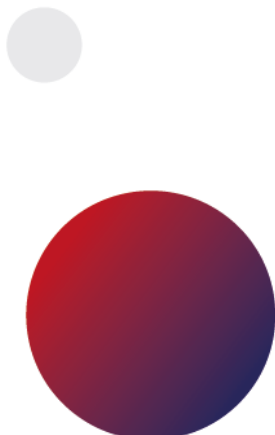




Equality and Wellbeing Impact Assessment

Name of Activity	Standards of Response Project
Owner Responsible	GC Dan Retter
Person Completing the EWIA	GC Dan Retter
Area or Department	Business Services
Date EWIA Commenced	07/12/2024

Version	Date	Author	Rationale
0.1	07/12/2024	Dan Retter	Draft
0.2	30/12/2024	Dan Retter	Draft – submitted to SEO
0.3	09/01/2025	Dan Retter	Draft – re-submitted to SEO
1.0	03/02/2025	Lisa Jackson	Reviewed and signed



Analysis Rating

Please tick 1 box (The analysis rating is identified after the analysis has been completed – refer to completion notes)

Red

Amber

Green

1) Is this a policy, procedure, project or function? Please tick as appropriate.

Policy Procedure Project Function

Please Note: an EWIA is not required for procedures however you will need to upload this blank document with the procedure onto the Force Library. (Police)

2) Purpose of the policy/project/function. Why do we need it and what will it achieve?

The Standards of Response (SOR) project aims to redefine Northamptonshire Fire and Rescue Service's (NFRS) response standards to align with best practices, national guidance, and community expectations. The project addresses identified gaps in the current model, including the reliance on outdated metrics, lack of risk-based approaches, and potential discrepancies in data sources. It seeks to establish transparent, robust, and achievable standards of response that reflect real-world risk while maintaining operational excellence.

3) Explain briefly why the policy/project/function is being developed or reviewed?

This project was prioritised by SLT as part of the Your Future Service (YFS) programme of work. The new SOR will be the basis on which further Your YSF projects are based. HMICFRS had criticised NFRS for having a SOR that was not risk-based.

4) What research/resources have been used or considered in the initial stages of this assessment?

- Performance and Business Insights Team have supported:
 - Reviewing national best practice.
 - Understanding of Home Office data return requirements.
 - Retrieving and reviewing of historic (5 years) NFRS SOR data.
 - Consultation with NFCC on best, and accepted practice.

5) Who has been consulted around the potential impact during the development/amendment of the policy?

E.g. Staff support networks, Senior equality officer, department head, unions, other.

- DCFO Tuhill
- AC Business Services
- CRMP Manager
- Business Insights Team
- Senior Equality Officer

Outstanding consultation with:

- Rep bodies
- OPFCC
- Public

6) Initial Screening (Positive, Neutral or Negative Effect)

If there is a positive effect enter 0 in the box, if it is neutral enter 1 and if it is negative enter 2.

Positive Effect – Will actively promote equality of opportunity or improve relations between one or more groups.

Negative Effect – Will cause some form of disadvantage or exclusion.

Neutral Effect – Is when there is no notable consequences for any diversity group.

Note: Whilst the changing of how we measure and record our SOR will not directly impact how long it take a resource to attend any specific incident, changing our SOR targets will likely have future impacts on resource allocation, including station locations, vehicle placement and vehicle types. The following assessments are made with this in mind.

Characteristics	Positive (0), Neutral (1), Negative (2) Effect	Notes (short explanation)
Sex (Men and Women)	1	The assumption is that persons from each sex are largely evenly distributed throughout the county.
Race (All racial groups)	0	The assumption is being made that there is an uneven demographic distribution across the county. Any disparity in service experienced between locations will historically have meant a disparity in service between persons of different races. This had

