

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Steve Apter – Chief Fire Officer Graham Orchard – Lead Officer for WFD and E&D (Fire Service)
Directorate:	Economy and Environment
Date of Completion:	22 April 2014

Name of Policy

Integrated Risk Management Plan 2014 - 2020

The Aims, Objectives and Expected Outcomes:

Undertaking the EIA has enabled us to take account of The Equality Act 2010, which replaced previous anti-discrimination laws with a single Act. The public sector Equality Duty came into force on 1 October 2010 and applies to public bodies and others carrying out public functions. It supports good decision-making by ensuring public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which are efficient and effective; accessible to all; and which meet different people's needs.

The Integrated Risk Management Plan (IRMP) outlines the Isle of Wight Fire and Rescue Service (IWF&RS) objectives for the next six years to meet its aim of ensuring communities feel safer. It is important to note that to ensure the success and delivery of the IRMP 2014-2020 an annual business plan is produced.

Our Vision for the Isle of Wight Fire and Rescue Service

- A high performing, low cost and valued organisation that contributes to making the island a safe place.
- An employer of choice, providing career opportunities within a motivated workforce who are competent and confident, healthy and safe, and who are representative of their community.
- Managing our resources based on risk analysis, matching resources to need and providing a balanced level of emergency response across the Island.
- Ensuring that we are sufficiently resilient to be able to provide an emergency response under all reasonably foreseeable circumstances.

We have three priorities to achieve our vision:

- Respond safely and quickly when called
- Work in a fully integrated way across a range of partnerships
- Manage risk within our communities

The service areas are:

- Fire fighting
- Protection of people and property from fire
- Fire safety promotion
- Road traffic collision rescues
- Other emergency responses to civil emergencies

The IRMP ensures compliance to the following:

- Fire and Rescue Services Act 2004
- National Framework for Fire and Rescue Authorities
- Regulatory Reform (Fire Safety) Order 2005
- Civil Contingencies Act 2004
- Localism Act 2011
- The Equality Act 2010

Outcomes of the successful implementation of the IRMP are to have:

- Revised and achieved our response standard based on risk
- Matched resource provision to predicted risk levels
- Created capacity to improve firefighter and community safety
- Implemented more appropriate working arrangements for staff
- Increased the use of volunteers
- Developed resilient Island response arrangements for all calls for assistance
- Effective income generation and cost recovery arrangements
- Improved the provision and use of property
- Enhanced working arrangements through effective partnerships

Our commitment to our community

To achieve our aim to make the Island safer, the Isle of Wight Fire and Rescue Service recognises the importance of delivering quality services to the people of the Island that not only meet the needs of our diverse communities, but also represent efficiency and value for money for the Island taxpayer.

Our values set out the beliefs and behaviours at the heart of our organisation:

Improvement - We value improvement at all levels of the Service by:

- Accepting responsibility for our performance.
- Being open-minded.
- Considering criticism thoughtfully.
- Learning from our experiences.
- Consulting others.

People - We value our employees by practicing and promoting:

- Fairness and respect.
- Recognition of merit.
- Honesty, integrity and mutual trust.
- Personal development.
- Co-operative and inclusive working.

Diversity - We value diversity in the Service and the community by:

- Treating everyone fairly and with respect.
- Providing varying solutions for different needs and expectations.

- Promoting equal opportunities in employment and progression within the fire and rescue service.
- Challenging prejudice and discrimination.

Service to the community - We value the service to the community by:

- Working with all groups to reduce risk.
- Treating everyone fairly and with respect.
- Being answerable to those we serve.
- Striving for excellence in all we do.

The review of the IRMP 2014-2020 has provided the opportunity to re-consider the impact on the local community within this EIA. Publishing relevant equality information will make public bodies transparent about their decision-making processes, and accountable to their service users. It will give the public the information they need to hold public bodies to account for their performance.

The IRMP and the consultation process is our method of achieving the above.

