

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: Strategic and Corporate Services

Name of decision, policy, procedure, project or service: Oracle Support

Responsible Owner/ Senior Officer: Vincent Godfrey

Version: 1

Author: Vincent Godfrey

Pathway of Equality Analysis: This decision was considered by the Policy and Resources Committee (29th July 2020) and the Enterprise Business Capabilities Board.

Summary and recommendations of equality analysis/impact assessment.

- **Context**
The Council currently receives support from Oracle for its E-Business Suite (EBS) for critical business processes in finance, human resources and procurement. This service is due to expire on 5 April 2021.
- **Aims and Objectives**
Third-party support is a direct replacement of the support provided by the original software publisher (Oracle). Contracting for support from Rimini Street will secure service continuity for the foreseeable future and a significant financial saving.
- **Summary of equality impact**
Given there will be no change to the EBS system, there are no foreseen equalities implications of switching to a third-party support provider for staff.

Adverse Equality Impact Rating **Low**

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning Oracle Support. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.



Signed:

Name: Vincent Godfrey

Job Title: Strategic Commissioner

Date: 11/11/2020

Updated 12/11/2020

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.....@kent.gov.uk or telephone on

Part 1 - Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age			✓	As the award of a contract to a provider of third-party Oracle E-Business Suite support is neither related to a customer facing service nor will change the EBS system for staff who use it, there will be no impact on this Protected Characteristic.
Disability			✓	As above.
Sex			✓	As above.
Gender identity/ Transgender			✓	As above.
Race			✓	As above.
Religion and Belief			✓	As above.
Sexual Orientation			✓	As above.
Pregnancy and Maternity			✓	As above.
Marriage and Civil Partnerships			✓	As above.
Carer's Responsibilities			✓	As above.

Part 2 - Equality Analysis /Impact Assessment

Protected groups

None.

Information and Data used to carry out your assessment

Not applicable.

Who have you involved consulted and engaged?

Not applicable.

Analysis

Not applicable.

Adverse Impact,

No impact.

Positive Impact:

No impact.

JUDGEMENT

No major change - no potential for discrimination and all opportunities to promote equality have been taken

Internal Action Required **NO**

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
No characteristics/issues identified.						

Have the actions been included in your business/ service plan?

Not applicable

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published.

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

Updated 12/11/2020