

HDC Equality Analysis Statement
ICT E-mail Usage Policy – August 2014

Department and section: ICT Services

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Date: 13th August 2014

The ICT E-mail Policy – August 2014 is an updated policy which sets out guidelines and requirements for all users of Harborough District Council's (HDC) e-mail systems. The policy is maintained by ICT Services who will work with e-mail users to ensure compliance.

Policy content is largely dictated by the relevant acts; including The Data Protection Act 1998 and The Computer Misuse Act 1990. HDC's continued connection to the Public Services Network (PSN) also mandates certain conditions which also result in policy amendments.

The policy has been reviewed by HDC's Equality and Diversity Officer and comments and suggestions received have been incorporated, where possible.

There is no evidence to suggest that this policy will have a disproportionately negative impact on any of the protected equality groups, so a full Equality Analysis has not been completed.

Individuals within the protected equality groups have been considered to address this policy's impact. The key issue was deemed to be the readability of the policy and this has been addressed by making it as clear and easy to read as possible. The policy is available electronically enabling resizing if required and hard copies can also be provided for those who require them (i.e. without system access) addressing potential accessibility issues. References to the HDC Equality Plan have also been added to the policy.

There may be circumstances where, due to a protected characteristic of a system user, individuals are affected by this policy and their use of e-mail. These unique circumstances will be considered sensitively on an individual basis with the protected characteristic taken into account.

A previous example of taking a protected characteristic into account is the modification of the built-in dictionaries used for scanning e-mail messages for profanities or unsuitable language. In agreement with HDC's Equality and Diversity Officer the dictionary was updated to stop flagging a particular word as a profanity, the act of which could be construed as discriminatory.

HDC currently have 206 staff and 37 Elected Members to whom this policy applies. Application of the policy will be monitored and adaptations made at review time, as necessary, alongside changes in legislation and other policies within the authority.

The policy is reviewed on an annual basis by the ICT Manager and Director - Corporate Services.