

Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(please refer to the guidance for additional information)*

1.1 What is being assessed

The closure of Shanklin Fire Station

1.2 Officer(s) and section or service responsible for completing the assessment

Steve Apter - Assistant Chief Fire Officer

Rosie Barnard – IWC Diversity Manager

IWFRS Ops & Fire Resilience section

IWFRS Risk & Intelligence section

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

The Fire Modernisation Project (formerly known as the Model for Change) includes increasing wholetime firefighter posts and the building of new fire stations and headquarters. The overall objectives of the programme are to provide a smaller, more resilient and effective fire and rescue service that is able to provide a more balanced prevention, protection and emergency response service delivery.

As part of the successful implementation of the Fire Modernisation Project designed to provide a modern and more effective service that meets the needs of the Island's diverse community, combined with the current economic climate, we have identified that the closure Shanklin Fire Station will support the aims and objectives of the project. This will enable the service to provide a more robust service by improving facilities at Sandown Fire Station but more importantly providing improved cover by the implementation of 'whole time' service cover.

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

The closure of Shanklin Fire Station, currently a retained duty system station, and increasing Sandown from retained to wholetime, there will be a slight delay to some parts of Shanklin at night and weekends in terms of emergency response. However, by changing to a wholetime provision from Sandown emergency response is greatly improved and guaranteed at key times which greatly improve the risk profile.

To support these changes we have undertaken a large number of 'blue light' runs which demonstrate that the risk is not adversely affected by this change. This has been modeled using the Fire Service Emergency Cover toolkit that demonstrate theoretical risk changes and the overall benefit to the wider community increases our community safety prevention and protection activities which will be targeted to those at increased risk.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

The Fire Modernisation Project has been widely communicated and consulted upon over the past 3 years since the decision taken by the IWC to maintain an Island Fire and Rescue Service. Wide public and stakeholder consultation has taken place and several staff consultation sessions have taken place. Also, the Fire Brigades Union have been active members of the project board.

Community consultation took place at the following locations and times:

Monday 20 July, 2009	Newport Football Club, Medina Way, Newport	6.30 pm
Tuesday 21 July, 2009	Gatten & Lake Primary School, 15 Howard Road, Shanklin	6.30 pm
Wednesday 22 July 2009	The Broadway Centre, 1 The Broadway, Sandown	6.30 pm
Monday 27 July 2009	Yarmouth Primary School, Mill Road, Yarmouth	6.30 pm
Tuesday 28 July 2009	The Winter Gardens, Pier Street, Ventnor	6.30 pm
Wednesday 29 July 2009	The Council Chamber Ryde Town Hall, Lind Street, Ryde	6.30 pm

Further consultation events have recently taken place with Shanklin Town Council as well as information sessions with the political groups.

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

Through improved community risk profiling, the IWFRS is now better able to identify those communities at greatest risk, identify their specific needs and to then put the resources together to meet those needs. Firstly the project will give us the resources to proactively work within communities rather than purely being reactively available when things go wrong. Secondly, this project supports the council and Island Strategic Partnership (ISP) aims of moving towards locality working, bringing partner agencies and communities together to help shape local service provision.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

The Fire Modernisation Project is one of the IWC priority projects and is fully supported. It fits into the wider strategic aims of ECO Island vision along with the council's corporate priorities of a safe and well kept Island, a healthy and supportive island as well as the One Island – modernising the council agenda.

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The closure of Shanklin Fire Station and indeed the wider Fire Modernisation Project is designed to improve the way the Fire and Rescue Service identifies and meets the needs of our communities. Therefore, the project as a whole rather than just the closure of Shanklin Fire Station is assisting the IWC in its specific duty to eliminate unlawful discrimination.

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

Depending upon the outcome of cabinet decision in July 2010, Shanklin Fire Station would be subject to a phased closure which would start once the wholetime posts had been confirmed at Sandown. This could take 6 – 12 months dependant upon the HR issues and operational resilience. This process would be project managed as part of the wider Fire Modernisation Project. The Chief Fire Officer is responsible for the implementation of the closure.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

There has been extensive consultation and communication regarding this project.

