



NFCC
National Fire
Chiefs Council

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

Policy / Project / Function	SOP – C1, Faulty Smoke Alarm Procedure				Date of Analysis	26/05/2023
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	✓ Proportionate means achieving a legitimate aim/can be objectively justified.
<p>Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)</p>	<p>The total number of completed Home Fire Safety Visits (HFSV's) The total number of completed Home Fire Safety Visits (HFSV's) completed within BME households The total number of completed Home Fire Safety Visits (HFSV's) completed within high, very high or complex risk households The total number of completed Home Fire Safety Visits (HFSV's) completed within households where there is at least one vulnerability</p> <p>If these figures are remaining the same or increasing it will show that there is no adverse effect on these populations.</p> <p>The number of accidental dwelling fires The number of fire fatalities</p> <p>If these figures remain the same or decrease it will show that there is no adverse effect on these populations.</p> <p>Smoke alarm returns data is also logged to ensure that there is no correlation in batch numbers for rates of return, or in areas of the County or different population groups.</p>					
<p>Please list any other policies that are related to or referred to as part of this analysis</p>	<p>The function being assessed is the fitting of smoke alarms to very high, high or complex risk residents only during a Home Fire Safety Visit (HFSV). The determination of risk will take place using a risk matrix.</p> <p>This function falls within the following policies: - Home Fire Safety Check policy (C2), Direct Engagement policy (C4) and the Faulty Smoke Alarm standard operating procedure (C1). Also, the FB136 HFSC risk matrix.</p>					
<p>Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)</p>	<p>Residents identified as being very high, high or complex risk will continue to have a smoke alarm fitted during a Home Fire Safety Visit (HFSV).</p> <p>Residents that are identified as being medium risk during a direct engagement visit will continue to have a Home Fire Safety Visit (HFSV) but will not be fitted with a smoke alarm. Instead they will be given advice as to where to fit smoke alarm/s and asked to purchase and fit smoke alarm/s as soon as possible.</p> <p>If a customer contacts NFRS to request a Home Fire Safety Visit (HFSV), and is identified as being low or very low risk using the risk matrix (FB136), the resident will be asked to purchase a smoke alarm/s themselves and directed to resources and links on our website, where they can obtain information and carry out their own Home Fire Safety Check using the self-service on-line portal.</p> <p>Members of the public (residents of the County of Northamptonshire) will be effected by this proposal.</p>					



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What are the aims and intended effects of this proposal (project, policy, function, service)?

The purpose of fitting smoke alarms during a Home Fire Safety Visit (HFSV) is to reduce the number of accidental fires in dwellings, and therefore reduce the number of injuries and fatalities. This also reduces the high cost to society that these incidents incur.

The use of a risk matrix is to determine the risk category of geographical areas and residents. The risk categories are complex, very high, high, medium, low and very low risk. The use of this risk matrix enables Northamptonshire Fire and Rescue Service (NFRS) to target Home Fire Safety Visits (HFSV's) to those statistically more at risk of an accidental dwelling fire.

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	
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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)?

We utilise a National buying framework to ensure we are making the best use of our resources, and we are also purchasing quality products at the best price. The Companies available to purchase from have undergone consultations, bidding processes and National approval. Their reputations and Customer Service have all been tested and screened. We also carry out Customer Service Surveys to ensure that our customers are satisfied with the products we are fitting. We also carry out monitoring of smoke alarm failure rates to ensure we understand any emerging trends immediately.

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 (£)		Projected returns (£)	
Implementation (£)		Projected savings (£)	

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)	✓			We don't target by sex so the impact is neutral – figures suggest a fairly equal split in instalation
Race (All Racial Groups)		✓		We actively target harder to reach groups so impact is positive
Disability (Mental, Physical and Carers of Disabled people)		✓		We actively target people who would find it harder to escape in the event of a fire, we actively target and train carers, and amny health groups and hospital staff so impact is positive
Religion or Belief		✓		We actively target harder to reach groups so impact is positive
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			We don't target by sexual orientation so the impact is neutral – although figures are not currently known as this data is not collected, this will change in the next 12 months as we move to collect this data and will therefore be able to analyse the impact better
Pregnancy and Maternity		✓		We actively target expecting and new mothers so impact is positive
Marital Status (Married and Civil Partnerships)	✓			We don't target by marital status so the impact is neutral
Gender Reassignment (Includes non-binary)	✓			We don't target gender reassignment so the impact is neutral – although figures are not currently known as this data is not collected, this will change in the next 12 months as we move to collect this data and will therefore be able to analyse the impact better
Age (People of all ages)		✓		We actively more vulnerable age groups so impact is positive

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
Poverty – cost of living crisis		✓		Satically more at risk of having a fire so we actively target to offer Home Fire Safety Visits
Unemployment		✓		Satically more at risk of having a fire so we actively target to offer Home Fire Safety Visits
Isolation		✓		Satically more at risk of having a fire so we actively target to offer Home Fire Safety Visits
Caring Responsibilities		✓		Satically more at risk of having a fire so we actively target to offer Home Fire Safety Visits
Homelessness		✓		Once identified we work with relevant Homeless Team to provide support and information
Health Inequalities		✓		Satically more at risk of having a fire so we actively target to offer Home Fire Safety Visits

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This EqIA was completed by				
Name	Tina Collett	Department	Home Fire Safety Team – Prevention Department	
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



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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 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>