		the potential to lead to indirect discrimination. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will therefore support equality between persons of different race.
Sexual Orientation (Lesbian, Gay, Bisexual and Heterosexual People)	1	The assumption is that persons with/without this protected characteristic are largely evenly distributed throughout the county.
Disability (Mental, Physical and Carers of Disabled People)	0	Whilst SOR times are dependent upon travel times from NFRS stations to an incident, and that this is independent of whether the caller has a disability or not, on the balance of probabilities, those with a disability will likely be more affected by an extended SOR. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. NFRS will also assess whether response times will form part of any risk grading for vulnerable persons, thereby providing the Service with a mechanism to provide more appropriate, risk-based support. This will therefore support equality between persons with and without a disability.
Religion or Belief	0	The assumption is being made that there is an uneven demographic distribution across the county. Any disparity in service experienced between locations would historically have meant a disparity in service between persons of different religions or faiths. This had the potential to lead to indirect discrimination. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will therefore support equality between persons of different faith characteristics.
Pregnancy and Maternity	1	The assumption is that persons with/without this protected characteristic are largely evenly distributed throughout the county.
Marital Status (Marriage and Civil Partnerships)	0	The assumption is being made that there is an uneven demographic distribution across the county. Any disparity in service experienced between locations would historically have meant a disparity in service between persons of different marital status. This had the potential to lead to indirect discrimination. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will therefore support equality between persons of different

		marital status.
Gender Reassignment (This includes Non-Binary people)	0	The assumption is being made that there is an uneven demographic distribution across the county. Any disparity in service experienced between locations would historically have meant a disparity in service between persons that have/haven't undergone gender reassignment. This had the potential to lead to indirect discrimination. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will therefore support equality between persons that have/haven't undergone gender reassignment.
Age (People of all ages)	0	The assumption is being made that there is an uneven demographic distribution across the county. Any disparity in service experienced between locations would historically have meant a disparity in service between persons of different ages. This had the potential to lead to indirect discrimination. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will therefore support equality between persons of different age.
Other Non-Legislative - Socio-economic Factors	0	The assumption is being made that there is an uneven demographic distribution across the county. Any disparity in service experienced between locations would historically have meant a disparity in service between persons of different socio-economic status. This has the potential to have a disparate impact on one or more groups. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will therefore support equality between persons of different socio-economic status.
Other Non-Legislative Urbanisation and Rurality	0	NFRS stations are located within population densities. Stations in smaller towns tend to be crewed by OnCall personnel. Those that live in rural locations are therefore likely to experience longer SOR than their urban counterparts. Historically, this had the potential to have a disparate impact on those living in rural locations. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will therefore support equality between persons

		that live in urban and rural locations.
Wellbeing (physical, mental, social, intellectual and spiritual)	0	On the balance of probability, those that live or work in areas that have historically experienced a slower emergency response time, were likely to suffer a degree of mental stress. The new SOR will enable targeted prevention and protection activities in areas that are modelled to experience longer response times. This will provide community reassurance and therefore reduce any impact on wellbeing.
Total (type this number into your RAG score) 10 or less = Green 11-15= Amber 16+ = Red	3	Green

	Name	Signature	Role
I as the person completing the form, declare that there is no equality impact for any of the Characteristics stated above. I am, therefore, not proceeding any further with this assessment.	Dan Retter	D Retter	Group Commander – Transformation Manager
As a designated Owner, I have considered, and agree that there is no equality impact for the named activity in relation to any of the characteristics stated above. I authorise ceasing the assessment at the screening stage.	Lisa Jackson (in lieu of James Powell)	<i>Lisa Jackson</i>	Area Commander Business Services
As Senior Equality Officer I have considered the completed EWIA and agree with both parties that no further action is required.	Leo Holmes	L Holmes	Senior Equality Officer

Please upload this form via Service request to the HR Q. If impact is identified, please continue to Part 7.

7) Full Equality Impact Assessment	
Please list the methods used to analyse the impact on people (e.g. consultation forums, meetings, data collection)	
Who has been consulted about the potential impact during the development/amendment of the activity? List any consultations e.g. with employees, service user, Unions or members of the public, that have taken place in the development or implementation of this activity.	
Is any Equality Data available relating to the use or implementation of this activity? (i.e. PSED data, census) Yes or No: If yes, what information was available and what was used.	
Please List any other policies/projects 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)	

8) Outcomes and Mitigation				
	Main concerns identified during the research and/or consultations (List one at a time, add rows as needed)	Potential Mitigation(s) for each area of concern	Action to be taken or proportionate means achieving a legitimate aim?	Owner
1				
2				

3				
----------	--	--	--	--

9) Sign Off

The Person completing the EWIA must ensure that all stages of the sign off and authorisation are completed.

EWIA Author		Date	
EWIA Owner		Date	
Chief Officer/Head of		Date	
Senior Equality Officer		Date	

10) Review date

At least 12 months after sign off or sooner if monitoring indicates an adverse impact with the Activity.

Date of next review	
----------------------------	--

