Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Data & Intelligence Strategy 2024-2030
Brief Service Profile (including number of customers)	
Data is one of the organisations key assets. To maximise the potential benefit from our information, we need to collect it accurately, manage it effectively, re-use it where we can, share it appropriately and ensure that it is adequately protected. Data and the intelligence derived from it are essential in becoming an evidence-informed council and in delivering the transformation required to become a modern and sustainable organisation. The Data and Intelligence Strategy sets out our vision, principles and priorities to achieve this through to 2030.	
Summary of Impact and Issues	
There are no direct impacts or issues identified in the proposed strategy. However, the delivery of the strategy may lead to increasing amounts of personal data being collected, improved scrutiny of data quality and increased access to personal and non-personal data for decision makers. The future use of more advanced analytics, machine learning and Artificial Intelligence (AI) may lead to changes in the way data is used to make decisions about individuals, residents and communities. There is potential that residents and service users are anxious about the amount of data we hold about them and the security of that data. This potential negative impact exists without the strategy changing anything and a range of communications tools and processes are already in place. However, as the programme seeks to raise the profile of the benefits of data and the benefits of sharing data, this has the potential to increase awareness and, in some cases, increase anxiety. Residents and service users may be particularly concerned about the use of Artificial Intelligence (AI) – for example in producing unfair outcomes or reducing	

job opportunities.

There is the potential for increased data breaches due to the data we hold not being managed securely. This potential negative impact exists without the strategy changing anything and is very carefully managed in a range of ways including security measures around the data and staff training. However, given the intention of the Data Strategy is to increase the appropriate movement and sharing of data the potential should be actively considered by the programme.

There is the potential risk of using flawed/incomplete data. Data sets with low quality data, including gaps in the data, may be used to support decisions. This risks decision makers coming to conclusions that may not reflect the full picture. However, this risk is present without the strategy changing anything. By actively surfacing our data and monitoring / addressing data quality issues, this risk should be reduced significantly.

Potential Positive Impacts

The programme of work covered by the Data & Intelligence Strategy will have positive impacts.

Improvements in the way we record, link, collect, maintain and analyse data should lead to improved decision making, more efficient services and better outcomes for residents. By improving the timeliness of our data, we will be able to respond faster, this could particularly support vulnerable groups whose locations can change frequently, including: migrants; refugees; asylum seekers; people on probation; Gypsy, Roma and Traveller communities.

By improving the way we link (join-up) and manage the quality of data we may be able to avoid residents having to give their details and repeat their experiences on multiple occasions.

Data quality should improve and therefore the information we hold on individuals should be more accurate. Improved awareness of the importance of GDPR and how data should be used and protected should improve compliance and potentially reduce data breaches. By improving our processes and the transparency of those processes around our legal and ethical treatment of data we hope to increase resident confidence in the way we use data.

Residents and communities will also have better access to information about the city and their communities through the Southampton Data Observatory which will have a range of benefits through greater civic engagement. By publishing this (anonymised) data we will support partner organisations and individuals with an interest in equality issues to have available data to support their own design and delivery of services.

Data analytics can be used to monitor inequalities between demographic groups (and protected characteristics) to ensure services are appropriately designed and resources can be aligned to need. Also, by improving the data we hold on residents with protected characteristics and vulnerable groups, we will increase our knowledge of residents and service users so that we can monitor equal opportunities/anti-discrimination policies.

Any risks associated with increased collection of (and access to) personal data, will be mitigated through robust compliance with IG and security processes and analytical protocols put in place to ensure data is only accessible to the right people for pre-agreed purposes, and personal data is protected.	
Responsible Service Manager	Dan King
Date	28/05/2024
Approved by Senior Manager	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No specific impacts identified. Although improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	
Disability	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.
Gender Reassignment	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.
Care experienced	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Marriage and Civil Partnership	No specific impacts identified. Although improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	
Pregnancy and Maternity	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.
Race	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.
Religion or Belief	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.
Sex	No specific impacts identified. Although improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	
Sexual Orientation	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.
Community Safety	No specific impacts identified. Although improved recording and use of data will lead to a better understanding of community needs / inequalities / hotspots and more responsive / targeted services.	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Poverty	No specific impacts identified. Although improved recording and use of data will lead to a better understanding of socio-economic needs / inequalities / hotspots and more responsive / targeted services.	
Health & Wellbeing	Increased collection, linkage and sharing of data increases risk of disclosure of sensitive personal information. Improved recording and use of data will lead to a better understanding of needs / inequalities and more responsive / tailored services.	IG and data security processes in place. DPIAs completed for all new data related projects to identify and mitigate risks. Enhanced training for analytical staff on IG and disclosure control.
Other Significant Impacts	No specific impacts identified	