- This is a revised summary for the IRMP 2014-2020 consultation process.

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?	No
Does the proposal relate to an area where there are known inequalities?	Yes
<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	<input checked="" type="checkbox"/>			<p>The IRMP has a positive impact as it particularly addresses the needs of all age groups, in particular older people and younger people, who receive fire safety and road safety awareness training. Home fire safety along with community fire safety activities are inclusive within the IRMP vision and values.</p> <p>Working together and in partnership with other public sector and voluntary agencies, we are able to identify where there are potential risks of fire, poor living standards and public health issues through attending incidents, carrying out home fire safety visits or by referral from those we work with. The IRMP reinforces this work across each of the protected characteristics.</p>
Disability	<input checked="" type="checkbox"/>			<p>IRMP processes provide the opportunity to work in partnership with other Island agencies to identify vulnerable groups including those with disabilities. This enables the IWF&RS to operate a proactive approach to ensuring the safety of the most vulnerable in our society.</p> <p>Working together and in partnership with other public sector agencies, we are able to identify where there are potential risks of fire, poor living standards and public health issues through attending incidents, carrying out home fire safety visits or by referral from those we work with. The IRMP reinforces this work across each of the protected characteristics.</p>
Gender Reassignment			<input checked="" type="checkbox"/>	<p>The IRMP will not have any impact on these protected characteristics as the IRMP takes account of the needs of those most at risk and vulnerable in our communities.</p>
Marriage & Civil Partnership			<input checked="" type="checkbox"/>	
Pregnancy & Maternity			<input checked="" type="checkbox"/>	
Race			<input checked="" type="checkbox"/>	
Religion / Belief			<input checked="" type="checkbox"/>	

Sex (male / female)			<input checked="" type="checkbox"/>	
Sexual Orientation			<input checked="" type="checkbox"/>	<p>The risks include:</p> <ul style="list-style-type: none"> ▪ Fire fighting ▪ Protection of people and property from fire ▪ Fire safety promotion ▪ Road traffic collision rescues ▪ Other emergency responses to civil emergencies <p>Working together and in partnership with other public sector agencies, we are able to identify where there are potential risks of fire, poor living standards and public health issues through attending incidents, carrying out home fire safety visits or by referral from those we work with. The IRMP reinforces this work across each of the protected characteristics.</p>

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<p>The understanding of risk underpins all aspects of service delivery in the Isle of Wight Fire and Rescue Service. Risk analysis and an understanding of how risk is changing along with the sharing of risk data with our partners, allows us to produce community risk profiles that can be used to drive our response, prevention and protection activities.</p> <p>To be an effective Fire and Rescue Service we need to understand our communities and by working closely with other council service areas including community wellbeing and social care, children and young people services, economy and environment as well as partner agencies including the police, Isle of Wight Primary Care Trust and others including voluntary organisations, we are better able to understand the key risks they face.</p> <p>The key activities within the IRMP are how we intend to reduce the risks we have identified. Consultation on the IRMP will give us the opportunity to engage with local communities and local stakeholders around the actions that we have proposed in the IRMP. This will be a key part of ensuring that we are addressing the needs of the whole community.</p>	

Evidence Considered During Screening

- SMT meetings
- DMT meetings
- Reports to Cabinet
- Media
- Previous IRMP 2009-14
- EIA for previous IRMP 2009-14
- Focus Group Meetings for previous IRMP
- Councillor meetings
- Regional and national discussions
- Discussions with Rep. Bodies
- Government Policy – Fire Futures Review

Head of Service Sign off:

Advice sought from Legal Services (Name)

Date

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):	
Directorate:	
Date of Completion:	To be completed after the end of the consultation period

Name of Policy/Strategy/Service/Function Proposal

Integrated Risk Management Plan 2014 - 2020

The Aims, Objectives and Expected Outcomes:

The Isle of Wight Fire and Rescue Service have identified nine key activities that will populate the business plan and enable us to achieve the outcomes as identified in the IRMP 2014-2020. These activities are all linked to improving the service delivery and driving down the risk to the community.

