

Name of proposal/policy	A45 – Social Policy	Budget number (if applicable)	N/A
Service area responsible	Northamptonshire Fire and Rescue Service (NFRS)	Cabinet meeting date	N/A
Name of completing officer	Area Manager (AM)	Date EqIA created	27/09/2016
Approved by Director / Assistant Director	Chief Fire Officer (CFO)	Date of approval	

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘Due regard’ to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders
Policy A45 gives guidance to all NFRS personnel on the use of social media.

Description of proposal under consideration/development
N/A

Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)	
Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”
Full consultation to agreed NFRS consultation group	Providing feedback that ensures this policy meet service/personnel needs

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			P	
Gender Reassignment			P	
Age			P	
Disability			P	
Race & Ethnicity			P	
Sexual Orientation			P	
Religion or Belief (or No Belief)			P	
Pregnancy & Maternity			P	
Human Rights (Please see articles in toolkit)			P	
Other Groups (rural isolation, socio-economic exclusion etc)			P	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
N/A	N/A

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2
N/A

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?

Final impact analysis (taking the findings from Part 2 into account) – including review date if required