

EQUALITY IMPACT ASSESSMENT FOR THE FIVE YEAR PLAN

Function/Department	Strategic
Person responsible for the assessment	Assistant Chief Officer
Name of the policy/service/function to be addressed	Five Year Plan
Date of assessment	31/03/2007
Is this a new or existing policy?	Not applicable – Statutory document produced annually.
Briefly describe the aims, objectives and the purpose of the policy.	<p>The aims are:</p> <ul style="list-style-type: none"> • to produce an annual Five Year Plan which complies with all statutory and best practice guidance, meets all audit requirements. • to provide a range of performance information to assist Members and officers in their work • to provide a reference document for partners, stakeholders and the public.
Are there any associated objectives of the policy? Please explain.	The Plan contains East Sussex Fire Authority's strategic aims and objectives for the next five years.
Who is intended to benefit from the policy and in what way?	The Plan is intended for Members, staff, stakeholders and partner organisations to inform them of our performance as mentioned above. Whilst the public might not be the intended audience, the document is available to view on the internet and in other formats and an executive summary in different languages is available on request.
What outcomes are wanted from this policy	<p>To produce a Five Year Plan.</p> <p>To provide a range of performance and resource management information to assist members and officers in their work</p> <p>To provide a reference document for partners, stakeholders and the public, so that the Authority's progress in achieving its aims and objectives can be clearly seen.</p>
What factors/forces could contribute/detract from the outcomes	Poor performance results may cause concern in respect of the Fire Authority achieving its stated aims and objectives. The presentation of the information itself, may cause difficulties to some of the readers who may have disabilities e.g. dyslexia. Please see the disabilities strand set out below.
Who are the main stakeholders in relation to the policy?	The main stakeholders are Members, staff, partner organisations and the public.
Who implements the policy and who is responsible for the policy	This statutory document is part of the Fire Authority's Performance Management Framework.

<p>Are there concerns that the policy could have a differential impact on:</p> <p>Age</p> <p>Disability</p> <p>Gender</p> <p>Race (promoting good race relations)</p> <p>Religious/Belief</p> <p>Sexual Orientation-Transgender/Transsexual</p>	<p>Age - No</p> <p>Disability – Yes. The 2007/08 five year plan has been further developed this year and the font size has been increased to improve accessibility, reading and understanding of the information involved. Tables have been introduced to explain more information rather than lengthy explanations of text. The changes were made in order to make the document more accessible to all readers, but particularly those that may suffer from dyslexia. Upon request, this document can be printed on different coloured paper, formats and sizes as per guidance issued on the British Dyslexia Association website. The font size and layout was changed where possible, after receiving comments from staff members who found the font size too small. No negative comments have been received by the public. A reading tool is also provided on the Service’s website, for those suffering from visual impairment and arrangements are in place with translation services providers to translate a summary of key corporate documents on request.</p> <p>Gender - No</p> <p>Race (promoting good race relations)- No</p> <p>Religious/Belief – No</p> <p>Sexual Orientation-Transgender/Transsexual – No</p>	
<p>Can this differential impact be justified on the grounds of promoting equality of opportunity for one or more of the above groups?</p>	<p>Yes, it will improve accessibility to the document under requirements as laid out in the Disability Discrimination Act.</p>	
<p>As above eliminating unlawful discrimination</p>	<p>Not applicable</p>	
<p>Completing Officer Date: 12/06/06</p>	<p>Name: ACO</p>	
<p>Officer responsible for policy/function/activity</p>	<p>Name: ACO</p>	<p>Date: 31/03/07</p>
<p>Diversity/Equality Officer</p>	<p>Name: Vacant</p>	
<p>Diversity/Equality Officer</p>	<p>Name: Vacant</p>	<p>Date: 31/03/07</p>