



NFCC
National Fire
Chiefs Council

NORTHAMPTONSHIRE FIRE AND RESCUE SERVICE
Equality Impact Analysis (EqIA) template
(Also known as Equality Impact Assessment, People Impact Assessment, Equality Risk Assessment)

Policy / Project / Function	F7 Unwanted Fire Signal (UFS) Reduction Policy			Date of Analysis	November 2022		
Analysis rating: please tick 1 box ✓ (The analysis rating is identified after the analysis has been completed – refer to completion notes)	Red	Amber	Green	✓	Proportionate means achieving a legitimate aim/can be objectively justified.		
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)	Review of previous EqIA and internal managerial review						
Please list any other policies that are related to or referred to as part of this analysis							
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	<ul style="list-style-type: none"> • Employees, specifically control • Members of the public • Commercial businesses 						
What are the aims and intended effects of this proposal (project, policy, function, service)?							
<p>The unwanted fire signals policy has been effectively implemented for over 10 years with Northamptonshire and has reduced the requirement for fire resources to be mobilised and committed to automatic fire alarms signals unchecked.</p> <p>The policy sets out the aims and methods of reducing the attendance for fire crews to premises which have identified as having and unwanted fire signal. An Unwanted Fire Signal (UFS) is defined as a signal transmitted by an Automatic Fire Alarm (AFA) system reporting a fire where upon arrival of the fire service it is found that a fire has not occurred.</p> <p>The main benefits to NFRS are to the operational response and look to: reduce and/or stop essential services from attending these incidents and allow them to be available for other emergencies, reduce risk of accidents and collisions as a result of the service responding under emergency conditions, avoid disruption to the programmed activity of NFRS e.g. community safety activities, including Home Fire Safety Checks (HFSCs) and reduce the financial burden in fuel costs and wear and tear on appliances</p> <p>The general public are also beneficiaries as the points above all would impact them from the point of public finances or someone receiving either a proactive service or reactive (emergency) response from NFRS.</p> <p>The wider stakeholders will be those within commerce who do call upon our services in the event of a fire alarm activation. The policy requires them to undertake further work to both manage their fire safety first and then to allow and inform NFRS to respond accordingly in the event of an emergency (or perceived emergency)</p>							
Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service)? Please tick ✓ (refer to completion notes)							
Yes				No	✓		
List any consultations e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this proposal (project, policy, function)?							
This is a routine review of the policy and discussion has been held between control staff, including station manager, and with JOT.							
Financial analysis if applicable, state any relevant cost implications (e.g. expenses, returns or savings) as a direct result of the implementation of this policy, project, or function.							
Costs (£)	0			Projected returns (£)	N/A		
Implementation (£)	N/A – policy already in place			Projected savings (£)	N/A		

What impact will the implementation of this proposal have on people who share characteristics protected by <i>The Equality Act 2010</i> ? Please tick ✓ (refer to completion notes)				
Protected Characteristic:	Neutral impact:	Positive impact:	Negative impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Sex (Men and Women)	✓			
Race (All Racial Groups)	✓			<p>If English was an additional language then the reading and understanding of the policy might be a challenge for persons, as with those with an impairment. The policy is supported with guidance notes, including flowcharts that provide a simplified method to apply the policy.</p> <p>In all instances, if a staff member required assistance or input to understand the policy and subsequently apply it then protection would provide support.</p>
Disability (Mental, Physical and Carers of Disabled people)	✓			<p>Whilst this is a neutral impact there is foreseeable benefits to persons who will need greater assistance in the event of an emergency by reducing the commitment of resources to attending false alarms.</p> <p>Reading and understanding of the policy might be a challenge for persons with an impairment. The policy is supported with guidance notes, including flowcharts that provide a simplified method to apply the policy.</p> <p>Some visual impairments may require reasonable adjustments to work with corporate documents; accessibility has been taken into account and supportive resources are available (Read & Write software, text overlays) – managers to ensure staff have the necessary tools and resources available to staff where required.</p> <p>In all instances, if a staff member required assistance or input to understand the policy and subsequently apply it then protection would provide support.</p>
Religion or Belief	✓			
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			
Pregnancy and Maternity	✓			
Marital Status (Married and Civil Partnerships)	✓			
Gender Reassignment (Includes non-binary)	✓			

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Protected Characteristic:	Neutral impact:	Positive impact:	Negative impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Age (People of all ages)	✓			
Wellbeing of our staff	✓			The policy should have a positive impact on the wellbeing of staff as it reduces unwanted call outs, lowers risk and frees up time to undertake more productive tasks.

