

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Station Manager Dean Haward
Service:	Fire and Rescue Service
Date of Completion:	8 December 2014

Name of Policy/Strategy/Service/Function Proposal

Delivering Differently in Partnership Project

The Aims, Objectives and Expected Outcomes:

Aim

To create a Strategic Partnership between Isle of Wight Fire and Rescue Service and Hampshire Fire and Rescue Service.

Objectives

Continued effective delivery of Fire and Rescue services.

Reduction in the cost of provision of the Isle of Wight Fire & Rescue Service. Which will assist the Isle of Wight Council achieve efficiency savings.

Standards of service provision are not reduced in a way that adversely affects Isle of Wight and Hampshire residents.

A platform is created for the future delivery of both services

The Isle of Wight Council retains financial and political control and accountability of its Fire and Rescue Service as the Fire Authority

Expected Outcomes

- Strategic Governance of Isle of Wight FRS will be provided by Hampshire Fire and Rescue Service
- Service reorganisation to align to the revised structure following each project area outcome
- Corporate support reorganisation to assist in provision of support based on the project area outcomes
- Revised Incident Command Structure for Strategic Incident Command
- Fleet and Equipment to be managed by Hampshire Fire and Rescue Service
- Harmonised service policy and operational guidance managed and updated by Hampshire Fire and Rescue Service
- Training and Development managed by Hampshire Fire and Rescue Service
- Training Support managed by Hampshire Fire and Rescue Service
- Data and Knowledge Management Model shared by both organisations
- Network Fire Control Services Partnership. Fire control function to be moved from Surrey Fire and Rescue Service to Hampshire Fire and Rescue Service

Please delete as appropriate:

- This is a proposal for a changed council service

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	Yes
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	Yes
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			X	All changes will are not going got impact on operational resilience and delivery.
Disability			X	All changes will are not going got impact on operational resilience and delivery.
Gender Reassignment			X	All changes will are not going got impact on operational resilience and delivery.
Marriage & Civil Partnership			X	All changes will are not going got impact on operational resilience and delivery.
Pregnancy & Maternity			X	All changes will are not going got impact on operational resilience and delivery.
Race			X	All changes will are not going got impact on operational resilience and delivery.
Religion / Belief			X	All changes will are not going got impact on operational resilience and delivery.
Sex (male / female)			X	All changes will are not going got impact on operational resilience and delivery.
Sexual Orientation			X	All changes will are not going got impact on operational resilience and delivery.

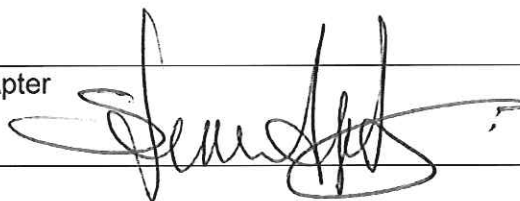
Are there aspects of the proposal that contribute to or improve the opportunity for equality?	No
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	

Evidence Considered During Screening

Business Case for Delivering Differently in Partnership.
Previous lessons learned from partnership with Surrey Fire and Rescue Service merging of Fire Control
Public consultation feedback on Budget Engagement relating to Partnership with Hampshire Fire and Rescue Service

Head of Service Sign off:

CFO Steve Apter



Advice sought from Legal Services (Name)

Kate Green

Date

19/12/2014

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Station Manager Dean Haward
Service:	Fire and Rescue Service
Date of Completion:	19/12/2014

Name of Policy/Strategy/Service/Function Proposal

Delivering Differently in Partnership Project

The Aims, Objectives and Expected Outcomes:

Aim

To create a Strategic Partnership between Isle of Wight Fire and Rescue Service and Hampshire Fire and Rescue Service.

Objectives

Continued effective delivery of Fire and Rescue services.

Reduction in the cost of provision of the Isle of Wight Fire & Rescue Service. Which will assist the Isle of Wight Council achieve efficiency savings.

Standards of service provision are not reduced in a way that adversely affects Isle of Wight and Hampshire residents.

