

Equality Impact Assessment [version 2.12]



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| Title: Contract for Integration Platform | |
| <input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] | <input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing |
| Directorate: Resources | Lead Officer name: Tia Corkish |
| Service Area: Digital Delivery | Lead Officer role: Digital Services Manager |

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 \(EqIA\) \(sharepoint.com\)](#).

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.

Digital Delivery is proposing to extend/renew a contract with Cloud Software for support and maintenance of TIBCO software. TIBCO is an integration platform. The integration platform enables users to connect applications. For instance, in Housing, the integration platform will connect CivicaCX and Click. Another example is a completed webform that will automatically feed into a line of business system.

The aim of the TIBCO platform is to ensure a flow of information from one system to another using secure APIs (application programming interface).

Bristol City Council (BCC) has a perpetual licence for use of TIBCO Integration Software which is a low code/no code platform for writing integrations between different systems.

The TIBCO platform is mainly used by Finance (ABW) and Housing (CivicaCX and Click) integrations. Other integrations include various web forms, Itrent, gas safety certificates, Fix My Street and property licensing forms.

A compliant contract needs to be put in place to ensure continuity of the system integrations. The current contract expires in June 2024. The costs are anticipated to exceed £500,000 and will require a key decision at Cabinet.

The contract will impact on 3 people who use the system. These are internal employees in the Digital Services Team. They have never had any issues with the system in the past. Cloud Software have confirmed they are committed to high-quality products and services that are both useful and accessible to all users, including Disabled people.

There are alternative platforms available but currently not considering them for following reasons:

Housing system – a new Housing system is being implemented and when completed, will not need an integration platform as it will be built into the new system. It would be wasted

effort/cost to move Housing to a different integration platform while waiting for the new housing system to be implemented.

- It would be significant work to move all integration to another platform. Housing for instance is estimated at 4 months' work using multiple resources. To move to another platform would need to be considered by the IT strategy and planned in based on other planned activities in the organisation with plenty of lead-in time considered.
- Rewriting all the current integrations will be costly, use significant resource, require further training and there may be a skills gaps depending on the alternative platform.

1.2 Who will the proposal have the potential to affect?

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| <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: not a direct impact as sits in the middle of systems. | | |

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.

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|------------------------------|--|-----------------|
| <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No | [please select] |
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The integration platform is just a tool that enables flow of information from one system to another. It has been assured that it will be accessible for Disabled people – an accessibility conformance report from the supplier as recieved to confirm the accessibility based on WCAG standards.

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.

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| Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i> | Director Sign-Off:  |
| Date: 12/03/2024 | Date: 22/03/2024 |

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.