



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

|  |                               |                                      |            |
|--|-------------------------------|--------------------------------------|------------|
| <b>Name of proposal/policy</b>                                       | Policy C5 Safeguarding Adults | <b>Budget number (if applicable)</b> |            |
| <b>Service area responsible</b>                                      | Prevention                    | <b>FEG meeting date</b>              |            |
| <b>Name of completing officer</b>                                    | Prevention Team Leader        | <b>Date EqIA created</b>             | 09/04/2021 |
| <b>Approved by Chief Fire Officer / Assistant Chief Fire Officer</b> |                               | <b>Date of approval</b>              | 27/05/2021 |

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](mailto:enquiries@northantsfire.gov.uk)

## Part 1

### Description of current provision/policy and main beneficiaries/stakeholders

Northamptonshire Fire and Rescue Service has a duty to safeguard “adults at risk” and the current policy is dated January 2019 and needed to be refreshed and reviewed to reflect changes in processes and procedures, new legislation and the change to a two unitary authority, which took place on 1<sup>st</sup> April 2021.

### Description of proposal under consideration/development

The revised policy C5 reflects the changes that Northamptonshire County Council has recently undertaken, moving from a County Council and seven District and Bouorh Councils to a new two unitary authority consisting of North Northamptonshire Council and West Northamptonshire Council. This resulted in changes to contacts, telephone numbers, reporting process and procedures.

Safeguarding is also now far more person centered, ensuring that the persons voice is heard and consent to safeguard a person and work with them is more important, which the policy has been updated to reflect. New links to guidance and toolkits has been included. We also have a new role in place for safeguarding work, and the policy has been updated to include the new Complex Case Officer role.

The revised policy will now ensure that we respond to safeguarding concerns as quickly and effectively as possible in order to achieve the best outcomes for the “adults at risk” that we encounter. This may be through the course of operational incidents or the delivery of Prevention and Protection activities, or from the trusted partners that we work with.

### Data used in this EqIA (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” |
|---|---|
| <a href="https://www.northamptonshireanalysis.co.uk/">https://www.northamptonshireanalysis.co.uk/</a>   | This gives us data information about the population of our county.  |
| <a href="https://www.firstforwellbeing.co.uk/about-us/northamptonshire-demographics/">https://www.firstforwellbeing.co.uk/about-us/northamptonshire-demographics/</a>   | This gives us information about the health and wellbeing of adults in our county.   |
| <a href="https://www.gov.uk/government/statistics">https://www.gov.uk/government/statistics</a>   | This is another source of population figures.   |
| <a href="https://www.northamptonshiresab.org.uk/Documents/Annual%20Report%202019-2020%20-%20Accessible%20Version.pdf">https://www.northamptonshiresab.org.uk/Documents/Annual%20Report%202019-2020%20-%20Accessible%20Version.pdf</a> | This annual report provides us context and scale of safeguarding adult concerns in Northamptonshire.                      |

| 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        |
| The policy refers to adults aged 18 and over and specifically to those with care and support needs who by nature can have mental health conditions or disabilities or be affected by ill health due to the ageing process. | A separate policy exists to safeguarding children and young people aged 0-18 years. |

**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**

|     | <b>What does this information tell us?</b> |
|-----|--|
| N/A |  |
|     |  |

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

N/A