

**Template A-** Equalities, Fairness and Rights Impact Assessment NOT required - justification

**If the screening has indicated a full assessment is not required, complete below.**

Name of policy, strategy, practice, service or function	M365 & Windows 11 Project
Description of policy, strategy, practice, service or function and why it is required	The project is delivering an upgrade to desktop Office applications and the Windows operating system. These technology upgrades are required to mitigate security risks, improve end user experience, seek return on investment in Microsoft and increase efficiencies in device and app management.
Department/ Service	Business Operations and Partnerships
Responsible officer for taking decision	Louise Bickerton
Rationale for decision	As a result of the relevance screening a full Equalities, Fairness and Rights Impact Assessment is not required for this policy, strategy, practice, service or function as it has no impact on people from protected characteristic groups, socio-economic disadvantage or children and young people up to the age of 18
<b>Declaration:</b> <b>I confirm the decision <u>not</u> to carry out an Equality, Fairness and Rights Impact Assessment has been authorised by:</b>  <b>Name and Job Title: Barry Ashcroft – Head of ICT &amp; Resilience</b>  <b>Date Authorisation given: 26/3/25</b>	