

## Equalities Analysis in Lambeth

Proposal Title \*

Procurement of Oracle Cloud Applications Support

Author

Ian Wathen

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Garry Jamieson

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

Oracle is the Council's Enterprise Resource Planning (ERP) tool. It is used to manage business critical functions, collecting debt, paying staff and suppliers. Lambeth implemented Oracle Cloud in April 2018 and has now fully transitioned all Finance, Payroll, Budgeting, Procurement and HR activity to the Cloud Service.

Evosys have been providing Oracle Cloud maintenance and support since February 2019 but this support contract will end on 30 September 2020. Lambeth are in the process of recruiting to an internal maintenance and support team that will eventually take responsibility for the majority of Oracle Cloud maintenance and support. However, even with the new team in place and fully up to speed it will be necessary to continue to employ third party Oracle Cloud expertise to provide the high level of maintenance and support service to this key Corporate Application.

The new third party support supplier will be providing the same service as the current supplier so there will be no change in the service provided.

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

As the estimated cost of this contract will be in excess of £100,000 the Strategic Director for Resident Services will be involved in approving the contract award.

Who else will be involved in signing-off this decision?

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Q2a. What do we know about the people who will be impacted by this change?

As noted in 1a above, the new third party support supplier will be providing the same service as the current supplier so there will be no change in the service provided and consequently no change to anyone.

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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Q2b. How will they be impacted by the change?

Not relevant as the new third party support supplier will be providing the same service as the current supplier so there will be no change in the service provided and consequently no change to anyone.

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will be more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

Not relevant as the new third party support supplier will be providing the same service as the current supplier so there will be no change in the service provided and consequently no change to anyone.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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Q3b How do you plan to address and mitigate any negative impacts of the proposal?

Not relevant as the new third party support supplier will be providing the same service as the current supplier so there will be no change in the service provided and consequently no change to anyone.

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

Not relevant as the new third party support supplier will be providing the same service as the current supplier so there will be no change in the service provided and consequently no change to anyone.

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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### Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

Submit for approval

Resubmit

Executive Approval  
Approved

## Attachments

Close