

Service and Community Impact Assessment (SCIA)

Front Sheet:

Directorate and Service Area:

Finance
ICT

What is being assessed (e.g. name of policy, procedure, project, service or proposed service change):

Proposed new service delivery model for ICT

Responsible owner / senior officer:

Graham Shaw

Date of assessment:

27th Nov 2017

Summary of judgement:

Service delivery options are still being researched and will include in-house, commercial and public partnership delivery.

For any final recommendation, no redundancies or staff losses are planned at this stage and an Oxfordshire staff base is an essential requirement as now.

Detail of Assessment:

Purpose of assessment:

Purpose: Response to new proposed (not yet agreed) service delivery model.

Section 149 of the Equalities Act 2010 (“the 2010 Act”) imposes a duty on the Council to give due regard to three needs in exercising its functions. This proposal is such a function. The three needs are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic, and those who do not.

Complying with section 149 may involve treating some people more favourably than others, but only to the extent that that does not amount to conduct which is otherwise unlawful under the new Act.

The need to advance equality of opportunity involves having due regard to the need to:

- remove or minimise disadvantages which are connected to a relevant protected characteristic and which are suffered by persons who share that characteristic,
- take steps to meet the needs of persons who share a relevant protected characteristic and which are different from the needs other people, and
- encourage those who share a relevant characteristic to take part in public life or in any other activity in which participation by such people is disproportionately low.
- take steps to meet the needs of disabled people which are different from the needs of people who are not disabled and include steps to take account of a person’s disabilities.

The need to foster good relations between different groups involves having due regard to the need to tackle prejudice and promote understanding.

These protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – this includes lack of belief
- sex
- sexual orientation
- marriage and civil partnership

Context / Background:

Like others, the Council's ICT Service is central to service delivery and the development of new digital solution. There are specific challenges around recruitment of some technical staff, infrastructure investment and associated costs.

Proposals:

To explore the future sourcing options in relation to ICT Desktop/Infrastructure, Applications and Digital Requirements. The object is to ensure continuing resilience for OCC ICT service delivery and support and best value.

Evidence / Intelligence:

Collection is still in progress.

Alternatives considered / rejected:

All alternatives are still under consideration.

Impact Assessment:**Impact on Individuals and Communities:**

There is no impact upon communities or groups.

Risks	Mitigations
None identified	

Impact on Staff:

If a commercial or public partnership option were to be accepted then there is a likely to be a TUPE of ICT staff to another organisation.

Risks	Mitigations
Potential for transfer out of OCC employment	Staff have been briefed on the approach and options under consideration as have Unison. Briefings will continue on a regular basis and will be in line with Council policy.

Impact on other Council services:

There are no perceived impacts upon other council services other than the intention that over time ICT service resilience and user support will be maintained or improved.

Risks	Mitigations
None identified	

Impact on providers:

None are expected.

Risks	Mitigations
None identified	

Action plan:

There are no new actions from this SCIA. The project will be governed using the standard Council approaches and any new or emerging risks will be assessed and added to the project risk log.

Action	By When	Person responsible
None		

Monitoring and review:

The assessment will be updated and considered as required. Noting that at the time of this initial assessment there is no Cabinet instruction to proceed with any option.

Person responsible for assessment: Graham Shaw

Version	Date	Notes (e.g. Initial draft, amended following consultation)
V1.0	27_11_17	First assessment.