A platform is created for the future delivery of both services

The Isle of Wight Council retains financial and political control and accountability of its Fire and Rescue Service as the Fire Authority

Expected Outcomes

•Strategic Governance of Isle of Wight FRS will be provided by Hampshire Fire and Rescue Service so that FRS staff of Group Manager and above become direct employees of Hampshire FRS whereas employees of Station manager rank and below are retained as IWC employees.

- Service reorganisation to align to the revised structure following each project area outcome
- Corporate support reorganisation to assist in provision of support based on the project area outcomes
- Revised Incident Command Structure for Strategic Incident Command
- Fleet and Equipment to be managed by Hampshire Fire and Rescue Service
- Harmonised service policy and operational guidance managed and updated by Hampshire Fire and Rescue Service
- Training and Development managed by Hampshire Fire and Rescue Service
- Training Support managed by Hampshire Fire and Rescue Service
- Data and Knowledge Management Model shared by both organisations
- Network Fire Control Services Partnership. Fire control function to be moved from Surrey Fire and Rescue Service to Hampshire Fire and Rescue Service

Supporting Council Priorities

Providing statutory duties and value for money

The partnership will continue to deliver the statutory function of a fire and rescue service to the residents of the Isle of Wight. The partnership will realise £1,195,000 cumulative savings over 3 years.

Working in Partnership to Improve Outcomes

The 2014 Peer Review of the Fire Service stated that it required improved capacity, sustainability and resilience through collaboration with other emergency services. This partnership will bring those attributes through collaboration with the largest non-metropolitan fire service in England.

Protecting the Public

The service will continue to protect the public through effective prevention, protection and response provision. There will be no reduction in current response standards stated in the service Integrated Risk Management Plan.

Please delete as appropriate:

- This is a proposal for a changed council service

Scope of the Equality Impact Assessment

As part of the impact assessment on the partnership we looked at the Equality and Diversity data using the links below. There are no proposed changes to the frontline delivery of the service that would negatively affect any persons who are classed as being captured within the data.

Our employees that are retained as IWC employees will remain on the same terms and conditions as they are currently. Those employees who will transfer to Hampshire Fire and rescue service in accordance with the Transfer of Undertakings (Protection of Employment) Regulations 2006, as amended in 2014 will do so according to National Conditions of Service. Hampshire Fire and Rescue Service comply with the requirement of the Equality Act 2010. No buildings are proposed to be changed or removed from service under the current Business Case nor will there be any changes to the operational functions of the IW FRS in terms of the service received by residents of the Isle of Wight..

Link to the Isle of Wight Council Equality and Diversity Factsheet.

<http://www.iwight.com/azservices/documents/2552-Equality-Diversity-Factsheet-Sept-2014-v1.pdf>

Link to the Isle of Wight Council Equality and Diversity Workforce Profile.

<http://www.iwight.com/Council/Working-for-the-Council/Equality-and-Diversity/IWC-Workforce-Profile>

The service has not received any complaints relating to Equality and Diversity in the past two years. There have been no Equality and Diversity complaints or issues following public consultation on the Budget Strategy for the Isle of Wight Council relating to the partnership with Hampshire Fire and Rescue Service.

Any fundamental changes to the project business case that requires Programme Board approval will also require a review of this Equality Impact Assessment to ensure there is no change. If after this review there is a change that does affect the Island population captured within the protected characteristics within the Equality Act (or it is believed there will be an affect) then this Impact Assessment will be reviewed.

Hampshire Fire and Rescue Service will complete an Impact Assessment as part of the business case implementation process. This assessment will be completed prior to the business case being submitted to Hampshire Fire and Rescue Authority on the 20 February 2015.

The Isle of Wight Council recently created a partnership with Hampshire County Council relating to Children's Services. Upon completion of Stage 1 of the impact assessment it was deemed there would be no requirement for a full Equality Impact Assessment.

Equality impact will become a standing agenda item for Project Board meetings to ensure this area is always considered whilst the partnership is being created and implemented.