Outcome 1 - Revised and achieved our response standard based on risk.

We will be responding to incidents as quickly as possible, sending the most appropriate response. Our standard is based upon the arrival of fire engines with crews of five firefighters and applies across the Island. We will continually monitor our performance against our standard and report this performance on a regular basis.

Outcome 2 - Matched resource provision to predicted risk levels.

We will be ensuring the most efficient use of our resources increasing the capacity for training, risk information gathering and prevention work, in addition to providing an additional emergency response resource when required.

Outcome 3 - Created capacity to improve firefighter and community safety.

We will continue to improve the training and development provided to our staff. This will address the issues presented by the reducing number of incidents and the increasing range and complexity of the incidents that do occur. The capacity created will also enable us to continue the development of our community safety activity, working with communities to make them safer.

Outcome 4 - Implemented more appropriate working arrangements for staff.

Our staff will operate within a variety of shift patterns, offering the flexibility required by the Service whilst meeting the needs of individuals and encouraging as diverse a workforce as possible.

Outcome 5 - Increased the use of volunteers.

Volunteers will support us across a number of activities, including identifying and supporting vulnerable groups and individuals. Volunteers will also continue to assist our emergency response,

providing invaluable support to firefighters and those affected as a result of an emergency.

Outcome 6 - Developed resilient Island response arrangements for all calls for assistance.

We will be responding to genuine emergencies, ensuring that public safety is never compromised. We will also be guiding people to the most appropriate solution to their situation if we are not required.

Outcome 7 - Effective income generation and cost recovery arrangements.

We will be recovering costs where appropriate and will have a range of sponsorship and income generation opportunities available to us.

Outcome 8 - Improved the provision and use of property.

We will be operating from suitably located fire stations that provide an appropriate working environment. We will be sharing buildings with others where appropriate and offering improved access to the public and partners.

Outcome 9 - Enhanced working arrangements through effective partnerships.

Through increased partnership working we will be continuing to deliver a wide range of community safety activity, targeting those most vulnerable whilst offering advice and support to all in support of the wider Health and Well-Being agenda on the Island.

Further information to be included following the end of the consultation process

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- This is a proposed change/review to/removal of an existing policy/strategy/service/council function (*check whether the original decision was equality impact assessed*)

Include any links to a previous equality impact assessment or work delivered by another Directorate/service or partner organisation. Describe the approach to be taken in data collection, stakeholder involvement and state who the stakeholders are.

Establish your monitoring and review arrangements.

Sources of evidence may include:

- *Service monitoring reports including equality monitoring data*
- *User feedback*
- *Population data – IW Facts and Figures (add link)*
- *Complaints data*
- *Published research, local or national*
- *Feedback from consultations and focus groups*
- *Feedback from individuals or organisations, other council departments, partner organisations etc*

Set out any data gaps that may need to be addressed and how you plan to address them and include in your action plan.

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both? In particular set out how the council as a public body has met its duty to pay regard to eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.

Detail what concerns were identified during any consultation exercises together with any positive impact that has been identified and how this can be promoted or enhanced. Are there any concerns from consultation and data gathering that have not been taken on board, if so, please justify and explain the reason for this.

Does the proposal have the potential to cause unlawful discrimination (for example is it possible that the proposal may exclude certain groups of people from obtaining services or limit their participation in any aspect of public life?)

Set out in light of the consultation and data gathering what changes, if any you will make to the proposal

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified and is it lawful?

Recommendations

Please summarise the main recommendations arising from the assessment. If it is not possible to diminish negative impacts to an acceptable or even a lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

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				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				
Sex (male or female)				

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				
HR & workforce issues				
Human Rights implications if relevant				
<p>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</p>				

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s website</i> 		

