

EQIA Submission – ID Number

Section A

EQIA Title

Oracle Cloud Phase 2 HR and Payroll

Responsible Officer

Ben Sherreard - DCED PMO

Approved by (Note: approval of this EqlA must be completed within the EqlA App)

Lisa Gannon - DCED T

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

Project/Programme

Commissioning/Procurement

No

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Strategic and Corporate Services

Responsible Service

Technology

Responsible Head of Service

Lisa Gannon - DCED T

Responsible Director

Simon Jones - GT CDO

Aims and Objectives

The purpose of the programme is to modernise the way the core capabilities work and perform across finance, procurement and HR. These capabilities have been selected as they are critical to the effective management of our day-to-day business and effective use of our data.

We have already implemented Phase 1 of the Oracle Cloud Programme. Phase 1 delivered the majority of the finance and procurement functionality and was subject to a previous EqlA (Enterprise Business Capability).

Phase 2 delivers the HR functionality under the Oracle Cloud system and will replace our current Oracle Self-Servcie HR system as well as any time-monitoring systems utilised by different teams across the council.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?
No
Have you consulted with stakeholders?
Yes
Who have you involved, consulted and engaged with?
Oracle Cloud Business Readiness Groups Staff Groups – Aspire, Level Playing Field, Mental Health Support Network, Rainbow Forum, Single Parent Staff Group, Staff Ethnic Diversity Forum.
Has there been a previous Equality Analysis (EQIA) in the last 3 years?
Yes
Do you have evidence that can help you understand the potential impact of your activity?
Yes
Section C – Impact
Who may be impacted by the activity?
Service Users/clients
No
Staff
Staff/Volunteers
Residents/Communities/Citizens
No
Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?
Yes
Details of Positive Impacts
Digital Transformation: Migrating to a modern system enables organizations to leverage advanced technologies such as: AI, machine learning, automation, and analytics, to drive operational efficiencies and improve decision-making. Enhanced Data Security: Cybersecurity threats and data privacy regulations have become increasingly stringent. KCC needs a solution that builds in modern cyber and security measures. Data Insights: Robust reporting and analytics capabilities to enable decision-making, forecasting, and strategic planning. Accurate, up-to-date information and one version of the truth. Cost Savings and Efficiency. Streamline workflows, automate processes, remove duplication, and enhance productivity. User Experience and Mobility: An improved user experience supports a modern, mobile workforce and fosters employee satisfaction. Product Support and Innovation: Regular system updates giving timely access to new features and functionalities. Continuous innovation to enable KCC to stay at the forefront of technology advancements.
Negative impacts and Mitigating Actions
19.Negative Impacts and Mitigating actions for Age
Are there negative impacts for age?
Yes
Details of negative impacts for Age
Some staff – particularly in teams such as School Crossing – have been identified as older and either reluctant to use technology or that they find it difficult to use technology. This is a particular issue for those

that get their payslips in the post.
Mitigating Actions for Age
Additional support will be given to managers that look after teams with more remote staff as many of these more remote teams tend to include staff within this protected characteristic. Team managers will be able to enter in expenses and leave requirements for these staff.
Oracle will be accessible on a users' own device, meaning that staff will be able to use their own devices, with which they are more comfortable, to access the system.
Payslips will continue to be sent out in hard copy by post, by exception, to those staff that cannot access them on a computer or their own device.
Responsible Officer for Mitigating Actions – Age
Ben Sherreard
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
Yes
Details of Negative Impacts for Disability
Some staff with disabilities may use assistive technology and the new software will need to be compatible with this assistive technology. If it is not compatible, it will make it difficult for them to engage with the system.
Some staff have identified an issue in Phase 1 with the training and support available for those staff that are either neurodiverse or that suffer from conditions such as anxiety which makes the use of new systems more challenging for them. This may impact their ability to use the new system, increasing dissatisfaction and requiring greater time for managers to support these staff.
Mitigating actions for Disability
The Oracle system aligns with the latest and most up to date accessibility regulations. An accessibility audit will be carried out once the system is live.
The Oracle Guided Learning tool will be utilised to support all users once 'live and in system'. This approach has been discussed with representatives from the relevant staff groups and has been welcomed as an alternative to more structured training as was utilised in Phase 1.
Responsible Officer for Disability
Ben Sherreard
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No
Details of negative impacts for Sex
Not Applicable
Mitigating actions for Sex
Not Applicable
Responsible Officer for Sex
Not Applicable
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No
Negative impacts for Gender identity/transgender
Not Applicable

Mitigating actions for Gender identity/transgender
Not Applicable
Responsible Officer for mitigating actions for Gender identity/transgender
Not Applicable
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No
Negative impacts for Race
Not Applicable
Mitigating actions for Race
Not Applicable
Responsible Officer for mitigating actions for Race
Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No
Negative impacts for Religion and belief
Not Applicable
Mitigating actions for Religion and belief
Not Applicable
Responsible Officer for mitigating actions for Religion and Belief
Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No
Negative impacts for Sexual Orientation
Not Applicable
Mitigating actions for Sexual Orientation
Not Applicable
Responsible Officer for mitigating actions for Sexual Orientation
Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No
Negative impacts for Pregnancy and Maternity
Not Applicable
Mitigating actions for Pregnancy and Maternity
Not Applicable
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No
Negative impacts for Marriage and Civil Partnerships
Not Applicable
Mitigating actions for Marriage and Civil Partnerships
Not Applicable
Responsible Officer for Marriage and Civil Partnerships
Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities

Are there negative impacts for Carer’s responsibilities
No
Negative impacts for Carer’s responsibilities
Not Applicable
Mitigating actions for Carer’s responsibilities
Not Applicable
Responsible Officer for Carer’s responsibilities
Not Applicable