

Policy / Project / Function	B33 – Chargeable Services			Date of Analysis	26/09/2024	
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	<input checked="" type="checkbox"/> Proportionate means achieving a legitimate aim/can be objectively justified. <input checked="" type="checkbox"/>
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)	Sections 18A, 18B and 18C of the Fire and Rescue Services Act 2004.					
Please list any other policies that are related to or referred to as part of this analysis	None					
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	All non-emergency service users					
What are the aims and intended effects of this proposal (project, policy, function, service)?						
This policy relates to chargeable services that may be undertaken by NFRS. Charges will be levied in line with the powers set out within section 18A, 18B and 18C of the Fire and Rescue Services Act 2004.						
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	<input checked="" type="checkbox"/>	
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)?						
Sections 18A, 18B and 18C of the Fire and Rescue Services Act 2004.						
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 (£)	Cost recovery	
Implementation (£)	N/A			Projected savings (£)	Cost recovery	

		<p>NORTHAMPTONSHIRE FIRE AND RESCUE SERVICE</p> <p>Equality Impact Analysis (EqIA) template</p> <p><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)	✓			Services are charged dependent on the activity undertaken, not the individual it applies to. No charges are levied in the emergency phases of an incident.
Race (All Racial Groups)	✓			As above
Disability (Mental, Physical and Carers of Disabled people)	✓			As above
Religion or Belief	✓			As above
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			As above
Pregnancy and Maternity	✓			As above
Marital Status (Married and Civil Partnerships)	✓			As above
Gender Reassignment (Includes non-binary)	✓			As above
Age (People of all ages)	✓			As above

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 our staff	✓			
Lower socio-economic groups e.g. unable to afford the charges.	✓			<p>The person receiving the service should be advised that a charge may be levied for the service in line with the scale of charges set out in the Chargeable Services Booklet (FB009(a)).</p> <p>NFRS have a safeguarding policy. If the criteria of the non-emergency meets the requirement of safeguarding, a referral will be made to the complex case officer. In these cases there is likely to be justification for non-chargeable service based on life risk/emergency.</p>

	 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					
Name	Martin Parsons			Department	Joint Operations Team
Action plan owner	N/A	Commencement date	N/A	Sign off date	N/A
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>