



## NFCC Equality Impact Analysis (EqIA)

(Also known as Equality Impact Assessment, People Impact Assessment, Equality Risk Assessment)

<b>Policy / Project / Function</b>	Community Risk Management Plan 2025-2028			<b>Date of Analysis</b>	16 <sup>th</sup> July 2024	
<b>Analysis Rating: please tick 1 box</b> ✓ (The analysis rating is identified after the analysis has been completed - See Completion Notes).	<b>RED</b>	<b>AMBER</b>	<b>GREEN</b>	✓	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)	Consultation, meetings, data collection, forms/surveys, forums, and stakeholder Teams sessions					
Please list any other policies that are related to or referred to as part of this analysis	n/a					
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	All communities within Staffordshire; this includes those who live, work, visit, or travel through Staffordshire Our staff, apprentices and volunteers (including paid and unpaid staff irrespective of their terms and conditions) Service users, Contractors, Partners and Stakeholders Community groups					
What are the aims and intended effects of this proposal (project, policy, function, service)?						
<p>There is a statutory requirement under the <a href="#">Fire and Rescue National Framework for England</a> for each fire and rescue Service to have in place a Community Risk Management Plan (CRMP). This is a strategic document which outlines the risks within Staffordshire and describes how the Service intends to keep people safe and meet its statutory obligations.</p> <p>The CRMP 2025-2028 sets out the Service’s priorities for the next four years, which support our vision of making Staffordshire ‘the safest place to be’ and is driven by our assessment of the risks across the county:</p> <ul style="list-style-type: none"> <li>• Our People</li> <li>• Our Communities</li> <li>• Our Environment</li> </ul> <p>The CRMP is supported by a hierarchy of detailed strategies, departmental, and station plans that cover all aspects of the Service and connect to our appraisal system. This structure helps everyone in our organisation understand risks, the measures we can take to mitigate them, and how their work contributes to the Service’s priorities.</p> <p>Through our planning process, we aim to provide clear evidence and demonstrate why an action should be taken, and importantly, identify how it will make a difference. This is reflected in the Service’s policies, procedures, and the associated Equality Impact Assessments for these documents.</p>						

The Service will work with our partners to enable us to deliver a range of services and improved outcomes, which will ensure safety and wellbeing for the communities of Staffordshire.

Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service? Please Tick ✓ (See 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)?

Consultation with our communities and our people is carried out with due consideration given to reaching out and including people and groups sharing protected characteristics protected by The Equality Act 2010, whilst also being distributed generically and being open to all. This allows for the contribution of majorities and minorities alike to take part equally, with no one group more actively targeted than another.

The continuous review and consultation with staff, representative bodies, partners, community groups and customers allow for the monitoring of all information, data gathering and analysis required for the development of the CRMP giving due regard to Protected Characteristics. We will then tailor our delivery by understanding the needs of individuals, groups and communities with the aim of eliminating any unlawful discrimination.

By adhering to this, the Service will endeavour to offer equal opportunity for efficient and effective engagement, ensuring a fire and rescue service that is fit for the purpose of serving its many diverse communities.

We will foster good relations between different groups by maximising existing and creating new platforms to communicate with staff, partners and communities and seek feedback on all of our performance to enable us to learn and improve in a manner that benefits the Service, its stakeholders, and local communities.

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.

<b>Costs (£)</b> n/a	<b>Projected Returns</b> £ n/a
<b>Implementation</b> £ n/a	<b>Projected Savings</b> £ n/a

What impact will the implementation of this proposal have on people who share characteristics protected by <i>The Equality Act 2010</i> ? (See 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
<b>Sex</b> (Men and Women)				The CRMP should not have a negative disproportionate impact on people who share this Protected Characteristic. No adverse effects identified as no differentiation made between individuals or references based on an individual's Sex within the document.
<b>Race</b> (All Racial Groups)				<p>Under the Equality Act, the Service has a responsibility to demonstrate due regard to the Public Sector Equality Duty. We aim to remove barriers faced by the individual by making reasonable adjustments to allow people to understand the information we provide. It is acknowledged that the CRMP is in English and this may present a barrier for members of our local communities where English is not spoken or is not a first language.</p> <p>In order to better understand the needs of our local communities we have referenced the most recent Census 2021 and identified the main spoken languages in the local area to guide our alternative languages translation offer in the CRMP. In terms of a reasonable adjustment we will offer the CRMP document in the top 10 most commonly spoken languages should this be requested.</p> <p>In addition, we have also reviewed the immigration figures for both the Ukrainian and Afghan resettlement programmes. This indicates that the Ukrainian arrivals are equivalent to the top 10 in the most spoken languages so this has also been added to our offer.</p>
<b>Disability</b> (Mental, Physical, and Carers of Disabled people)				<p>Under the Equality Act, the Service has a responsibility to demonstrate due regard to the Public Sector Equality Duty. We aim to remove barriers faced by the individual by making reasonable adjustments to allow people to access the information we provide.</p> <p>Our CRMP is published on the Service's website in accordance with the Service's Publication Scheme (click <a href="#">here</a> for full details of the scheme). As a public authority, we are subject to the Freedom of Information Act 2000 (FOIA) and are required to maintain a publication scheme which describes the information available and where it can be found. The requirements for a publication scheme are set up by the Information Commissioner's Office (ICO) and our publication scheme is based on the ICO model scheme.</p> <p>The Service's website is designed to be used by as many people as possible. The following Accessibility Statement applies to content published on the <a href="http://www.staffordshirefire.gov.uk">www.staffordshirefire.gov.uk</a> domain – click <a href="#">here</a> to read the statement in full. This statement also includes a link with advice on making your device easier to use if you have a disability.</p> <p>It is acknowledged that these measures may not meet the needs of some blind people or those with visual impairments so we will endeavor to provide a copy of the CRMP and associated consultation materials in Braille (or other alternative format) should this be requested.</p>

