



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	F1 Enforcement	Date of Analysis	July 2023
Analysis rating: please tick 1 box ✓ (The analysis rating is identified after the analysis has been completed – refer to completion notes)	Red	Amber	Green ✓
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 Fire Protection Officers • Members of the public • Commercial businesses 		
What are the aims and intended effects of this proposal (project, policy, function, service)?			
<p>This policy sets out the intent and principles which Northamptonshire Fire and Rescue Service (NFRS) aims to follow. It provides guidance for inspectors, businesses and members of the public and is intended to clearly set out the aims, standards and values that will be applied.</p> <p>This is to ensure that our rational and processes are transparent to those whom we interact with and, where necessary, undertake enforcement activity against.</p> <p>The rational and reasons for any action must be justified and address/mitigate a risk to any, or all, relevant persons within a premises.</p> <p>Primarily the factors underpinning any action taken will relate to: physical/material arrangements within a premises, the compliance presented by the responsible person and action/inaction taken by the responsible person.</p> <p>Whilst a responsible person may have one or more of the protected characteristics, the approach taken, evidence based and process followed, will result in a fair and consistent approach.</p> <p>Overarching, positive impact to protected characteristics for users of premises.</p> <p>When taking formal enforcement action, covered within this policy, the intention and impact is always to improve or secure an improvement to the fire safety standards within a premises and subsequently the safety of those within it.</p> <p>Due to the breath of the fire safety legislation in its application to premises this incorporates a wide array of premises, impacting users of said premises with and without protected characteristics.</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.			



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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

DRAFT

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.</p> <p>This relates to the application and compliance with law (including technical standards) and a commercial entity has broad duties to make provision to comply with a range of legislation and where necessary employ a competent person to assist them.</p> <p>Translation service for some of our guidance, that will include the above explanation on their duties, is being sourced.</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)	✓			
Religion or Belief	✓			
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			
Pregnancy and Maternity	✓			
Marital Status (Married and Civil Partnerships)	✓			
Gender Reassignment (Includes non-binary)	✓			
Age (People of all ages)	✓			
Wellbeing of our staff	✓			

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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

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	Scott Richards			Department	Fire Protection
Action plan owner		Commencement date	<i>Policy is current</i>	Sign off date	<i>TBC (post consultation)</i>

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

<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 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>
<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> <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>
<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> <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>