

Equality Impact Analysis Record (Inclusion Risk and Benefits)

This form should be completed in conjunction with EIA Tip Sheet and Key EIA Considerations

Part 1 – The Document

1.	Name of Policy, Procedure, Activity, Decision or Service:	Operational Response Review findings forming the ESFRS Integrated Risk Management Plan 2020 - 2025.		
	Status of PPADS (please tick)	<input type="checkbox"/> NEW <input checked="" type="checkbox"/> UNDER REVIEW <input type="checkbox"/> CHANGING <input type="checkbox"/> EXISTING		
2.	a) Main purpose of PPADS:	<p>This EIA is made in support of the range of changes proposed in the IRMP as part of the findings from the Operational Response Review. The proposals that this EIA supports are:</p> <ul style="list-style-type: none"> • The foreseeable and integrated risk assessment • The Operational Resilience Plan, based on risk • A new response model including enhancements to the On-call duty system, based on risk • Alternative wholetime duty system including the provision of aerial appliances, based on risk • Extant IRMP/SLT decisions relating to specialist teams and appliances, based on risk 	b) Project Manager and Process owner:	M.Elder/ ORR Project Board
	c. Project/processes this PPADS is linked to:	ESFRS Operational Response Review 2019-20 (Options 1-5) ESFRS Integrated Risk Management Plan 2020-2025		
3.	List the information, data or evidence used in this analysis:	<ul style="list-style-type: none"> • ESFRS diversity data • ACAS Research paper - Neurodiversity at work 09/2016 • CIPD Neurodiversity at work Guide 02/2018 • ORR End-of-Stage 1 Main Report • ORR Individual Station Risk Profiles 		

Part 2 - Analysis

Characteristics	Neutral Impact (x)	Negative Impact* (Risk Assess & score)	Positive Impact (x)	Narrative Section, detail below why and how you scored impact, you should consider: What are the risks &/or negatives, benefits and or opportunities to that Protected Characteristic? You <u>will</u> need evidence to support your Analysis.
A person of a particular age	<input checked="" type="checkbox"/>		<input type="checkbox"/>	What? These proposals for change are based on data analysis and supported by research and experience from other Fire and rescue Services from across the UK.
A disabled person	<input type="checkbox"/>	1 x 2 = 2 LOW	<input type="checkbox"/>	

A person of a particular sex, male or female	<input type="checkbox"/>	1 x 2 = 2 LOW	<input type="checkbox"/>	<p>Who? The proposals affect all ESFRS Firefighter to Watch Manager (inclusive) roles and the community they serve regardless of the PC's.</p> <p>Impact? Any adverse impacts raised through the communication and consultation stages of the associated Policy implementation will be addressed via current ESFRS Human Resource Policies and procedures (e.g. relocation etc.)</p> <p>Why? This EIA is required due to the above proposals as part of a risk-mitigation and control process following a thorough and robust risk assessment of past, current and reasonably foreseeable community demand that is or could be placed on ESFRS.</p> <p>Findings & effects? No workplaces are to be closed or moved, no emergency response cover will be adversely affected. In addition, all staff who may be placed at risk of a move from their current workplace or role will be treated equitably and within the processes identified in current ESFRS HR Policies.</p> <p>Due to us identifying a potential negative impact under Disability and Gender, this statement is subject ONLY to the implementation of a planned and proactive communication and training strategy to control adverse impacts on disabled staff or community, and female primary carers.</p> <p>This must ensure that any member of staff or from the community, particularly individuals with a neurodiverse condition or those who perform the role of primary carer have every opportunity to be informed of changes and the personal options open to them.</p> <p>This EIA will be periodically reviewed with relevant stakeholders and any matters arising will be recorded for action in consideration of any existing, new or emerging data.</p>
Pregnancy, Maternity, Marriage or Civil Partnership	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
A person of a gay, lesbian or bisexual sexual orientation	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
A person of a particular race	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
A person of a particular religion or belief	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Transgender a person whose gender identity/expression does not make their assigned sex	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Community considerations Application across communities or associated with socio-economic factors considering the 10 dimensions of Equality	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Criminal convictions	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Rural living	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Human rights	<input checked="" type="checkbox"/>		<input type="checkbox"/>	

Part 3 – The results

	Yes	No	
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Any staff or member of the community with neurodiverse conditions will not be disadvantaged or discriminated against subject to a planned, proactive communications strategy that provides sufficient time and detail in a range of formats to mitigate.
Are one or more negative scores in Medium or High ? (See guidance)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Part 4 - Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

N/A

Describe the overall decision on this Policy, Procedure, Activity, Service or Decision:

The current EIA identifies the assumed impacts that we know at this stage. We are aware that further impacts to these groups or other protected characteristics could emerge as we move through consultation. This document will remain live and will be maintained with associated actions as part of an ongoing managerial review and as and when new data emerges.

Part 5 – Sign Off

Created by (Print Name): MATTHEW ELDER	Department:
Signature** Matt Elder (electronic/ by email)	Date: 16/03/2020 (3 rd review)
To be completed by Equalities Team	
Signature** Rebecca Cheng	EIA number:
Assessment date: 31/10/19	Review date: 16/03/20

**** Please type your signature to allow forms to be sent electronically****

Part 6 - Equality Improvement Plan

Issues Area of adverse impact and Reasons	Solution Action What can be done to mitigate impact, what can be done to obtain further information	Responsibility/Lead Manager Who will be responsible for this action	Target Timescales When will this be completed Financial factors	Comments Corporate Risk Factors
<p>Disability: Carers may be disadvantaged during implementation and medium term resulting from institutionalised workforce making long-term personal plans with or as carers.</p>	<p>1. Identify real or perceived barriers and the solutions to either remove or provide adjustments.</p>	<p>Communications Manager</p>	<ul style="list-style-type: none"> • End of ORR Stages 2-6 inclusive. • No financial factors identified 	<ul style="list-style-type: none"> • Litigation based on negligence • Reputational following litigation/ accusations of discriminatory practice
<p>Gender: National statistics show that 70% of primary carers are female</p>				
<p>Disability: Neurodiverse conditions</p>	<p>1. Construct communications article for publication across a range of media explaining the proposals for change 2. Identify real or perceived barriers and the solutions to either remove or provide adjustments</p>	<p>Communications Manager</p>	<ul style="list-style-type: none"> • End of ORR Stages 2-6 inclusive. • Dependent upon the adjustments which need to be implemented. May include equipment, staff costs etc. 	
<p>ALL – as the process develops and consultations happen, new impacts may emerge and we need to ensure these are mitigated as the process continues</p>	<p>1. Weekly meeting to be held involving key stakeholders who are able to feedback concerns and potential impacts that have been raised across the service. 2. These concerns to be considered and mitigated if necessary via this EIA. Each edit will require an updated sign off.</p>	<p>Communications Manager and ORR Project leads</p>	<ul style="list-style-type: none"> • EIA to be fully updated before implementation begins • Monitoring action will continue through implementation 	

Risk Matrix

Fatalities	5	10	15	20	25
Major	4	8	12	16	20
Serious	3	6	9	12	15
Minor	2	4	6	8	10
Negligible	1	2	3	4	5
↑ Severity	Very unlikely	Unlikely	Moderate	Likely	Very likely
	Likelihood →				

Low Risk	Adequate control measures are needed that are proportionate to the level of risk
Moderate Risk	More effort is needed to identify appropriate control measures
High Risk	Considerable effort is needed to identify sufficient control measures to reduce the risk, and/or the benefit of the activity has to be high (e.g. life-saving measures)