

# Equality Impact Assessment

This form should be completed in conjunction with EIA Tip Sheet and Key EIA Considerations

Part 1 – The Document			
1.	Name of Policy, Procedure, Activity, Decision or Service:	<b>Communications, engagement and consultation strategy</b>	
	Status of PPADS (please tick)	<input type="checkbox"/> NEW <input checked="" type="checkbox"/> UNDER REVIEW <input type="checkbox"/> CHANGING <input type="checkbox"/> EXISTING	
2.	a. Main purpose of PPADS:	<b>Set strategic direction for ESFRS and ESFA</b>	b. Project Manager and Process owner:  Communications manager
	c. Project/processes this PPADS is linked to:	Communications, engagement and consultation	
3	List the information, data or evidence used in this analysis:	Research carried out for strategy	

Part 2 - Analysis				
Characteristics	Neutral Impact (x)	Negative Impact* (Risk Assess & score)	Positive Impact (x)	Narrative Section, detail below why and how you scored impact, you should consider:  What are the risks &/or negatives, benefits and or opportunities to that Protected Characteristic?  You <u>will</u> need evidence to support your Analysis.
A person of a particular age	<input type="checkbox"/>		<input checked="" type="checkbox"/>	The strategy is aimed at increasing performance related to inclusion and diversity
A disabled person	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above

A person of a particular sex, male or female	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above
Pregnancy, Maternity, Marriage or Civil Partnership	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above
A person of a gay, lesbian or bisexual sexual orientation	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above
A person of a particular race	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above
A person of a particular religion or belief	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above
Transgender a person whose gender identity/expression does not make their assigned sex	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above
Community considerations Application across communities or associated with socio-economic factors considering the 10 dimensions of Equality	<input type="checkbox"/>		<input checked="" type="checkbox"/>	As above
Criminal convictions	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Rural living	<input type="checkbox"/>		<input checked="" type="checkbox"/>	
Human rights	<input checked="" type="checkbox"/>		<input type="checkbox"/>	

**Part 3 – The results**

	Yes	No	
Are there negative scores in <b>Low</b> ? (see guidance)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action plan below in <b>section 6</b></i>
Were positive impacts identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<i>If No, I &amp; D will contact you about this</i>

Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Are one or more negative scores in <b>Medium</b> or <b>High</b> ? (See guidance)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>If Yes, Contact I &amp; D for further consultation</i>

#### Part 4 - Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

NA

Describe the overall decision on this Policy, Procedure, Activity, Service or Decision:

This strategy will be approved by the Fire Authority and has a section which deliberately seeks to improve communications, engagement and consultation with different groups and individuals.

List all actions identified to address/mitigate negative risk or promote positively

Action	Responsible person	Completion due date
These are detailed in the strategy.		01/03/2024

When, how and by whom will these actions be monitored?

Through the strategy action plan and business planning reporting process.

#### Part 5 – Sign Off

Created by (Print Name): Elizabeth Curtis	Department: Communications
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Signature**E Curtis	Date: 18 March 2021
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To be completed by Equalities Team

Signature**	EIA number:
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Assessment date:	Review date:
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