Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Proposal/Project/Policy Title	Procurement of an Internet Proxy and VPN via Lot 3a of the CCS RM6100 – Technology Services 3 Framework
Service Area	IT Services
Officer completing the EIA Screening Tool	Ben Davis, IT Procurement Lead
Head of Service	Paul Ingram, Chief Information Officer
Date	20/11/2023
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/ decisions sought.	This procurement is to acquire an new contract and potential supplier for Internet Proxy and VPN services. This procurement will be conducted on a CCS Framework with the objective of awarding a contract for a 4-year period.

Protected characteristic	Impact	Description
Age	Not applicable (N/A)	Describe the impact.
Disability	Positive impact (L)	Products are compatible with all accessibility software.
Gender re-assignment	Not applicable (N/A)	Describe the impact.
Marriage and civil partnership	Not applicable (N/A)	Describe the impact.

Pregnancy and maternity	Not applicable (N/A)	Describe the impact.
Race	Not applicable (N/A)	Describe the impact.
Religion	Not applicable (N/A)	Describe the impact.
Sex	Not applicable (N/A)	Describe the impact.
Sexual orientation	Not applicable (N/A)	Describe the impact.
Socio-Economic Disadvantage[1]	Not applicable (N/A)	Describe the impact.
How visible is this service/policy/project/proposal to the general public?	**Low visibility to the general public (L)**	
What is the potential risk to the Council's reputation? Consider the following impacts – legal, financial, political, media, public perception etc	**High risk to reputation (H)**	

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

The following procurement aims to establish a 4-year contract for Internet Proxy and VPN services. These functions are integral in keeping all Council employees and services safe when on the Internet.

The products themselves are of low visibility even to users, with a client being installed on all Council devices and running in the background whilst users go about their daily routines and tasks.

From a public perspective, potential data breaches could be huge in impact but these tools are there to prevent these incidents as opposed to being responsible for them, if anything, both these products keep key line of business applications safe and secure from unwanted access, thus further improving the security of the publics and the Councils data.

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[1] Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.