				In undertaking this EqIA we would reference the Service's Neurodiversity in the Workplace Policy which sets out the Service's aim to remove barriers faced by an individual by making reasonable adjustments which support and encourage neurodiversity and as part of the consultation on our CRMP we will seek the views of the Service's and Staffordshire Police's neurodiversity staff networks to ensure we capture any relevant considerations.
<b>Religion or Belief</b>				The CRMP should not have a negative disproportionate impact on people who share this Protected Characteristic. No adverse effects identified as no differentiation made between individuals or references based on Religion or Belief within the document.
<b>Sexual Orientation</b> (Lesbian, Gay, Bisexual, and Straight)				The CRMP should not have a negative disproportionate impact on people who share this Protected Characteristic. No adverse effects identified as no differentiation made between individuals or references based on Sexual Orientation within the document.
<b>Pregnancy and Maternity</b>				The CRMP should not have a negative disproportionate impact on people who share this Protected Characteristic. No adverse effects identified as no differentiation made between individuals or references based on Pregnancy and Maternity within the document. In undertaking this EqIA we would reference the Service's Maternity Policy which sets out the rights of employees in relation to Pregnancy and Maternity.
<b>Marital Status</b> (Married and Civil Partnerships)				The CRMP should not have a negative disproportionate impact on people who share this Protected Characteristic. No adverse effects identified as no differentiation made between individuals or references based on Marital Status within the document.
<b>Gender Reassignment</b> (Includes non-binary)				The CRMP should not have a negative disproportionate impact on people who share this Protected Characteristic. No adverse effects identified as no differentiation made between individuals or references based on Gender Reassignment within the document.
<b>Age</b> (People of all ages)				The CRMP should not have a negative disproportionate impact on people who share this Protected Characteristic. No adverse effects identified as no differentiation made between individuals or references based on Age within the document.

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. ✓ (See 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

**This Equality Impact Analysis was completed by: (Name and Department):** Mandy Eeles, Strategy & Intelligence

<b>Action Plan Owner: Nick Jones</b>		Commencement date: 16/07/2024		<b>Sign off date: 06/08/2024</b>	
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 or are non-legislative characteristics</i> ?					
Action Planning					
Identified Impact Protected Characteristic or local non-legislative factor	Recommended Actions	Responsible Lead	Completion Date	Review Date	
Race	Review the translations into other languages offered to ensure they reflect the demographic profile of our local Communities	Mandy Eeles	06/08/2024	As per annual review of this EIA	
Disability	Investigate the costs and provision of a Braille version (or other alternative format) of the CRMP and associated consultation materials to ensure we are able to provide the information in this format should it be requested.	Heather Challinor	06/08/2024	n/a	
All	Initial review – 6 months after launch of CRMP	Mandy Eeles		July 2025	
All	Annual review for the life of the CRMP	Mandy Eeles		January 2026	

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Completion Notes:	
<b>Analysis Ratings:</b>	<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><b>Red:</b> 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, <b>it is recommended that the use of the activity or policy be suspended</b> 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><b>Amber:</b> 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 <i>Action Planning</i> section of this document.</p> <p><b>Green:</b> As a result of performing this analysis, no <b>adverse effects</b> 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>
<b>Equality Data:</b>	<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> <p>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>
<b>Legal Status:</b>	<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/FRSs 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. ✓ (See Completion notes). <b>What impact will the implementation of this proposal have on people for which there is no legal requirement?</b> (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>
<b>Objective And/or Proportionate</b>	<p>Certain discrimination may be capable of being defensible if the determining reason is:</p> <p>(i) <i>objectively justified</i>                  (ii) <i>a proportionate means of achieving a legitimate aim</i> of the organisation</p> <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 Equality Impact Analysis.</p>