

<b>AssessmentNo</b>	867	<b>Owner</b>	JGALLACHER
<b>Resource</b>	Transformation		<b>Service/Establishment</b> People and Technology
	First Name	Surname	<b>Job title</b>
<b>Head Officer</b>	James	Gallacher	ICT Manager
	(include job titles/organisation)		
<b>Members</b>	James Gallacher, ICT Manager Victoria Rogers, People & Technology Chief Officer Ric Rea - Performance & Strategy Officer		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
<b>Policy Title</b>	P&T Spend 2024/25		
	<b>The aim, objective, purpose and intended outcome of policy</b>		
	Define the planned annual People & Technology spend for both capital and revenue new and existing contracts valued above £10,000 and seek approval to procure and contract for the required goods and services.		
	<b>Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.</b>		
	Consultation with Chief Officers, P&T and ICT Management teams. Performance & Strategy		
<b>Does the proposals involve the procurement of any goods or services?</b>		<b>Yes</b>	
<b>If yes please confirm that you have contacted our procurement services to discuss your requirements.</b>		<b>No</b>	
<b>SCREENING</b>			
<i>You must indicate if there is any relevance to the four areas</i>			
<b>Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)</b>		<b>Yes</b>	
<b>Relevance to Human Rights (HR)</b>		<b>Yes</b>	
<b>Relevance to Health Impacts (H)</b>		<b>Yes</b>	
<b>Relevance to Social Economic Impacts (SE)</b>		<b>Yes</b>	
<b>Who will be affected by this policy?</b>			
Council employees, Council service users			
<b>Who will be/has been involved in the consultation process?</b>			
Chief Officers			
<b>Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.</b>			
	<b>Needs</b>	<b>Evidence</b>	<b>Impact</b>
<b>Age</b>			
<b>Cross Cutting</b>	We need to take into account how spending decisions may cross cut. We will therefore always check potential	Equality and other issues can and do combine and cross cut protected characteristics. Our approach to	We will ensure that all relevant spending proposals are informed by evidence and take into account all the

	<p>relevance to any and all of the protected groups above, depending on proposals in question. We need to have regard to the cumulative effect of proposals and decisions.</p> <p>Implementation of AI and Automation should be informed by the relevant EHRC guidance from 2022 The Council has a commitment to supporting digital inclusion</p>	<p>supporting change and improvements, will proactively take into account accessibility and usability of systems and their interaction for users. This is especially important for disabled people. Specific implementations can be impact assessed by services</p>	<p>relevant areas covered by our approach to impact assessment and Positive</p>
<b>Disability</b>	<p>The council has a anticipatory duty to to ensure that services are accessible to disabled people. We also have a duty to ensure that reasonable adjustments are carried out for disabled employees. The Council has a duty to make reasonable adjustments for employees</p>	<p>Our approach to supporting change and improvements, will proactively take into account accessibility and usability of systems and their interaction for users. This is especially important for disabled people, including employees.</p>	<p>Positive</p>
<b>Social &amp; Economic Impact</b>	<p>The Council has a duty to obtain best value. The Council must keep in mind the Fairer Scotland Duty when making strategic financial decisions.</p>	<p>Reducing the costs associated with technology. Where possible the Council will use social benefit clauses, when looking at its procurement. We will ensure that Council Guidance on Equality and Procurement is followed</p>	<p>Positive impact for Council finances.</p>
<b>Sex</b>			
<b>Gender Reassign</b>			
<b>Health</b>	<p>Health and well being is priority of</p>	<p>We will take these considerations into</p>	<p>The approach will be inline with our</p>

	the Council's Strategic Plan	account where relevant	guidance and evolving best practice
<b>Human Rights</b>	The Council is a Duty in terms of the Human Rights Act. It is likely that the UNCRC incorporation Bill, will become Law in Scotland in July 2024	We will take these considerations into account where relevant	The approach will be inline with our guidance and evolving best practice
<b>Marriage &amp; Civil Partnership</b>			
<b>Pregnancy &amp; Maternity</b>			
<b>Race</b>			
<b>Religion and Belief</b>			
<b>Sexual Orientation</b>			
<b>Actions</b>			
<b>Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.</b>			
<b>Will the impact of the policy be monitored and reported on an ongoing bases?</b>			
<b>Q7 What is your recommendation for this policy?</b>			
<b>Please provide a meaningful summary of how you have reached the recommendation</b>			
EIA 867: Our approach to supporting change and improvements, will proactively take into account accessibility and usability of systems and their interaction for users. This is especially important for disabled people, but not limited to this protected characteristics. Where possible the Council will use social benefit clauses, when looking at its procurement. Where relevant we will impact assess, capital and revenue spending decisions to support best value, equalities, including the Procurement Duty of the Public Sector Equality Duty in Scotland, and Fairer Scotland Duty considerations. Our approach will be inline with the Equality and Human Rights Commissions guidance in use of AI in the public sector, and proactively consider equality implications, when supporting change and improvements.			

