

Initial Equalities Screening Record Form

Date of Screening: June 2020	Directorate: Delivery		Section: Digital and ICT Services	
1. Activity to be assessed	The hosting of BFC software applications in the Cloud (Microsoft Azure) and associated support services.			
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change			
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing			
4. Officer responsible for the screening	Ken Connolly			
5. Who are the members of the screening team?	Bobby Mulheir and Elise Battison			
6. What is the purpose of the activity?	To migrate information systems / software applications and data to a secure data centre (distributed in the Cloud) to host BFC software applications.			
7. Who is the activity designed to benefit/target?	The activity is intended to provide a more resilient and scalable technical platform for BFCs server and software estate including data (so all employees and users of BFC Information Systems).			
Protected Characteristics	Please tick yes or no	Is there an impact?		What evidence do you have to support this?
		The impact would be at least neutral and possibly positive as BFC's personal data would be hosted in a highly resilient ICT environment that is more secure against a potential cyber-attack.		e.g. equality monitoring data, consultation results, customer satisfaction information etc Microsoft's Azure Hosting and Distributed data centres are exponentially more secure than on premise IT operations due to the investment in infrastructure and personnel to meet exacting industry standards.
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	N	None	
9. Racial equality	Y	N	None	
10. Gender equality	Y	N	None	
11. Sexual orientation equality	Y	N	None	

12. Gender re-assignment	Y	N	None	
13. Age equality	Y	N	None	
14. Religion and belief equality	Y	N	None	
15. Pregnancy and maternity equality	Y	N	None	
16. Marriage and civil partnership equality	Y	N	None	
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	Not applicable.			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Not applicable			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	∕	N	Please explain for each equality group	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	There is a great deal of information on Microsoft web sites detailing how secure Azure hosting is and the levels of accreditation required to become a cloud service provider.			

22. On the basis of sections 7 – 17 above is a full impact assessment required?	¥	N	<p>Please explain your decision. If you are not proceeding to a full equality impact assessment, make sure you have the evidence to justify this decision should you be challenged.</p> <p><i>We do not think that we need to produce a full equality impact assessment because the Cloud Hosting and Support project concerns locating data that we already hold/process in a recognisably more resilient and secure environment for information systems.</i></p>
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
No further action is required.			
24. Which service, business or work plan will these actions be included in?	<p>The Digital and ICT Strategy 2020 to 2025 sets out the strategic intention to move selected applications and servers to the Azure Cloud.</p> <p>If the Procurement Plan is approved then a Project Initiation Document will detail the implementation plan, risks and benefits.</p>		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	<p>This project covers all information systems and corresponding data in BFC's IT estate.</p>		
26. Assistant director's signature.	Signature: <i>Bobby Mulheir</i>		Date: 17 June 2020