

## Equality Impact Assessment Form

Revised September 2010



*(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)*

*When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project*

### **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 levels of impact on the community following the provision of Fire and Rescue Service Mobilising through Surrey Fire and Rescue Service – (relocation of Fire Control)

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

Assistant Chief Fire Officer Steve Apter – Head of Operations & Resilience  
Matt Ford – Project manager Fire Modernisation  
Rosie Barnard – IWC Lead Officer Diversity and Wellbeing  
Station Manager Andy Walton

Advice from;

Station Manager Julie Brown – Fire Control Manager  
Watch Manager Pete Mawhood – FBU representative  
Watch Manager Robin Orledge - RFU representative  
Sarah Cleary – UNISON representative  
Helen Miles – Legal Services

Consultation:

Category 1 responders – ambulance, police, coastguard  
Equals (BME island representative group)  
Older Voices (older population rep group)  
Isle of Wight Youth Council – Chris Smy  
LGBT – Jim Edwards (NHS outreach worker)  
CE Vicar of Newport – lead on faith interaction engaging all faiths  
PCT (maternity and parenting)- Gill Kennett  
Link (health & social care issues) – future engagement with Healthwatch on disability issues  
Parent Voices – Dorothy Harrington

Barry Abrahams – Cabinet member for Fire, Culture and Resident's Services

**1.3 What is the main purpose or aims of the project**

This project has resulted from the termination of the Government Regional Control Project, which involved the relocation of fire control to a mainland centre. The demise of the national project has resulted in the need for this project to identify an alternative service provision.

The outsourcing of Fire Control mobilising to Surrey Fire and Rescue Service (SFRS) to ensure that future provision is provided by a resilient, technically advanced, efficient and effective fire control, delivering improved value for money.

**1.4 Who is affected by the project? Who is it intended to benefit and how?**

Staff within the Isle of Wight Fire Control Centre. The public will not see any detrimental effects on the level of service they experience, as the point of contact through the 999 service will remain unchanged and the response standards remain as they are currently. There will be changes to the business processes which underpin these services, but these will not affect the end user. Call handling standards will remain the same or improve and will be monitored as part of routine performance management and contracting arrangements with Surrey Fire and Rescue Service.

Operational firefighters working for IW Fire and Rescue Service (IWFRS) will be required to undertake a limited amount of training in order to understand how to interface with SFRS fire control. The impact of these changes will not affect response times and will ultimately afford development opportunities for staff as they will be able to apply their new knowledge if they wish to apply for other national posts as Standing Operating Procedures (SOPs) are aligned to national standards rather than limited to the Island. The way that the community engage with us will not change. Changes in procedures with partner agencies will be mitigated through training and testing prior to go-live.

The wider benefits are for the Service, Incident Commanders and the community as the improved technology, resilience and future proofing will be of significant benefits as set out within the business case.

**1.5 Has the project been promoted or explained to those it might affect directly or indirectly?**

The RCC project was subject to extensive national, regional and local consultation. Building on this existing consultation it is now appropriate at this point in the project to enhance the general awareness that exists due to media coverage of the development of the proposal, which has resulted in correspondence to the Fire Authority. Targeted meaningful consultation with local community groups and our partners will take place to allow issues to be assessed and the development of action plans to improve service delivery.

Elected members have been involved in the project through member briefings, the

opportunity to undertake site visits to the existing and proposed fire controls, with the aim of better informing their constituents, and their understanding of the project.

**1.6 How does the project contribute to better community cohesion?**

The consultation with the community and partner agencies will increase awareness of the fire service, the roles that it fulfils within the local community, access to these services, and support the implementation of the council's strategic objectives through enhanced partnership working.

**1.7 How does the project fit in with the council's wider aims?**

Alignment with the vision of the corporate plan, council key priorities:

Delivery of budget savings through changed service provisions

Safeguarding - Keeping children safe, supporting old and vulnerable residents

- Identify those services which we will no longer provide or those that we might enable others to provide with minimal input from the council.
- Challenge the way we currently do things and give serious consideration to different delivery models

Check business case for mobilising arrangements – safeguarding

**1.8 What is the relevance of the aims of the project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?**

The aims of the project will maintain or enhance service delivery to the community as a result of effective consultation. The project together with the key activities identified in 1.4 above once implemented will help to drive the equalities agenda through providing improved access, ensuring services provided continue to meet or enhance the needs of the Island community, and assist the council in meeting its obligations under the equalities act 2010 public sector duties.

