

# **Equality Impact Assessment / Equality Analysis**

**(Updated Nov 2024)**

<b>Item name</b>	<b>Details</b>
<b>Title of service or policy</b>	Cyber Improvements
<b>Name of directorate and service</b>	Resources Directorate, IT Service
<b>Name and role of officers completing the EIA</b>	Liam Abbott – Head of Digital and Customer Experience
<b>Date of assessment</b>	05/12/2024

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website.

## 1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> <li>● How the service/policy is delivered and by whom</li> <li>● If responsibility for its implementation is shared with other departments or organisations</li> <li>● Intended outcomes</li> </ul>	<p>This is a current cyber security service which is a 24 x 7 / 365 service provided by an external company. They monitor our IT network and systems for cyber security incidents and respond in the event of an issue. The intended outcome is that BANES has significantly reduced the risk of a cyber incident by having a 24/7 managed service for Cyber monitoring and incident response.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> <li>● Is it a new service/policy or review of an existing one?</li> <li>● Is it a national requirement?).</li> <li>● How much room for review is there?</li> </ul>	<p>This is the continuation of a service that has been in place since Jan 2024.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>No</p>

## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<p><b>2.1</b> What equalities training have staff received to enable them to understand the needs of our diverse community?</p>	<p>Equality Training is mandatory for all B&amp;NES officers</p>
<p><b>2.2</b> What is the equalities profile of service users?</p>	<p>No residents or B&amp;NES employees deliver this service. It is an externally contracted service.</p>
<p><b>2.3</b> Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p>N/A for this cyber requirement</p>
<p><b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>This service is purchased on a Crown Commercial Services Framework, all providers on this framework must meet the required Equality criteria.</p>
<p><b>2.5</b> If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>Procurement process was followed – see 2.4</p>

### 3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equalities groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
<p><b>3.1 Issues relating to all groups</b> and protected characteristics</p>	<p>This service must meet the equality criteria as set out in the Crown Commercial Services Framework.</p>	<p>B&amp;NES are reliant upon external provider ensuring that a 24 x 7 / 365 cyber service is maintained to protect our entire IT system, including confidential or personal information.</p> <p>If this system is breeched B&amp;NES will follow the guidance as set out in the Data Protection Act (2018):  <a href="https://www.gov.uk/data-protection">https://www.gov.uk/data-protection</a></p> <p>B&amp;NES has a cyber incident response plan in place, and this would be followed for all breeches of security.</p>

## 4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
None				

## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's website. Keep a copy for your own records.

**Signed off by:** Liam Abbott, Head of Digital and Customer Experience

**Date:** 5<sup>th</sup> December 2024