line of Business systems such as Academy, the Capita payment system and the BI platform are currently hosted by BT and the project recommends these are migrated to Microsoft Azure.</p> |
| Lead Officer  | <p>Name: David Wadham</p> <p>Position: Senior Project Manager</p> <p>Email: david.wadham@lbhf.gov.uk</p> <p>Telephone No: 07776 672 392</p>   |
| Date of completion of final EIA   | 16/07/2021  |

| Section 02  | Scoping of Full EIA  |  |  |                          |          |  |     |   |         |            |  |         |
|---|--|--|--|--------------------------|----------|--|-----|---|---------|------------|--|---------|
| Plan for completion   | <p>Timing:</p> <p>Resources:</p>   |  |  |                          |          |  |     |   |         |            |  |         |
| Analyse the impact of the policy, strategy, function, project, activity, or programme | <p><i>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.</i></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Protected characteristic</th> <th style="width: 60%;">Analysis</th> <th style="width: 20%;">Impact:<br/>Positive,<br/>Negative,<br/>Neutral</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td>The aims of the project are to change where H&amp;F systems are hosted. The systems themselves will remain the same and any interactions users may have with them will be as it is now. As such this project has a Neutral impact across all protected characteristics.</td> <td>Neutral</td> </tr> <tr> <td>Disability</td> <td></td> <td>Neutral</td> </tr> </tbody> </table> |  |  | Protected characteristic | Analysis | Impact:<br>Positive,<br>Negative,<br>Neutral | Age | The aims of the project are to change where H&F systems are hosted. The systems themselves will remain the same and any interactions users may have with them will be as it is now. As such this project has a Neutral impact across all protected characteristics. | Neutral | Disability |  | Neutral |
| Protected characteristic  | Analysis   | Impact:<br>Positive,<br>Negative,<br>Neutral |  |                          |          |  |     |   |         |            |  |         |
| Age   | The aims of the project are to change where H&F systems are hosted. The systems themselves will remain the same and any interactions users may have with them will be as it is now. As such this project has a Neutral impact across all protected characteristics.  | Neutral                                      |  |                          |          |  |     |   |         |            |  |         |
| Disability  |  | Neutral                                      |  |                          |          |  |     |   |         |            |  |         |

|  |  |  |         |
|--|--|--|---------|
|  | Gender reassignment                    |  | Neutral |
|  | Marriage and Civil Partnership         |  | Neutral |
|  | Pregnancy and maternity                |  | Neutral |
|  | Race                                   |  | Neutral |
|  | Religion/belief (including non-belief) |  | Neutral |
|  | Sex                                    |  | Neutral |
|  | Sexual Orientation                     |  | Neutral |
| <p><b>Human Rights or Children's Rights</b><br/> <i>If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice</i></p> <p><i>Will it affect Human Rights, as defined by the Human Rights Act 1998?</i><br/> No</p> <p><i>Will it affect Children's Rights, as defined by the UNCRC (1992)?</i><br/> No</p> |  |  |         |

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| <b>Section 03</b>                  | <b>Analysis of relevant data</b><br>Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands. |
| <b>Documents and data reviewed</b> | None  |

|  |   |                        |      |                             |                  |                                     |
|--|---|------------------------|------|-----------------------------|------------------|-------------------------------------|
| <b>New research</b>                      | No new research is required   |                        |      |                             |                  |                                     |
| <b>Section 04</b>                        | <b>Consultation</b>   |                        |      |                             |                  |                                     |
| <b>Consultation</b>                      | Details of consultation findings (if consultation is required. If not, please move to section 06)   |                        |      |                             |                  |                                     |
| <b>Analysis of consultation outcomes</b> |   |                        |      |                             |                  |                                     |
| <b>Section 05</b>                        | <b>Analysis of impact and outcomes</b>  |                        |      |                             |                  |                                     |
| <b>Analysis</b>                          | What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal, or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).   |                        |      |                             |                  |                                     |
| <b>Section 06</b>                        | <b>Reducing any adverse impacts and recommendations</b>   |                        |      |                             |                  |                                     |
| <b>Outcome of Analysis</b>               | <p><i>Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for LBHF, and the overall outcome.</i></p> <p>The project will begin with a procurement of a migration partner who will offer expertise in the migration of H&amp;F systems. A key 'essential' requirement that will be used to assess any potential suppliers will be that H&amp;F systems are migrated seamlessly and with no changes to system functionality for end users. This will ensure that no users will experience adverse impacts or unlawful discrimination.</p> |                        |      |                             |                  |                                     |
| <b>Section 07</b>                        | <b>Action Plan</b>  |                        |      |                             |                  |                                     |
| <b>Action Plan</b>                       | Note: You will only need to use this section if you have identified actions as a result of your analysis  |                        |      |                             |                  |                                     |
|  | Issue identified  | Action (s) to be taken | When | Lead officer and department | Expected outcome | Date added to business/service plan |

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| <b>Section 08</b>                         | <b>Agreement, publication and monitoring</b>   |
| <b>Senior Managers' sign-off</b>          | Name:<br>Position:<br>Email:<br>Telephone No:<br>Considered at relevant DMT:                               |
| <b>Key Decision Report (if relevant)</b>  | Date of report to Cabinet/Cabinet Member: XX / XX / XX<br>Key equalities issues have been included: Yes/No |
| <b>Equalities Advice (where involved)</b> | Name:<br>Position:<br>Date advice / guidance given:<br>Email:<br>Telephone No:                             |