The output of the consultation will be addressed through the Equality Impact Assessment, including use of improved demographic information, and will be taken into account during the implementation of the re-organisation and the decision making process.

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

The Fire Authority (the IWC) is ultimately responsible for ensuring an effective means is in place for dealing with emergency calls and summoning resources required and this is discharged through the Chief Fire Officer. The project is being managed by a specialist project manager and is supported by a team of technical, legal, financial, HR and operational specialists from the IWC, IWFRS and SFRS.



## **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**

On going FBU / Management meetings

Consultation forums with staff affected

Written correspondence and email exchange with staff groups

Previous consultation on Regional Control project

Previous public correspondence from Cabinet Member for Fire, Culture and Resident's Services

Cabinet papers and delegated decision papers

Correspondence between the public and elected members

Correspondence between the public and IWFRS management

Local media coverage and subsequently published public comment and reaction

Consultation with;

Category 1 responders – ambulance, police, coastguard

Equals (BME island representative group)

Older Voices (older population rep group)

Isle of Wight Youth Council

LGBT – Jim Edwards (NHS outreach worker)

CE Vicar of Newport – lead on faith interaction engaging all faiths

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### **2.2 Equalities profile of users and beneficiaries**

See demographic appendices

### **2.3 Evidence of complaints against the project on the grounds of discrimination**

None to date.

### **2.4 What does the consultation, research and/or data indicate about the negative impact on project**

Existing and ongoing consultation, research and data analysis has not identified to date any negative impact that cannot be mitigated, including the recognition that a number of tasks currently undertaken by fire control will not be transferring to SFRS, and will need to be undertaken locally. On this basis 3 new posts are being created to ensure that these activities are undertaken.

**2.5 What does the consultation, research and/or data indicate about the positive impact on the project**

In accordance with 1.6 above, through more effective use of technology and the resilience improvements, it is anticipated that a positive impact on all communities will be delivered through more effective targeting of resources.

There are benefits for the operational staff through better access to firefighter and appliance availability, and other relevant operational information that will improve command and control of IWFRS operations, and ensure effective service delivery.

The outcome of the project also has significant revenue savings for the council of c.£250,000 per annum in comparison with the current running costs, and includes the Surrey contract and the salaries of the 3 posts being created.

**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 protected characteristics of the Equality Act 2010.

**3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics)  
(please refer to the guidance for additional information)**

Protected Characteristics <i>As at 27 July 2011, input from community groups to follow</i>	Negative	Neutral	Positive	Comments
Age				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				
Sex (male / female)				
Sexual Orientation (LGB&T)		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)***

*To be completed following targeted consultation*

- 4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?**
- 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.**
- 4.3 If there is no evidence that the project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?**
- 4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?**
- 4.5 How will any project be implemented?**
- 4.6 As 4.5 above please identify training requirements.**



## **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)*

*To be completed following targeted consultation*

- 5.1 Does the project comply with equalities legislation?**
- 5.2 What are the main areas requiring further attention?**
- 5.3 Summary of recommendations for improvement**
- 5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?**
- 5.5 When will the project be reviewed?**

**Part 6 Action / improvement plan - To be completed following targeted consultation**

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
Age				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				
Sex (male or female)				
Sexual Orientation				
Geographical location				

All of the above					
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**Part 6 continued – Equality Impact Assessment – Summary report**

***To be completed following targeted consultation***

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council’s website. Please access the Work tab of the council’s intranet and follow the instructions to upload your completed equality impact assessment on to the website.

**Date of assessment**

<b>Officer’s name</b>	Steve Apter	<b>Role</b>	Assistant Chief Fire Officer Head of Operations & Resilience
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<b>Service, policy, procedure, practice or project that was impact assessed</b>	The provision of Fire and Rescue Service Mobilising through Surrey Fire and Rescue Service
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**Summary of findings**

**Summary of recommendations and key points of action plan**

**Groups that this policy will impact upon**

<b>Age</b>		
<b>Disability</b>		
<b>Gender Reassignment</b>		
<b>Marriage &amp; Civil Partnership</b>		
<b>Pregnancy &amp; Maternity</b>		
<b>Race</b>		
<b>Religion / Belief</b>		
<b>Sex (male/female)</b>		

**Sexual Orientation**