



NORTHAMPTONSHIRE FIRE AND RESCUE SERVICE
Equality Impact Assessment (EqIA) template

Name of proposal/policy	B32 - Incident Recording System (IRS) policy	Budget number (if applicable)	N/A
Service area responsible	Joint Operations Team (JOT)	Meeting date	N/A
Name of completing officer	Workforce Development and Operational Assurance Manager	Date EqIA created	15/06/2021
Approved by Fire Executive Group (FEG) / Equality, Diversity, Inclusion, Wellbeing and Projects Officer	Area Manager – Service Delivery	Date of approval	21/10/2021

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 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 our intranet / internet (where public related). All 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 enquiries@northantsfire.gov.uk

Part 1

Description of current provision/policy and main beneficiaries/stakeholders

The IRS is a national data collection system administered by the Home Office and forms part of the Fire and Rescue Service (FRS) Improvement Programme. The incident data is recorded on a data base and is accessible to Fire and Rescue operational staff and the Home Office.

Description of proposal under consideration/development

- To define internal roles within the IRS structure and detail what is expected at each level
- Detail constraints and a framework within which the system is to be used
- Provide guidance to all those that use the system on the fundamental areas (referring to guidance folder where necessary)
- Provide standards against which Northamptonshire Fire and Rescue Service (NFRS) will operate

Data used in this EqlA (general population data where appropriate but each EqlA 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 EqlA)

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”
The data containing individual information is not published but will be used for internal assessment to assess members of society most likely at risk.	Incident data held in the IRS may include name, address, age, gender and ethnicity of victims of primary fires whether they are injured, rescued or if there is a fatality. This could be accessed by operational staff eg Officer in Charge (OiC), Control, the Senior and Performance Analysts.

Tick the relevant box for each line	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			✓	
Gender Reassignment			✓	
Age	✓			
Disability	✓			
Race and Ethnicity			✓	
Sexual Orientation			✓	
Religion or Belief (or No Belief)			✓	
Pregnancy and Maternity			✓	
Human Rights (Please see articles in toolkit)			✓	
Other groups (rural isolation, socio-economic exclusion etc)			✓	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
Most of the protected characteristics are not recorded in the IRS. Generally this information is confined to age and gender. Disability or pregnancy might be mentioned if it is material to the incident in question. Any information recorded in the IRS may be used to target a programme of Home Fire Safety Visits (HFSVs) or Safe and Well Visits – a positive action. Currently the main information used is related to the age or people involved in a home fire, but disability or areas of social and economic deprivation or rural isolation may also be targeted. In the case of the “Other Groups” this would not be recorded data but derived from the location information of the incident.	No impact if staff observe confidentiality protocols.

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
No

Part 2 – if required

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

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