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People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	Bring Your Own Device and Teleworking Policy	Person completing assessment:	
Reason for this assessment: <i>(new policy / review etc)</i>	Review	Date of assessment:	7 June 2023

A PIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show 'due regard' for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	To ensure that appropriate information security is maintained when employees are accessing the Service's information systems on personal devices.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	The policy is aimed at all employees and volunteers who use personally owned electronic devices to access the Service's information systems.
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Protective security steering group, Senior Information Risk Owner (SIRO) and Information Security Manager.

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

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Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

The policy satisfies the PSED by:

- 1) Eliminating any unlawful discrimination – by ensuring the Service protects the security of sensitive personal data that could be used to discriminate against members of the community with protected characteristics if it fell into the wrong hands.
- 2) Advancing equality of opportunity – by ensuring the Service’s information is retained within its own systems so that the integrity of information can be maintained, ensuring that people are treated equally based on accurate information.
- 3) Fostering good relations between different groups – by ensuring that information is kept secure within the Service’s systems, the Service’s reputation can be protected and partner organisations and members of the community can have the assurance that their information is being kept safe. This can help break down barriers to working with any groups where there may be suspicions about how securely their information is being handled.

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

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Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *	
Age	The policy does not have a negative impact when any of these protected characteristics are considered, it is designed to ensure that sensitive personal data is processed securely at all times.
Disability	
Gender reassignment	
Marriage or civil partnership	
Pregnancy or maternity	
Religion or belief	
Race	
Sex	
Sexual orientation	
Socio-economic disadvantage ²	

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

(a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination

(b) An action plan **MUST** be completed (next section)

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(c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
Lack of due regard as stipulated by the Equality Act 2010 in policy development	Evidence of due regard as stipulated by the Equality Act 2010 to all the accompanying policy development	Protective Security Steering Group	Ongoing in line with Policy developments	

All Completed PIA's should be submitted to E&D team for approval.

Signed: _____ (E&D)

Name: _____

Date: _____

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