Analysis and assessment

There will be no impact on any Island residents who share any of the protected characteristics. This is due to the fact that the operational response of the current service is proposed to be unchanged and in some cases enhanced. The specific area of the service that deals directly with Island residents that may be captured within the protected characteristics that may be classed as vulnerable is community safety. There is no intention to reduce any resource in relation to this area of the service and this has been placed out of scope of the partnership.

This partnership does not intend to reduce any service provided directly to the public. All partnership areas affect staff within the organisation. There are areas of the service where capacity will increase. This will have a positive effect on staff. No buildings will be changed or removed from the service as part of the partnership.

The partnership was discussed as part of the Isle of Wight Council budget consultation with Island Residents. The responses to these sessions were documented and analysed as part of this impact assessment. There were no concerns raised by the public in relation to equality issues. It was discussed whether there should be specific consultation completed with the public on the partnership. It was decided due to the reasons mentioned above there was not a requirement over and above the public consultation sessions on the Isle of Wight Council Budget. Essentially this partnership is an extension of the current Section 13/16 Agreement between Isle of Wight and Hampshire under the Fire and Rescue Service Act 2004.

The partnership does not have the potential to cause unlawful discrimination that may exclude certain groups of people from obtaining services or limit their participation in any aspect of public life. There are no foreseen negative impacts to any residents within the protected characteristics.

The service reviewed the recent partnership between Surrey Fire and Rescue Service and the Isle of Wight Fire and Rescue Service Fire Control. This did not impact on the protected characteristics despite a fundamental change to frontline service to the public. There have been no equality related complaints in regard to the Surrey partnership since being created.

During a lesson learned session conducted with Isle of Wight Council Managers involved in the Children's Services Partnership there were no equality related complaints received in relation to the transfer of strategic management to Hampshire County Council.

Recommendations

As the business case proposal for the partnership will have no effect on any of the Islands population captured within the 9 protected characteristics of the Equality Act 2010 it is the recommendation of this assessment that the partnership should be agreed.

The resultant benefits of the partnership are:

Maintenance and/or improvement of Fire and Rescue Services to the people of Hampshire and the Isle of Wight

Clear local political governance

Clear service identity

Enhanced command and control

Increased capacity, resilience and sustainability

Financial savings

Economies of scale

Enhanced interoperability

Development in culture and behaviour
Enhanced and joined up performance management framework
Transferable skills and experiences

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No Impact	N/A	N/A	N/A
Disability	No Impact	N/A	N/A	N/A
Gender Reassignment	No Impact	N/A	N/A	N/A
Marriage & Civil Partnership	No Impact	N/A	N/A	N/A
Pregnancy & Maternity	No Impact	N/A	N/A	N/A
Race	No Impact	N/A	N/A	N/A
Religion / Belief	No Impact	N/A	N/A	N/A
Sex (male or female)	No Impact	N/A	N/A	N/A

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sexual Orientation	No Impact	N/A	N/A	N/A
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Version Control

Document description		
Document name	Delivering Differently in Partnership – Equality Impact Assessment	
Authors	Station Manager Dean Haward	
Contributors	Isle of Wight Fire & Rescue Service Senior Officers Isle of Wight Council Legal – Kate Green	
Version control		
Version	Date	Description
0.1	08/12/2014	Stage 1 completed
0.2	19/12/2014	Stage 2 Working Draft
1.0	02/01/2015	Final Version approved by Kate Green

Summary	
Date of Assessment:	19 December 2014
Signed off by Head of Service/Director	Chief Fire Officer Steve Apter 
Review date	31 March 2017
Date published	02 February 2015

Publishing checklist	Yes	No
• Plain English – will your EIA make sense to the public?	✓	
• Acronyms – check you have explained any specialist names or terminology	✓	
• Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?	✓	
• Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?	✓	
• Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?	✓	
• Success stories – have you included any positive impacts that have resulted in change for the better?	✓	
• Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?	✓	
• Review have you included a review date and a named person to carry it out?	✓	
• Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?	✓	
• Signing off – has your Head of Service/Director signed off your EIA?	✓	
• Basics – have you signed and dated your EIA and named it for publishing?	✓	
• A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website	✓	