

Southend-on-Sea Borough Council - Equality Analysis

1. Background Information

1.1 Name of policy, service function or restructure requiring an Equality Analysis:
Opening Local Authority Data

1.2 Department:
Department for Place

1.3 Service Area:
ICT

1.4 Date Equality Analysis undertaken:
04/02/2019

1.5 Names and roles of staff carrying out the Equality Analysis.

Name	Role	Service Area
Matthew White	ICT Service Delivery Manager	ICT

1.6 What are the aims or purpose of the policy, service function or restructure that is subject to the EA?

ICT, on behalf of the Council and its partners, are bidding on a £500,000 competition with a view to winning funding to open-up local authority transport data. Whilst the Council is leading on the bid, it is intended we would work with partners across the South Essex Corridor, to deliver a series of projects to unlock the transport data that is held by local authorities, often held in proprietary systems with a view to making the data accessible and available to businesses, developers and the general public.

If successful, the bid will provide a sum of money between £50,000 - £100,000 to enable the publication of these datasets in open formats.

Full scheme details are available at:

<https://www.gov.uk/government/publications/competition-for-opening-local-authority-transport-data>.

1.7 What are the main activities relating to the policy, service function or restructure?

Assuming the bid is successful, the main activities will be as follows:

- Ascertain the datasets available for local authorities in relation to transport
- Cross-reference this data across partner organisations and establish overlaps of systems/data stores
- Produce a data catalogue, showing sources, frequency of updates and system(s) used; ascertain the availability of APIs and existing availability too
- Open dialogue with suppliers/vendors to investigate barriers to providing the data and routes to accessibility
- Produce a plan (including costings) to obtain and publish the data (including keeping it refreshed and up-to-date)
- Commit resources and action

2. Evidence Base

2.1 Please list sources of information, data, results of consultation exercises that could or will inform the EA.

If you are undertaking a staffing restructure, evidence considered must include an equalities profile of the staff affected by the restructure. This is available from HR and will help you assess whether there are any potential equality related issues.

Once the restructure has been completed a further equalities profile should be undertaken so that a comparison can be made with the position before the restructure took place. The Equality Analysis, will, therefore, most likely need to be updated once the outcome of the restructure has been undertaken

Source of information	Reason for using (eg. likely impact on a particular group).
DfT https://www.gov.uk/government/publications/local-transport-data-discovery-findings-and-recommendations	Guidance on the use of the money, together with relevant case studies.
Transport Datasets	These will form part of the work, should the bid be successful – at present they are to be determined fully; however, the data will relate mostly be in a textual format (or derived from textual – such as a map or image) depicting traffic flow data etc.

Please Note reports/data/evidence can be added as appendices to the EA

2.2 Identify any gaps in the information and understanding of the impact of your policy, service function or restructure. Indicate in your action plan (section 5) whether you have identified ways of filling these gaps.

As part of engagement with our partner organisations (including academia), we will be able to ascertain fully what data sets we will identify as being in scope. In

addition, we will utilise funding and resources to concentrate on providing the best value for money in terms of the number and quality of data to be published.

It is currently unclear how the data will be made available: it is envisaged making the data open will mean publication electronically on a website. Accessibility criteria will need to be developed as part of the data publication plan.

3. Analysis

- 3 1 An analysis and interpretation of the impact of the policy, service function or restructure should be undertaken, with the impact for each of the groups with 'protected characteristics' and the source of that evidence also set out against those findings.

In addition, the Council has identified the need to assess the impact of a policy, service function or restructure on carers, looked after children (as part of the age characteristic) as well as the socioeconomic impact of different groups, such as employment classifications.

Initial assessment of a perceived impact of the policy, service function or restructure. The impact can be positive or negative (or in some circumstances both), none or unclear

	Impact - Please tick				
	Yes			No	Unclear
	Positive	Negative	Neutral		
Age (including looked after children)				✓	
Disability				✓	
Gender reassignment				✓	
Marriage and civil partnership				✓	
Pregnancy and maternity				✓	
Race				✓	
Religion or belief				✓	
Sex				✓	
Sexual orientation				✓	
Carers				✓	
Socio-economic				✓	

Descriptions of the protected characteristics are available in the guidance or from EHRC - protected characteristics

- 3.2 Where an impact has been identified above, outline what the impact of the policy, service function or restructure on members of the groups with protected characteristics below.

	Potential Impact
Age	No impact is expected or anticipated
Disability	No impact is expected or anticipated
Gender reassignment	No impact is expected or anticipated
Marriage and civil partnership	No impact is expected or anticipated
Pregnancy and maternity	No impact is expected or anticipated
Race	No impact is expected or anticipated
Religion or belief	No impact is expected or anticipated
Sex	No impact is expected or anticipated
Sexual orientation	No impact is expected or anticipated
Carers	No impact is expected or anticipated
Socio-economic	No impact is expected or anticipated

4. Community Impact

- 4.1 You may also need to undertake an analysis of the potential direct or indirect impact on the wider community when introducing a new/revised policy, service function or restructure.

Transport data is not expected to impact upon any of the identified groups above; however, once the datasets have been identified, we will consult and work with information governance colleagues and produce a Data Protection Impact Assessment, which will help to inform its manageability and use.

- 4.2 You can use the Community Cohesion Impact Assessment as a guide, outlining a summary of your findings below:

The opening up of transport data will largely benefit academia, local interest groups and permit economic development in terms of providing data to fuel apps and/or websites, encouraging innovation with the data. Additionally, making this data available internally may impact policy and/or plans, once this data is analysed and used to inform future work.

Until the data being published is ascertained it is difficult to predict how this may impact the wider community; however, it is envisaged data available will be used to complement and enhance existing processes.

5. Equality Analysis Action Plan

5.1 Use the below table to set out what action will be taken to

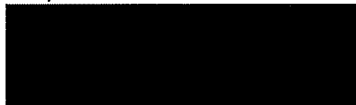
- Ensure a full analysis of the impact of the policy, service function or restructure is undertaken.
- Mitigate/address identified negative impacts or unlawful prohibited conduct.
- To promote improved equality of opportunity and to foster good relations.
- How the action plan will be monitored and at what intervals

Planned action	Objective	Who	When	How will this be monitored (e.g. via team/service plans)
Data Protection Impact Assessment	Mitigate/address identified negative impacts or unlawful prohibited conduct	Project Manager	Before Data Publication	Project Plan
Data Accessibility Assessment	To promote improved equality of opportunity	Project Manager	Before Data Publication	Project Plan
Partner engagement	To promote improved equality of opportunity and to foster good relations	Project Manager	At project start	Project Plan

As this is a bid, staffing and resources are currently undetermined; however, if successful, we will be looking to appoint a project manager. We will expect the above to be part of the considerations and inputs into the project, with the outcomes defining the routes taken at the necessary project stages. Partner engagement includes local special interest groups, such as the Digital Southend Working Group (<https://www.southendtech.co.uk/digital-southend-working-group>) and innovation-supporting initiatives such as The Hive Enterprise Centre (<https://thehive.org.uk/>).

Signed (lead officer).

Matthew White



Redaction is of signatures and to avoid the unnecessary identification of individuals

Signed (Director).

Nick Corrigan

Once signed, please send a copy of the completed EA (and, if applicable, CCIA) to the Departmental Equality Representative