What impact will the implementation of this proposal have on people who are impacted by and/or local factors that sit outside the Equality Act 2010 (non-legislative). Examples include social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. Please tick ✓ (refer to completion notes)				
Identified impact non-legislative factor.	Neutral impact:	Positive impact:	Negative impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Learning disabilities	✓			
Local community	✓			

This EqIA was completed by						
Name	Fire Protection Manager			Department	Fire Protection	
Action plan owner		Commencement date	Policy is current		Sign off date	27/01/2023

As a result of performing this analysis, what actions are proposed to remove or reduce any negative impact of adverse outcomes identified on people (employees, applicants, customers, members of the public etc) who share characteristics protected by *The Equality Act 2010* or are *non-legislative characteristics*?

Action Planning				
Identified impact Protected Characteristic or local non-legislative factor	Recommended actions	Responsible lead	Completion date	Review date
Learning/visual impairments	To support staff with learning/visual impairments through existing mechanisms, A40 - Dyslexia and Specific Learning Difficulties Policy	N/A – action required from line managers supported by HR	N/A	N/A



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Completion notes

<p>Analysis ratings</p>	<p>The analysis rating is located at the top of the document so that if you have several impact assessments you will be able to determine priority impact status. To assure the analysis determines the rating, the rating should not be determined before the analysis has been completed.</p> <p>Red: As a result of performing this analysis, it is evident a risk of discrimination exists (direct, indirect, unintentional, or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics (and/or local non-legislative factors)</i>. In this instance, it is recommended that the use of the activity or policy be suspended until further work or analysis is performed.</p> <p>If it is considered this risk of discrimination (is <i>objectively justified</i>, and/or the use of this proposal (policy, activity, function) is a <i>proportionate means of achieving a legitimate aim</i>; this should be indicated and further professional advice taken.</p> <p>Amber: As a result of performing this analysis, it is evident a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p>Green: As a result of performing this analysis, no adverse effects on people who share Protected Characteristics <i>and/or local non-legislative factors</i> are identified - no further actions are recommended at this stage.</p>
<p>Equality data</p>	<p>Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine Protected Characteristics <i>and/or local non-legislative factors</i>. Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>1: Application success rates by <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i></p>
<p>Legal status</p>	<p>This document is designed to assist organisations in “<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>” as required by <i>The Equality Act Public Sector Duty 2011</i>.</p> <p>The NFCC/Fire and Rescue Services may be keen to extend “due regard” to local/non-legislative factors such as social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✓ (Refer to completion notes).</p> <p>What impact will the implementation of this proposal have on people for which there is no legal requirement? (Consider each local non-legislative factor separately).</p> <p>Doing this analysis may also identify opportunities to <i>foster good relations</i> and <i>advance opportunity</i> between those who share Protected Characteristics <i>and/or local non-legislative factors</i> and those that do not.</p> <p><i>An EqIA is not legally binding and should not be used as a substitute for legal or other professional advice.</i></p>
<p>Objective and/or Proportionate</p>	<p>Certain discrimination may be capable of being defensible if the determining reason is:</p> <p>(i) <i>Objectively justified</i> (ii) <i>A proportionate means of achieving a legitimate aim</i> of the organisation</p> <p>For <i>objective justification</i>, the determining reason must be a real, objective consideration, and not in itself discriminatory. To be ‘<i>proportionate</i>’ there must be no alternative measures available that would meet the aim without too much difficulty that would avoid such a discriminatory effect. Where (i) and/or (ii) is identified it is recommended that professional (legal) advice is sought prior to completing an EqIA.</p>