

EQIA Submission – ID Number

Section A

EQIA Title

Enterprise Business Capability

Responsible Officer

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

Strategic Commissioning

Responsible Head of Service

Lisa Gannon - DCED T

Responsible Director

Amanda Beer - DCE

Aims and Objectives

The purpose of KCC's EBC programme is to modernise the way the core capabilities work and perform across finance, people, and procurement. 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.

Presently, KCC manages these capabilities in a version of Oracle which is 20 years old and is no longer supported by Oracle which prevents further development on the current version. The age and complexity of this system presents significant risk to KCC. In 2021, we mitigated some of this risk through the migration to 3rd Party specialist support supplier, Rimini Street. However, there are still many risks and challenges associated with running our legacy system, namely the recent announcement whereby KCC have to migrate their current EBS solution to a different platform which will entail significant work and carries risk to the service. Additionally, many of our process are inefficient and time consuming and we are unable to improve and take advantage of modern technologies. The rapid development and availability of new types of technology that support EBCs is enabling the realisation of benefits that were previously out of reach or not cost effective to achieve. Currently, KCC cannot access these technologies, nor can benefit from the potential transformations they enable.

The aim of this programme is to deliver a solution that allows KCC to take advantage of modern technologies and processes and provide a platform for the future. We expect this solution will support KCC for, at the very least, the next decade. We need to ensure that our core EBC capabilities are stable, deliver best value, whilst at the same time enabling KCC to become more agile and effective, delivering better

outcomes, all enabled by the right technology.

Over the past 18 months the EBC project has undertaken a full procurement process, this started with soft market engagement, finishing with a competitive tender process using the Crown Commercial Service Back Office Framework. A full evaluation was completed followed by a selection process for the implementation partner. This process used the government G-Cloud framework.

Having now considered all options the EBC board now recommends the replacement of our system with an Oracle Cloud solution and that the chosen implementation partner is De-Novo.

The final Oracle bid is £10,416m over 8 years. This is comparable to previous Oracle costs and does not require any change to the MTFP. This offer has been submitted and reviewed including the legal review of the Terms and conditions.

The full implementation costs are £15,540m in total and include implementation partner costs and all internal and external resource cost. This implementation project is expected to take 2-3 years to complete. This cost will be funded from the ICT reserves which has already set aside funds to modernise EBC. 2.12

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?

Yes

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

Head of Finance
Finance SME's

Head of HCM
HCM SME's

Head of Procurement
Procurement SME;s

Infrastructure team

SRP Programme

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

Service users/clients

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

Although complex and challenging, the non-financial and financial benefits of transforming EBC's can place organisations in a strong position to rapidly progress transformation. The high-level programme benefits are listed below. The detailed benefits will be defined as we move through the design phase of the project. It is important that the benefits of change are balanced with the potential risks and considered in terms of our current environment.

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?

No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval

Details of negative impacts for Age

Not Completed

Mitigating Actions for Age

Not Completed

Responsible Officer for Mitigating Actions – Age

Not Completed

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval

Details of Negative Impacts for Disability

Not Completed

Mitigating actions for Disability

Not Completed

Responsible Officer for Disability

Not Completed
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval
Details of negative impacts for Sex
Not Completed
Mitigating actions for Sex
Not Completed
Responsible Officer for Sex
Not Completed
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Gender identity/transgender
Not Completed
Mitigating actions for Gender identity/transgender
Not Completed
Responsible Officer for mitigating actions for Gender identity/transgender
Not Completed
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Race
Not Completed
Mitigating actions for Race
Not Completed
Responsible Officer for mitigating actions for Race
Not Completed
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Religion and belief
Not Completed
Mitigating actions for Religion and belief
Not Completed
Responsible Officer for mitigating actions for Religion and Belief
Not Completed
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Sexual Orientation
Not Completed
Mitigating actions for Sexual Orientation
Not Completed
Responsible Officer for mitigating actions for Sexual Orientation

Not Completed
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Pregnancy and Maternity
Not Completed
Mitigating actions for Pregnancy and Maternity
Not Completed
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Completed
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Marriage and Civil Partnerships
Not Completed
Mitigating actions for Marriage and Civil Partnerships
Not Completed
Responsible Officer for Marriage and Civil Partnerships
Not Completed
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Carer's responsibilities
Not Completed
Mitigating actions for Carer's responsibilities
Not Completed
Responsible Officer for Carer's responsibilities
Not Completed