

# Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

<b>What is the proposal?</b>	
Name of the proposal	Digital Strategy
Type of proposal (new or changed Strategy, policy, project, service or budget):	Internal strategy
Brief description of the proposal:	A strategy laying out how SSDC will exploit digital technology.
Name of lead officer:	Toffer Beattie

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	<b>NO</b>
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	<b>NO</b>

<b>Is a full Equality Impact Assessment required?</b>	<b>NO</b>
<b>If Yes,</b> Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
<b>If No,</b> Please set out your justification for why not.	
The greater use of digital does not impact adversely on any protected characteristic. There will be individuals across all groups that are more competent and comfortable with digital than others, and for every potential negative impact, there are positive impacts. Regardless of digitisation, we will keep analogue channels available for digitally excluded citizens. The strategy also includes the stated intention of digital upskilling for officers and members.	
Service Director / Manager sign-off and date	Toffer Beattie - 19 May 20
Equalities Officer sign-off and date	Peter Paddon - 20 May 2020