



South Kesteven District Council

Equality Analysis Stage 1

ICT Strategy

Service Area: ICT Service	Lead officer: Andy Nix	Date of Analysis 19 th June 2012
	Assessors: Lynda Foster	
	Neutral Assessor: Carol Drury	
1. Name and description of strategy : ICT Strategy which describes the delivery of ICT for corporate users across the organisation from 2012-2015. Is this a new or existing policy? A new strategy		

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive, or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive, or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Unknown	At this time we have no evidence to inform us that the ICT strategy has a positive impact. Where end users have age related disabilities for example arthritis, visual impairment we would discuss end user needs.
Disability	Positive impact Negative Impacts.	Positive impact. The ability to access systems remotely could have a positive impact with those that have a disability. ICT solutions will be developed to support the customer access strategy and the needs of the end users. Not all people with a disability can access or use ICT. At this point we do not know if the ICT strategy provides any impact to external disabled users.
Race	Neutral Impact	No discernable impact of the ICT strategy.

		Any impact from individual services, for instance balancing of imagery on the corporate website, is dealt with within service areas.
Gender Reassignment	Neutral Impact	No discernable impact of the ICT strategy. Any impact from individual services, for instance positive imagery on the corporate website, is dealt with within service areas.
Religion or Belief	Neutral Impact	No discernable impact of the ICT strategy. Any impact from individual services is dealt with within service areas.
Sex	Neutral Impact	No discernable impact of the ICT strategy.
Sexual Orientation:	Neutral Impact	No discernable impact of the ICT strategy. Any impact from individual services, for instance positive imagery on the corporate website, is dealt with within service areas.
Pregnancy and Maternity	Positive impact	The ICT strategy helps support the corporate delivery of statutory responsibilities such as Health and Safety and Display Screen, Equipment (DSE) requirements.
Marriage and Civil Partnership	Neutral Impact	No discernable impact of the ICT strategy. Any impact from individual services is dealt with within service areas
Carers	Positive impact on internal customers Unknown impact	Positive impact. The ability to access systems remotely could have a positive impact with those internal staff that are caring for others. At this point we do not know if the ICT strategy provides any impact to carers in the community.

<p>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</p>	<p>Unknown impact</p>	<p>At this point we do not know if the ICT strategy provides any impact to other groups in the community.</p> <p>However the customer access strategy and associated improvements to the website should help to positively impact groups where travel is difficult and they have internet access.</p> <p>For end users with low literacy, access to service over a range of access channel could be a positive impact.</p>
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*(IMD = Indices of multiple deprivation)

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

Within the Local Authority some staff demographics are available (in relation to age, race, disabilities).

If there are any gaps in the consultation/monitoring data, how will this be addressed?

Whilst there is statistical information on number of users of external systems e.g. payments online, use of website. We cannot break this into the different personal characteristics.

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please tick one of the options.

- a. **No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken**

If you have ticked option (a) go to stage 3

- b. **Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.** **Please complete the questions in the box below.**

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

Consultation on identified personal characteristics where we cannot evidence a positive or negative impact.

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Community Focus Forum, Age UK, South Lincolnshire Blind Society, Carers Connect, Arthritis Care Grantham, CAB, LAPD, Total Voice, Alzheimer's Society, Stroke Association etc.

If you have ticked option b go to Stage 2

c. Adverse impact but continue Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

If you have ticked option c please go to Stage 2

d. Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful discrimination

Signed (Lead Officer): Andy Nix – ICT Service Manager

Date completed: 19th June 2012