See:

<http://www.iwight.com/council/committees/cabinet/13-10-09/minutes.pdf>

<http://www.iwight.com/council/committees/Fire%20and%20Community%20Safety%20Scrutiny%20Panel/5-10-09/minutes.pdf>

2.2 Equalities profile of users and beneficiaries

Each fire station actually provides operational response to anywhere on the Island. That said, in order to map risk, the Fire Service uses the following risk groups to target based upon a number of data sets including previous incidents, national profiling, census and other partners data:

- Lone Pensioners
- Rented Accommodation
- Single Parents
- Long term illness

Analysis of the output areas in the area of Shanklin shows that all areas are low risk except for the long term illness data set which shows a higher than average number of people in the area with a long term illness. Therefore we target our resources to mitigate the risks from fire based upon that profile. With the closure of Shanklin fire Station, we will be able to provide a more targeted prevention and community safety strategy as more resources are available more of the time.

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

Only one complaint has been recorded regarding the proposed closure of Shanklin Fire Station and this was on the grounds of perceived risk based upon response standards and not on the

grounds of discrimination. (NB: this complaint has been addressed with the re-assurance that the proposed changes will indeed enhance future cover in the area)

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

Some respondents and in particular staff at the affected station have raised concerns over the perceived increase in response standards in and around Shanklin. However, research of actual data, FSEC modeling and of trial response runs demonstrates that whilst only few areas will have a slightly slower response standard during evenings and weekends, this is mitigated by the fact that the response is guaranteed from Ryde and Sandown due to the crewing arrangements and also by the increase in prevention activities by having the appropriate balance of resources available to target the most vulnerable based upon risk profiling.

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

The support of the Fire Brigades Union has been extremely strong as the proposed closure of Shanklin is seen as part of a wider project that aims to improve both firefighter and community safety. Staff have generally been very supportive and this has been highlighted by a number of recent peer reviews within the service.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 6 strands of diversity covered in the Authority's single equality scheme.

3.1 Complete this section with the following information – relating to all of the identified groups: (please refer to the guidance for additional information)

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact						
Neutral impact	X		X	X		X
Positive impact		X			X	

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: (please refer to the guidance for additional information)

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

Not Applicable

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. if none were identified, identify how disproportionate or adverse effect could be avoided in the future

Not Applicable

4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

None

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Following the move from RDS to Day Crewing at Ryde fire station we have seen an increase in local community engagement that was not possible previously. A recent incident was highlighted at Fire Scrutiny Panel:

See

<http://www.iwight.com/council/committees/Fire%20and%20Community%20Safety%20Scrutiny%20Panel/5-5-10/minutes.pdf>

Furthermore, our ability to move resources to target the most vulnerable will continue as we work more in a partnership approach through locality working and will increase and improve our risk based service delivery.

4.5 How will any service, policy, procedure, practice or project be implemented?

In accordance with the Fire Modernisation Project and only following Cabinet sign off and agreement.

4.6 As 4.5 above please identify training requirements

None

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. (please refer to guidance for additional information)

5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

None

5.3 Summary of recommendations for improvement

None

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

The service is aiming to achieve excellence under the equality improvement framework for Fire and Rescue Services and as part of this approach we will be looking at improving, through locality working, how we engage with our communities to monitor and evaluate more effectively the impact of our activities.

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

Not applicable

Part 6 Action / improvement plan

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

1. 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

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Disability	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Age	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Religious and Philosophical belief	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Gender	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Sexual orientation	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Geographical location	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
All of the above	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary and the publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s website.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

- | | | | |
|---------------------------|--------------------------|---------------------------|-------------------------------------|
| Race | <input type="checkbox"/> | Gender | <input type="checkbox"/> |
| Sexual Orientation | <input type="checkbox"/> | Age | <input type="checkbox"/> |
| Disability | <input type="checkbox"/> | Religion or belief | <input type="checkbox"/> |
| Other | <input type="checkbox"/> | All | <input checked="" type="checkbox"/> |