

Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(please refer to the guidance for additional information)*

1.1 What is being assessed

The BSIP Project – Implementation of HR / Payroll SAP implementation

1.2 Officer(s) and section or service responsible for completing the assessment

Sharon Betts Shared Services Manager on behalf of Steve Carpenter Project Manager

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

The project's aim is to implement the HR/ Payroll module of SAP.

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

The new system will replace PIPS and therefore the implementation will affect all council employees and a number of stakeholders.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

All employees are aware of the planned implementation.

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

New recruitment processes will make applying for roles within the Council more accessible.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

Value for money - better processes, greater efficiency, cost savings

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to

the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The project has considered provision of training and training material to ensure there is equality of opportunity. Training invites include additional request for information to address any disability.

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

The project will move from implementation to operational from early next year. The support element will then be transferred to the Business Support Team within ICT and this assessment will be then be included and monitored by this team.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

The project team consists of seconded council employees from the core HR and Payroll teams so there is access to Council data via the core teams. The elements of the project which affect the main audience are channeled through the corporate teams e.g. communication and training to ensure adherence to policy.

2.2 Equalities profile of users and beneficiaries

Data kept by core HR/ Payroll team.

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

None

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

See 1.9

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

See 1.9

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 6 strands of diversity covered in the Authority's single equality scheme.

3.1 Complete this section with the following information – relating to all of the identified groups: (please refer to the guidance for additional information)

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact	None	The lack of DDA compliant training rooms is a problem but will be overcome with the development of Westridge from the Spring 2010. In the short term training is conducted on a 121 basis	None	None	None	None
Neutral impact						
Positive impact		Training materials are available in large print. Loop				

		system available in council Chamber for group training.				
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Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

Access for members of staff who are in wheelchairs or who have poor mobility is a problem in that the Council's training venues are not DDA compliant.

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. if none were identified, identify how disproportionate or adverse effect could be avoided in the future

Training facilities are being developed at Westridge that will overcome this problem. These facilities will be open Spring 2010.

4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

The training team is fully aware of the policy and promotes equality asking for any relevant information at the training invite stage.

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

As part of ongoing service improvement delivery of training will be under continuous review

4.5 How will any service, policy, procedure, practice or project be implemented?

In line with best practice service delivery.

4.6 As 4.5 above please identify training requirements

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(please refer to guidance for additional information)*

5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

To ensure that there is adequate training accommodation which is DDA compliant

5.3 Summary of recommendations for improvement

As above

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

This project will end in January 2010 and the functions will be transferred to the business support team and hence will be included in ongoing service delivery.

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

On the anniversary in 2010 of the impact assessment currently in place for the ICT Business Support Team

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race	None				
Disability	To ensure there is a DDA compliant venue for training	Nichola Croft	Spring 2010	Factored into transformation plan	
Age	None				
Religious and Philosophical belief	None				
Gender	None				
Sexual orientation	None				
Geographical location	None				
All of the above					

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary and the publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s website.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

- | | | | |
|---------------------------|------------------------------------|---------------------------|--------------------------|
| Race | <input type="checkbox"/> | Gender | <input type="checkbox"/> |
| Sexual Orientation | <input type="checkbox"/> | Age | <input type="checkbox"/> |
| Disability | <input type="checkbox" value="*"/> | Religion or belief | <input type="checkbox"/> |
| Other | <input type="checkbox"/> | All | <input type="checkbox"/> |