

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	IT Investment Plan 2020-2025
Brief Service Profile (including number of customers)	
The IT Investment plan sets out identified IT and Technology investments required through to 2025. It covers a range of projects and initiatives that will support the organisation to deliver services identified in the Corporate Plan.	
Summary of Impact and Issues	
There are no impacts or issues identified in the proposal, however the investment opens the possibility for greater access to, and accessibility of services offered by Southampton City Council.	
Potential Positive Impacts	
<p>The programme of work enabled by the IT investment gives a range of positive impacts.</p> <p>These include improved physical access to digital services through enhancement of access in community locations such as libraries for any users who may not have access themselves.</p> <p>New technology investments will allow further improvements on the accessibility of digital services and more channels of access to be developed, all of which will help ensure the widest possible access services is possible and helping to reduce the risks of digital exclusion.</p>	

Responsible Service Manager	Gavin Muncaster
Date	06/11/2020
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No issues identified but potential improvements through enablement of improved accessibility options for services.	
Disability	No issues identified but potential improvements through enablement of improved accessibility options for services.	
Gender Reassignment	No issues identified	
Marriage and Civil Partnership	No issues identified	
Pregnancy and Maternity	No issues identified	
Race	No issues identified	
Religion or Belief	No issues identified	
Sex	No issues identified	
Sexual Orientation	No issues identified	
Community Safety	No issues identified but potential improvements through enablement of improved access to services.	
Poverty	No issues identified but potential improvements through enablement of improved access to services.	
Health & Wellbeing	No issues identified but potential improvements through enablement of improved access to services.	
Other Significant		

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Impacts		

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