

Policy / Project / Function	C1 – Safeguarding Children & Young People	Date of Analysis	28/12/22
Analysis rating: please tick 1 box ✓ <i>(The analysis rating is identified after the analysis has been completed – refer to completion notes)</i>	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)	Policy C1 has been discussed in internal Prevention staff meetings and at the NFRS Safeguarding Management Group. The review has also been influenced by published Safeguarding guidance from National Fire Chiefs Council (NFCC) and from the results of the NFRS Safeguarding Policy & Procedures Internal Audit Dec 22.		
Please list any other policies that are related to or referred to as part of this analysis	C5 – Safeguarding Adults, C.. – Firesetter Policy		
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	Children & Young People who come into contact with Northamptonshire Fire & Rescue Service (NFRS) NFRS staff and volunteers Groups and / or organisations that come onto contact with or work alongside NFRS		
What are the aims and intended effects of this proposal (project, policy, function, service)?			
Northamptonshire Fire and Rescue Service have a statutory safeguarding duty to look after all of the children and young people that live in the county of Northamptonshire. We have a duty of care to the young people we engage with through our youth activities, which include Northamptonshire Emergency Service Cadets, Early Intervention courses, Fire Setter Intervention, youth group presentations and school talks. We also have a duty of care to the children and young people that we encounter during operational incidents. As such it is recognised that NFRS personnel will come into contact with children and young people in a variety of settings. As a public service, staff have a duty to recognise and take appropriate action to deal with safeguarding issues that arise and to conduct themselves with children and young people in a professional manner at all times. This policy will provide the necessary information and guidance to properly support this.			
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	X
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)?			
Consultation with NFRS staff via internal processes Consultation with statutory safeguarding partners			
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 (£)	N/A	Projected returns (£)	N/A
Implementation (£)	N/A	Projected savings (£)	N/A



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)

		<p align="center">NORTHAMPTONSHIRE FIRE AND RESCUE SERVICE Equality Impact Analysis (EqIA) template <i>(Also known as Equality Impact Assessment, People Impact Assessment, Equality Risk Assessment)</i></p>
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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)	x	x		The policy emphasises the different types of harm and abuse that can occur and aims to break traditional stereotypes regarding victims and perpetrators.
Race (All Racial Groups)		x		This policy emphasises that there are specific types of abuse associated with some cultures, raising awareness of this will positively impact potential victims from other races and cultures, for example FGM.
Disability (Mental, Physical and Carers of Disabled people)		x		Disabled children and young people are recognised as a vulnerable group in respect of safeguarding due to additional needs. This policy is intended to promote the awareness and safeguarding of those children & young people.
Religion or Belief	x			
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	x			
Pregnancy and Maternity	x			
Marital Status (Married and Civil Partnerships)	x			
Gender Reassignment (Includes non-binary)	x			
Age (People of all ages)		x		This policy is aimed at the safeguarding of those children and young people up to the age of their eighteenth birthday. Therefore a specific policy for this group is intended to take into account children & young people's specific needs, circumstances and risks they may encounter.

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
Wellbeing of children & young people in the county		x		The policy also exists to promote the wellbeing of children & young people working with county partners to ensure children & young people succeed. Through early help for children and families we aim to prevent the need for statutory service intervention.

	 NFCC National Fire Chiefs Council	NORTHAMPTONSHIRE FIRE AND RESCUE SERVICE Equality Impact Analysis (EqIA) template <i>(Also known as Equality Impact Assessment, People Impact Assessment, Equality Risk Assessment)</i>
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This EqIA was completed by				
Department	Prevention Team			
Action plan owner		Commencement date		Sign off date
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 <i>The Equality Act 2010</i> or are <i>non-legislative characteristics</i> ?				
Action Planning				
Identified impact Protected Characteristic or local non-legislative factor	Recommended actions	Responsible lead	Completion date	Review date

Completion notes

Analysis ratings	<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 Action Planning 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>
Equality data	<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> <ol style="list-style-type: none"> 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>
Legal status	<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>
Objective and/or Proportionate	<p>Certain discrimination may be capable of being defensible if the determining reason is:</p> <ol style="list-style-type: none"> (i) <i>Objectively justified</i> (ii) <i>A proportionate means of achieving a legitimate aim</i> of the organisation <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>