



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 | Policy Statement – Operational Digital Data | | Date of Analysis | 07/12/2022 | |
| Analysis rating: please tick 1 box ✓ (The analysis rating is identified after the analysis has been completed – refer to completion notes) | Red | Amber | Green | X | 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) | <p>New Policy Statement based on a wider corporate policy on digital data owned by the data controller.</p> <p>As this is a support policy the consultations and forums will be dealt with by that policy. The protected characteristics have been considered throughout the construction of the policy by careful consultation with stakeholders.</p> | | | | |
| Please list any other policies that are related to or referred to as part of this analysis | New A policy on digital data to be produced by the data controller and Service Information Team | | | | |
| Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public) | All NFRS operational staff | | | | |
| What are the aims and intended effects of this proposal (project, policy, function, service)? | | | | | |
| <p>This policy sets out the responsible use of imaging and sound recording devices currently used by operational personnel both currently and in the future. It sets out how and when it would be appropriate to use media devices and how and what to do with the data when recorded.</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 | 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)? | | | | | |
| <p>NFRS Diversity Report 2020-21</p> <p>Consultation with Womens Network group (no actions recorded from this consultation)</p> <p>Consultation with NFRS training provided for EQIA (advice provided to sign post this EQIA to policies that will be impacted and that a neutral response is acceptable if no impact is identified or the impact will be covered under another policy assessment)</p> | | | | | |
| 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) | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Race (All Racial Groups) | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Disability (Mental, Physical and Carers of Disabled people) | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Religion or Belief | | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Sexual Orientation (Lesbian, Gay, Bisexual, and Straight) | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Pregnancy and Maternity | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Marital Status (Married and Civil Partnerships) | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Gender Reassignment (Includes non-binary) | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Age (People of all ages) | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Wellbeing of our staff | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics. |

| 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 | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |
| Local community | ✓ | | | This policy has a neutral impact as data is recorded responsibly irrespective of a persons characteristics |

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|-----------------------------------|------------------------------------|--|--------------------------|------------|----------------------|------------|
| This EqIA was completed by | | | | | | |
| Department | Joint Operations Team | | | | | |
| Action plan owner | Area Manager – Operational Support | | Commencement date | 27/01/2023 | 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 |
| | | | | |



Completion notes

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|--|--|
| <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 <u>Action Planning</u> 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> |