

Equality impact assessment form for quick COVID 19 decisions only

Directorate	Corporate Resources
Service area	Digital and Customer Management
Proposal	Frontline IT Activities and Support taking place in the Council House
Reason for proposal	To ensure Derby City Council and Derby Homes staff have the IT devices and support they need to carry out their allocated roles during the COVID-19 lockdown
Sign off (Director/Head of Service)	Andy Brammall
Date of assessment	25 June 2020

Please read the support notes before completing your assessment that are set out in Appendix 1.

The form

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

The assessment team or name of individual completing this form

Team leader's name and job title – Kathie Anderson – IT Change Manager

Other team members if appropriate

Name	Job title	Organisation	Area of expertise
Kevin Evans	Team Leader – People and Place	DCC	IT
Jane Witherow	Customer Contact Manager	DCC	Customer Management
Luke Goodyear	Team Leader – End User Computing	DCC	IT
Lee Haynes	IT Business & Commercial Manager	DCC	IT

Step 1- setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side- tracked.

1. What are the main aims, objectives and purpose of the decision you want to make?	<p>This EIA will cover 3 main areas:</p> <ol style="list-style-type: none"> 1 – Allocating a new mobile phone 2 – Allocating a new Windows 10 laptop 3 – Providing face to face IT support <p>We know that we need to put in special provision to ensure all processes are as safe and accessible as possible taking into account social distancing and other health and safety measures relating to COVID-19 alongside the protected equality groups</p>
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2. Why do you need to make this decision?	To ensure Derby City Council and Derby Homes staff have the IT devices and support they need to carry out their allocated roles during the COVID-19 lockdown.
3. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?	IT staff
4. Who are the main customers, users, partners, colleagues or groups affected by this decision?	DCC and Derby Homes employees

Step 2 – collecting information and assessing impact

5. Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.	We have engaged with managers and team leaders in IT, the Customer Contact Manager and the lead on Equalities issues.
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6. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
Age – older and younger people	Collecting equipment – Laptops or mobile phone Providing face to face IT support <ol style="list-style-type: none"> 1) Older staff may be more likely to need to shield at home and are therefore unable to get to the Council House 2) Older staff may feel uncomfortable about entering the council house and the risk of infection 			<ol style="list-style-type: none"> 1) Appointments to collect equipment can be made by a colleague who can deliver or a family member. 2) We can arrange to deliver equipment to a drop off point or meet the staff member in the car park to hand over equipment.
Disability – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues,	Collecting equipment – Laptop or mobile phone Providing face to face IT support <ol style="list-style-type: none"> 3) Staff who are shielding or for disability reasons are unable to get to the Council House 			<ol style="list-style-type: none"> 3) Appointments to collect equipment can be made by a colleague who can deliver or a family member. 4) We can arrange to deliver equipment to a drop off point or meet the staff member in the car park to hand over equipment.

	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
people with learning difficulties, people living with autism and people with physical impairments	<ul style="list-style-type: none"> 4) Vulnerable or indeed any staff may feel uncomfortable about entering the council house and the risk of infection 5) Some disabled people may not be able to access the building easily 6) Staff with visual impairments may need appropriate equipment to work from home 7) There may be a requirement for assistive software on a laptop that is provided 8) Colleagues may require specialist equipment such as a headset or keyboard 			<ul style="list-style-type: none"> 5) We have a face to face IT support service with 30 minute bookable timeslots to reduce the possibility of contact with others and infection. We can organise for, support and laptop and mobile phone collections to take place on the ground floor if requested. We can organise other manual adjustments such as a temporary parking space in the Council House car park for IT visits. 6) We have ordered a stock of large screen laptops in conjunction with the transformational tools included as part of the Digital Workforce stream to assist those with visual impairments. 7) Any assistive software will be included within the new laptop build on an individual basis. 8) Each persons needs will be considered on an individual basis and we will work with our suppliers to meet these needs. 9) Appointments to collect equipment can be made by a colleague who can deliver or a family member. 10) We can arrange to deliver equipment to a drop off point or meet the staff member in the car park to hand over equipment. 11) All equipment handed in or given out is thoroughly cleaned and sanitised with an appropriate cleaning solution to minimise the risk of infection.
Gender identity- trans and those people who don't identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their	Not identified as an impact area			

	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
gender or non-gendered identity.				
Marriage and Civil Partnership	Not identified as an impact area			
Pregnancy and maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	Collecting equipment – Laptop or mobile phone Providing face to face IT support Women in this category may struggle to get to the council house or find it difficult to navigate the building with a baby	Yes		12) Appointments to collect equipment can be made by a colleague who can deliver or a family member. 13) We can arrange to deliver equipment to a drop off point or meet the staff member in the car park to hand over equipment 14) We have a face to face IT support service with 30 minute bookable timeslots to reduce the possibility of contact with others and infection. We can organise for, support and laptop and mobile phone collections to take place on the ground floor if requested. Appointment times can be flexible to fit around breastfeeding or other time requirements. 15) We can organise other manual adjustments such as a temporary parking spot in the CH car park for this visit.
Race - the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community	Not identified as an impact area			
Religion or belief or none - the effects on religious and cultural communities, customers and colleagues	Not identified as an impact area			
Sex - the effects on both men and women and boys and girls	Not identified as an impact area			
Sexual orientation - the effects on lesbians, gay	Not identified as an impact area			

	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
men, bisexuals, pansexual, asexual and those questioning their sexuality				

Important - For any of the equality groups you don't have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

Outcome 1	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2	Adjust the proposal to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3	Continue the proposal despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4	Stop and rethink the proposal when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

Outcome 2 – the group felt that the measure in place are reasonable and remove any identified barriers

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

Appendix 1

Equality impact assessment form for quick decisions concerning COVID 19 – please read this section first before you do the assessment

We've adapted our usual equality impact assessment form so you can use it for quick decisions needed concerning COVID 19. Remember it needs to be completed **before** that decision is made, but we hope it will just act as a reminder that we still need to 'pay due regard to equality' under our **Public Sector Equality Duty** as this is still very much in force. The Equality and Human Rights Commission are keeping an eye on examples of discrimination and collecting evidence so it's important we still check for equality impact.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't. Protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people – this also involves taking account of disabled people's barriers and may involve treating some people more favourably than others to achieve this
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

We usually ask for teams to complete Equality impact assessments, but we realise this is not helpful for quick decisions to do with COVID 19 so you can complete them yourself, if you can't get a team

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 Minicom: 01332 640666

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: Tel. tekstowy: 01332 640666

Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਭੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ ਮਿਲੀਕਮ 01332 640666 'ਤੇ ਸੰਪਰਕ ਕਰੋ।

Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: Minicom 01332 640666

Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council

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www.derby.gov.uk

together. Please ask Ann Webster, our Lead on Equality and Diversity for help and advice if you're not sure about something. You'll need to pull together all the information you can about how your proposal affects different groups of people so you can check whether they will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact and what action you will take.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website.** It's a public document so make it easy to understand and no jargon please.

Contact for help

Ann Webster – Lead on Equality and Diversity

ann.webster@derby.gov.uk Tel 01332 643722 Mobile 07812301144