

Equality Impact Analysis Record (Inclusion Risk and Benefits)

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

Part 1 – The Document				
1	Name of Policy, Procedure, Activity, Decision or Service:	ESFRS Fleet and Equipment Strategy 21-25		
	Status of PPADS (please tick)	<input checked="" type="checkbox"/> NEW CHANGING	<input type="checkbox"/> UNDER REVIEW <input type="checkbox"/> EXISTING	<input type="checkbox"/>
2	a. Main purpose of PPADS:	Implements a service strategy	b. Project Manager and Process owner:	ADOSR
	c. Project/processes this PPADS is linked to:	Fleet and equipment provision Engineering practices Procurement practice		
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 checked="" type="checkbox"/>		<input type="checkbox"/>	Considered but not applicable
A disabled person	<input checked="" type="checkbox"/>		<input type="checkbox"/>	risk profile in use for the IRMP help shape our needs in terms or response within the community
A person of a particular sex, male or female	<input checked="" type="checkbox"/>		<input type="checkbox"/>	all aspects of diversity are considered in the specification

				and design / commissioning of new appliances or equipment
Pregnancy, Maternity, Marriage or Civil Partnership	<input checked="" type="checkbox"/>		<input type="checkbox"/>	Considered but not applicable
A person of a gay, lesbian or bisexual sexual orientation	<input checked="" type="checkbox"/>		<input type="checkbox"/>	Considered but not applicable
A person of a particular race	<input checked="" type="checkbox"/>		<input type="checkbox"/>	Considered but not applicable
A person of a particular religion or belief	<input checked="" type="checkbox"/>		<input type="checkbox"/>	Considered due to a full impact analysis of each piece of equipment to ensure safety is not compromised and end user are fully consulted

Transgender a person whose gender identity/expression does not make their assigned sex	<input checked="" type="checkbox"/>		<input 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"/>	a positive impact working with the local community and businesses as part of the procurement and environmental considerations of this strategy
Criminal convictions	<input checked="" type="checkbox"/>		<input type="checkbox"/>	Strategy fully considers the rural and urban requirements for access and Fire sector operations.
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 Low ? (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 section 6</i>

Were positive impacts identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<i>If No, I & 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 Medium or High ? (See guidance)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>If Yes, Contact I & 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:

the strategy will be approved by SLT and Fire Authority and will be implemented in line with the ESFRA other inclusion commitments

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

Action	Responsible person	Completion due date

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

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Part 5 – Sign Off

Created by (Print Name): Nigel Cusack	Department: Operational Support and Resilience
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Signature**Nigel Cusack	Date: 18/3/21
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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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**** Please type your signature to allow forms to be sent electronically****