

**Birmingham City Council - Equality Impact Assessment Budget Savings  
Proposal 2020+**

**Title of proposed EIA**

DC011 20+ Application Platform Modernisation (EQUA373)

**EIA is in support of**

Amended Function

**Directorate**

Digital and Customer Services

**Service Area**

**Responsible Officer**

Simon J Field

**Purpose of proposal**

Budget saving for Application Management platforms. Through the introduction of the new data centres, hardware and management tooling it is expected that the council will benefit from operational savings.

**What sources of information/data have been used to produce the screening of this policy/proposal?**

Employee feedback

**PLEASE ASSESS THE POTENTIAL IMPACT OF YOUR PROPOSAL ON THE FOLLOWING PROTECTED CHARACTERISTICS**

**Age**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

**Disability**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

**Sex**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

## **Gender Reassignment**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

## **Marriage and Civil Partnership**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

## **Pregnancy and Maternity**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

## **Race**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

## **Religion or Beliefs**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

## **Sexual Orientation**

The proposal may lead to a small reduction in staffing . The exact numbers and staff impacted is still to be confirmed. When further clarity is obtained then the impact on this characteristic will be fully reviewed if needed.

## **Please indicate any actions arising from completing this initial screening exercise**

Given the high number of vacancies (approx 50) within the service it is planned that the head count reduction in 2020/21 will be met by vacancy management. Further discussions are taking place to consider the use of a Voluntary Redundancy trawl and a wider service redesign to consider further potential savings for further years. At this point no further equalities assessment is needed but will be kept under review in line with any wider service redesign.

**Please indicate whether a full impact assessment is recommended**

NO

**If a full assessment is required please complete sections below:**

**What information/data has been collected to facilitate the assessment of this policy/proposal?**

**Any consultation analysis**

**Is there any adverse impact/s on any people with protected characteristics?**

**If yes, please explain your reasons for going ahead with your proposal?**

**Could the policy/proposal be modified to reduce or eliminate any adverse impact on any particular protected equality group(s)?**

**How will the effect(s) of this policy/proposal on equality be monitored?**

**What data is required in the future to ensure effective monitoring of this policy/proposal?**



**Consulted people or groups**

**Informed people or groups**

## Summary and evidence of findings from EIA

Initial review of the proposal suggests there will be no significant equality concerns and a full assessment is not required. This will be reviewed if further development suggests otherwise.

**DATE: 11/10/2019**

