

Equality Impact Assessment [version 2.12]



Title: Re-Tender of MS Azure Agreement	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Policy, Strategy & Digital	Lead Officer name: Paul Day
Service Area: IT	Lead Officer role: Interim Head of IT Operations

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Equality and Inclusion Team early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Evidence Base:

Microsoft Azure is the cloud-based (hosted by third party organisation) data centre technology used by the Council. The Council migrated a number of services to Microsoft Azure during the delivery of the IT Transformation Programme (ITTP), and is continuing this process under its current Cloud Migration project. This move to the cloud provides a number of business benefits, including:

- Improved IT resilience
- Known total cost of ownership for services
- Reduction in maintenance burden (support contracts and personnel)
- Improved back-up and recovery
- Improved delivery of remote working solutions
- Improved approach to partnerships, such as the safe sharing of information with third parties
- Improved services to staff and citizens through a modern platform
- Improved Information (Cyber) Security, protecting access to our systems and data
- Improved approach to Information Assurance, helping us meet our data protection act and GDPR obligations
- Ability to use new solutions such as Data/Insights and Customer Relationship Management (CRM) tools
- Reduction in our carbon footprint – Microsoft is currently carbon neutral, and pledges to be carbon negative by 2030.

This solution hosts our servers as well as our data. Furthermore, it provides a number of critical IT services such as the authentication of users onto our network and systems, and delivers much of our Information (Cyber) Security protection and resilience. It is a key platform that would effectively prevent the usage of any IT Systems if it were not available.

Our current contract expires on 31 March 2024. We need to have a contract in place that will allow us to continue to utilise this vital solution within the vendor licence terms. Procurement will be through a competitive procurement process using the appropriate route to market, likely to be within an establish Framework, as advised by Strategic Procurement.

From an EQIA point of view, there is no impact, since this is the proposed continuation of our existing, external hosting service, and nothing changes. As individual applications are moved to Azure, any changes that could have EQIA impacts will be the subject of separate EQIA assessments, in the normal way.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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As described above, this service involves the external hosting of the council's software and data. These services are already hosted externally in Microsoft Azure, and this is simply to continue the current arrangement.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:
Date: 1/9/2023	Tim Borrett, Director: Policy, Strategy and Digital Date: 18/09/2023

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.