

## Bristol City Council Equality Impact Relevance Check

This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.



<b>What is the proposal?</b>	
Name of proposal	Future State Assessment
Please outline the proposal.	The proposal is to implement a Future State Assessment which will review, assess and develop plans and recommendations to address: IT Strategy; IT Future State; IT Organisation; IT Technology and Data & Digital roadmaps.
What savings will this proposal achieve?	TBC
Name of Lead Officer	Steve Somerfield

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
The FSA will implement plans and recommendations which, although internally focused, are expected to have an overall positive impact on Bristol Citizens including those with protected characteristics.
Please outline where there may be significant negative impacts, and for whom.
No negative impacts have been identified at this stage

<b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
With the FSA review completed we have a clearer understanding of the wider impacts of the use of technology and more importantly the impact on using less than effective technologies has on individuals in terms of stress and ability to deliver their services effectively. Implementation of plans and recommendations will provide an opportunity to increase the overall usability and accessibility of IT for the council's workforce
Please outline where there may be negative impacts, and for whom.
We need to ensure that plans and recommendations meet the needs of disabled staff including those with sensory impairment who may require integration with assistive technology. We will ensure that accessibility is integral to our target operating model and consult with BCC disabled employees group as part of the implementation of these proposals.

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No. This proposal is to initiate implementation of the overall plans and recommendations for the FSA programme only. Individual Equality Relevance Checks and, where required, Equality Impact Assessments must be carried out for specific proposals on a case by case basis

Service Director sign-off and date:

Equalities Officer sign-off and date:



Duncan Fleming 1/6/18