



Haringey Council

Equality Impact Assessment

Name of Project	IT shared services	Cabinet meeting date <i>If applicable</i>	15 March 2016
Service area responsible	IT		
Name of completing officer	Priya Javeri	Date EqIA created	07 March 2016
Approved by Director / Assistant Director	Tracie Evans	Date of approval	07 March 2016

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead: Priya Javeri	5.
2. Equalities / HR : Fiona Amui	6.
3. Legal Advisor (where necessary): Victoria Wyatt	7.
4. Trade union: Gerard McGrath	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

Member approval is being sought to join a shared ICT Digital service with the boroughs of Camden and Islington and to establish an executive Joint Committee to oversee the shared service arrangements. Future decisions made as part of the shared service arrangement could have an impact for staff and service delivery and so the report is of relevance to our general equality duty. At present officers are seeking agreement to enter into formal discussions with the boroughs of Camden and Islington. The detail of the shared service arrangements will form part of these discussions. This EqIA will therefore be updated to reflect decisions taken as part of the shared service arrangement.

At this stage the EqIA profile of existing staff does not warrant concerns in terms of adverse impact of this proposal on current IT staff.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
EqIA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough
EqIA Profile of existing IT service	Age, gender, ethnicity, disability information for IT service staff

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
No change at this stage as the Target Operating Model has yet to be decided.	

**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
Sex				The shared service will be largely about changes to IT infrastructure. It is therefore not anticipated that the arrangements will have any impact on public facing IT services. Any future proposals to change frontline IT service delivery would be subject to further decision and consultation. Any future proposals that involve change to IT support for service transformation would also be subject to further internal consultation.
Gender Reassignment				As above
Age				As above
Disability				As above
Race & Ethnicity				As above
Sexual Orientation				As above
Religion or Belief (or No Belief)				As above
Pregnancy & Maternity				As above
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				As above

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex	The shared service proposal is anticipated to bring positive benefits for all staff in terms of offering a greater range of career and work development opportunities. The proposal should also bring opportunities for expanding local apprenticeships and links to education which should have positive benefits for the wider community.	The shared service proposal may result in a rationalisation of current staffing levels and reduction in FTE numbers, especially in management and supervisory posts. However, this is not anticipated to be beyond that which would be required as part of overall savings targets for the service.	Add in details in terms of IT service staff gender breakdown	None at this stage as the Target Operating Model is yet to be decided. The proposal is not anticipated to have a disproportionate impact on groups with the protected characteristics.
Gender Reassignment	As above	As above	Add in details if known on IT service staff As above	As above.
Age			Add in details in terms of IT service staff age breakdown	As above.
Disability			Add in details in terms of IT service staff disability breakdown	As above.
Race & Ethnicity			Add in details in terms of IT service staff race breakdown	As above.
Sexual Orientation			Add in details if known on IT service staff	As above.
Religion or Belief (or No Belief)			Add in details if known on IT service staff	As above.
Pregnancy & Maternity			Sarah Picton	As above.

Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))			Add in details if known on IT service staff	As above.

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>The proposal is not anticipated to have any impact on public facing services. The EqlA has identified that the proposal may bring positive benefits for staff in terms of opportunities for development. Although the proposal may result in future rationalisation of staff numbers this is not beyond that required as part of overall savings and is not anticipated to impact disproportionately on groups with the protected characteristics.</p>	<p>The EqlA will be updated on the basis of the TOM and formal consultation with staff</p>

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
<p>None at this stage as there is no impact on staff until the target operating model is confirmed. The staff have been briefed on the business case and formal engagement with staff has taken place. There have been number of formal staff briefings for all IT staff and FAQ has been compiled. This has not highlighted impact on EqlA.</p>	<p>The EqlA will be updated on the basis of the TOM and formal consultation with staff</p>

Stage 8 - Final impact analysis
<p>No impact at this stage until the target operating model is confirmed. The staff have been briefed on the business case and formal engagement with staff has taken place.</p>

Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Tracie Evans

Date of review

07 March 2016

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.