

Equality Impact Assessment (EIA)

IT Strategy

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: **IT Strategy**

Assessment team leader name: **John Cornall**

Departments responsible: **Resources**

Service Area: **ICT and Performance**

Other members of assessment team:

Name	Position	Area of expertise	Comments
Mike Thompson	Head of ICT	ICT	
Chris Dawson	ICT Support	ICT / Equalities	

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<ul style="list-style-type: none"> • Establish a clear vision for ICT re-tender process • Support the Council's overarching priorities • Establish key design principles for the ICT Strategy Group will use in creating the overarching development plan • Supporting the council's 6 priorities for improvement • Supporting the social inclusion agenda including bridging the digital divide (through the provision of access, education, and addressing equalities / diversity in the community) and recognising the increasing levels of dependence on the web as a tool to provide such services.
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>ICT Strategy Group reporting through the Building on Excellence Board.</p>
Question	Response/ findings
<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<ul style="list-style-type: none"> • All employees using or planning to use technology to support their work. • Citizens and their communities in their use of the e services provided.
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>Educate, guide and influence the ICT Strategy Group's development and delivery programme.</p>

Question	Response/ findings
<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice. What did they tell you?</p>	<ul style="list-style-type: none"> • Best Value Review - completed in 2006?? There were some areas of improvement required and these have been / are being worked on to improve standards. ICT Training Strategy has been produced for which there is a separate EIA. • e-Derby Strategy – focused on meeting government targets for e service access and delivery • A contract review - is in preparation to enable a re tender process. Equalities will be a key component of the new ICT contract and will support the Council's stance on equality
Identifying potential equality issues and factors	
Question	Response/ findings
<p>What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring</p>	<p>Supporting the social inclusion agenda including bridging the digital divide (through the provision of access, education, and addressing equalities / diversity in the community) and recognising the increasing levels of dependence on the web as a tool to provide such services.</p>
Question	Response/ findings
<p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?</p>	<p>Not applicable, as this is a high level strategy statement defining overarching design principles.</p>

<p>Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?</p>	<p>There is Increasing evidence of increased take-up of e services, for example: Internet banking and buying on line. See National Office of Statistics reports: http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=5672</p>
<p>Question</p>	<p>Response/ findings</p>
<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>N/A high level strategy and one of its functions is to enhance access to ICT systems.</p>
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<p>N/A high level strategy</p>
<p>Question</p>	<p>Response/ findings</p>
<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>N/A high level strategy</p>

Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?

N/A high level strategy.

However there is evidence of a positive effect with take up of e-services increasing. For example:– multi lingual telephone and internet payments.

There is also Increasing evidence of increased take-up of e services, for example: Internet banking and buying on line which affects acceptance and use of online sources as a mode of information and service access.

See National Office of Statistics: <http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=5672>

Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need
using both quantitative and qualitative data
making sure that where possible there is information that allows all perspectives to be considered
identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Peoples opinions and feedback on training	At the end of the training activities/ delivered training	Employees and their managers/supervisors	Specific aspects around accessibility	None currently.

<p>This high level strategy is being developed under the control of a group consisting of Assistant Director representation from all departments. In addition a primary objective of this strategy is to support the council's six priorities for improvement which have already undergone under consultation.</p>				

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
N/A – This is high level strategy statement which will incorporate high level design principles for ICT.				

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	Detailed ICT development programme established by the ICT strategy Group and approved the Building on Excellence Board, which will encompass equality and accessibility aspects
Specific	EIA reviewed by the ICT strategy group – charged with ensuring that the ICT development programme takes due account of the equality implications in the programme
Measurable	None at this time – this is a high level strategy document
Achievable	N/A at this time – this is a high level strategy document
Relevant	N/A at this time – this is a high level strategy document
Timed	N/A at this time – this is a high level strategy document

Objective/Target:	
Specific	
Measurable	
Achievable	
Relevant	
Timed	

Objective/Target:	
Specific	
Measurable	
Achievable	
Relevant	
Timed	

Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2005/6	2006/7	2007/8		
<i>High level design principles and overarching design programme supporting the social inclusion agenda including bridging the digital divide (through the provision of access, education, and addressing equalities / diversity in the community) and recognising the increasing levels of dependence on the web as a tool to provide such services.</i>	Supporting the social inclusion agenda including bridging the digital divide (through the provision of access, education, and addressing equalities / diversity in the community) and recognising the increasing levels of dependence on the web as a tool to provide such services.	N/A	N/A	N/A	<i>The Assistant Director for ICT and Performance</i>	<i>Bimonthly meeting of the ICT Strategy Group will monitor the ICT programme</i>