28. Appendix G – Equality Impact Assessment

28.1. As the nature of the work has not changed in relation to EIA from that described in the June 2023 Oracle Implementation Cabinet Report, a copy of the draft EIA from the June 2023 report is included below.

Title of proposed EIA	Oracle Implementation
Reference No	EQUA1147
EA is in support of	New Strategy
Review Frequency	Annually
Date of first review	24/11/2023
Directorate	Council Management
Division	
Service Area	All Service Areas
Responsible Officer(s)	Claire Brett
Quality Control Officer(s)	Gemma Malhi
Accountable Officer(s)	Atrin Conway
Purpose of proposal	To support the successful implementation of Oracle within and across the Council. Focusing on two key phases of: 1. Safe and Compliant / urgent stabilisation – urgent work to ensure the council can meet statutory and legal obligations 2. Optimisation Supported by the utilisation of approved BCC frameworks to secure key resources.
Data sources	Relevant reports/strategies
Please include any other sources of data	Experience and lessons learned from Oracle Implementation to date.
Initial impact assessment	
Protected characteristic: Age	Service Users / Stakeholders; Employees
Age details:	It is assessed at this stage that there is no impact on age. Typically, Oracle will be utilised by a range of people in various age groups. Age will not be a criterion for using a particular resource from the approved contract(s). Neither will it impact either way on age groups of employees involved in using Oracle.

	Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Protected characteristic: Disability	Service Users / Stakeholders; Employees
Disability details:	It is assessed at this stage that there is no impact on disability. Typically, Oracle will be utilised by a range of people in the Council who may have disabilities. Suppliers / resources working on the implementation may also have a range of disabilities. As part of the re-implementation design we will test commonly used accessibility software to determine confidence that all users will be able to use the new solution effectively. As disability confident employer we might want to ensure that as part of any new procurement arrangements we setup no one is impacted negatively and people with disabilities can supply work through these contracts should they wish. Access and reasonable adjustments will need to be adhered to and considered / implemented where necessary. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Protected characteristic: Gender	Service Users / Stakeholders; Employees
Gender details:	It is assessed at this stage that there is no impact. Typically, a range of people from a range of genders will be involved in the implementation of Oracle. Furthermore, suppliers will recruit and be able to provide a range of people to support in terms of resources. Gender will not be a criterion for using a particular resource from the contract. Neither will it impact either way on gender groups of employees involved in working on the implementation.

	Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Protected characteristics: Gender Reassignment	Service Users / Stakeholders; Employees
Gender reassignment details:	It is assessed at this stage that there is no impact. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Protected characteristics: Marriage and Civil Partnership	Service Users / Stakeholders; Employees
Marriage and civil partnership details:	It is assessed at this stage that there is no impact. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Protected characteristics: Pregnancy and Maternity	Service Users / Stakeholders; Employees
Pregnancy and maternity details:	It is assessed at this stage that there is no impact. Neither will it impact either way on particular employees should they be pregnant or on maternity leave/ returning from maternity leave. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Protected characteristics: Race	Service Users / Stakeholders; Employees
Race details:	It is assessed at this stage that there is no impact. Race will not be a criterion for using a particular resource. Neither will it impact either way on particular groups of employees involved in working with the partners. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.

Protected characteristics: Religion or Beliefs	Service Users / Stakeholders; Employees
Religion or beliefs details:	It is assessed at this stage that there is no impact. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Protected characteristics: Sexual Orientation	Service Users / Stakeholders; Employees
Sexual orientation details:	It is assessed at this stage that there is no impact. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact.
Socio-economic impacts:	It is assessed at this time to have no direct impact. Specialist support recruited through this implementation to work alongside existing staff should support development and upskilling so that could be an indirect positive impact. Recruiting staff living close to Birmingham may also be a positive impact. Documentation will need to outline any social value delivered by any of the work undertaken and demonstrate that this has been considered in terms of providers and supply chain.
Please indicate any actions arising from completing this screening exercise	Essential need for regular review of EIA and due regard to potential impacts from contracts and ensuring social value and other terms are agreed that support the Council's EBEB Action plan and other policies such as disability confident employer etc
Please indicate whether a full impact assessment is recommended	No, it is not recommended
What data has been collected to facilitate the assessment of this policy/ proposal?	Corporate Plan, Transformation Monitoring Report, Oracle Lessons Learned. Anecdotal information about skills gaps, capacity within existing teams and infrastructure to support implementation appropriately. The amount of specialist external support already provided and required moving forwards.

Consultation analysis	
Adverse impact on any people with protected characteristics	None assessed at this time but this will be reviewed
Could the policy/proposal be modified to reduce or eliminate any adverse impact?	Yes, through contract terms with suppliers, Social Value targets within the contract life and through adherence of suppliers to BCC Council Policies.
How will the effect(s) of this policy/proposal on equality be monitored?	Through regular contract meetings and benefits management of implementation
What data is required in the future?	
Are there any adverse impacts on any particular group(s)	No
If yes, please explain your reasons for going ahead	
Initial equality impact assessment of your proposal	
Consulted People or Groups	
Informed People or Groups	
Summary and evidence of findings from your EIA	No particular negative impacts have been assessed at this time but to ensure that none arise from issues discussed in the assessment - regular EIA reviews will be undertaken, and this will be fed back into the officers undertaking the implementation and contract arrangements.
Submit to the Quality Control Officer for reviewing?	26 May 2023
Quality Control Officer comments	Pending
Decision by Quality Control Officer	Pending

Submit draft to Accountable Officer?	
Decision by Accountable Officer	
Date approved / rejected by the Accountable Officer	
Reasons for approval or rejection	