

## Equality Impact Analysis Record (Inclusion Risk and Benefits)

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>Looking Inside and Out - We make our communities safer Inclusion Strategy 2017-2021</b>		
	Status of PPADS (please tick)	<input checked="" type="checkbox"/> <b>NEW</b>	<input type="checkbox"/> <b>UNDER REVIEW</b>	<input type="checkbox"/> <b>CHANGING</b> <input type="checkbox"/> <b>EXISTING</b>
2.	a. Main purpose of PPADS:	<b>Strategy to embed Equality, Diversity and Inclusion within the processes and practices of the organisation</b>	b. Project Manager and Process owner:	Vicky Chart
	c. Project/processes this PPADS is linked to:	Aligned to the IRMP and other Strategies within the Members Handbook. With particular focus to the commitments of Delivering high performing services and Developing a multiskilled, safe and valued workforce.		
3	List the information, data or evidence used in this analysis:	2011 Census, Fire and Rescue Service Equality Framework, Equality Act 2010, Public Sector Equality Duty, Organisational workforce statistics, MOU for Fire and Rescue Services, National People's Strategy. Thomas Review. A number of other organisational Equality, Diversity and Inclusion Strategies such as Brighton Hove City Council, Cornwall Fire and Rescue Service, London Fire Brigade.		

### 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 aging population of East Sussex Brighton and Hove are considered within this strategy from the perspective of improving response and identifying needs more effectively.  Understanding how age may be impacted is an element to be explored through effective monitoring and data collection alongside the recommended application of the HR Strategic Group (People Committee) and People Impact Assessment also known as Equality Impact Assessment.
A disabled person	<input type="checkbox"/>		<input checked="" type="checkbox"/>	The organisation is committed to adhering to the principles of both the Two Ticks and Mindful Employers and will actively engage in benchmarking against both.  The strategy enables the needs of those with a disability to be established and supported more effectively in the workplace through both internal and external network consultation.

A person of a particular sex, male or female	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<p><b>Scrutiny of practices and monitoring of data will support the identification of inclusive practice.</b></p> <p><b>Consideration to gender needs through EIA and consultation with networks will support staff retention and explore opportunities to enhance engagement with the community.</b></p>
Pregnancy, Maternity, Marriage or Civil Partnership	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<p><b>The strategy outlines its commitment to ensuring the workplace and organisational activities meet and deliver the needs of the staff and the community. Policies will through effective data collection and evaluation be designed to support staff through a range of life changes. We will ensure our resources support the needs of all of our staff.</b></p>
A person of a gay, lesbian or bisexual sexual orientation	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<p>The Strategy actively looks to encourage disclosure of secondary characteristics to help inform and influence our activities, working towards enabling staff and the community to feel supported through the use of organisational networks and also consultation.</p> <p>Public displays of engagement with minority groups will support the LGBT agenda such as increased organisational activity at LGBT events.</p>
A person of a particular race	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<p>The strategy will celebrate ED&amp;I activity across communities and looks to develop community engagement from minority groups to ensure that we offer a more inclusive service both inside and outside our organisation. We have already looked to access, in partnership with Sussex Police, the external reference groups to support this such as the Race Advisory Board.</p> <p>Monitoring of recruitment and selection processes/community and business engagement will support the identification of any potential disadvantage.</p>
A person of a particular religion or belief	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<p>East Sussex is predominately Christian however demographics are changing (increasing levels of no religion declared). Again by measuring our goals and increasing our use of data effectively we will be able to fully consider our engagement against this characteristic</p>
Transgender a person whose gender identity/expression does not make their assigned sex	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<p>The strategy strongly promotes engagement across all characteristics, and also develops awareness and understanding of self identity facilitating improving support to both the public and staff within the organisation</p>

<b>Community considerations</b> Application across communities or associated with socio-economic factors considering the 10 dimensions of Equality	<input type="checkbox"/>		<input type="checkbox"/>	<p>The strategy is based around a recognised framework for supporting engagement with all communities within East Sussex Brighton and Hove.</p> <p>This will enable us deliver a comprehensive approach to ensuring Equality, Diversity and Inclusion is embedded and considered in all our activities.</p>
Criminal convictions	<input type="checkbox"/>		<input type="checkbox"/>	
Rural living	<input type="checkbox"/>		<input type="checkbox"/>	
Human rights	<input type="checkbox"/>		<input type="checkbox"/>	
<b>Part 3 – The results</b>				
	<b>Yes</b>	<b>No</b>		
Are there negative scores in <b>Low?</b> (see guidance)	<input type="checkbox"/>	<input 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>	
<b>Part 4 - Consultation, decisions and actions</b>				
If medium or high range results were identified who was consulted and what recommendations were given?				
Describe the overall decision on this Policy, Procedure, Activity, Service or Decision:				
List all actions identified to address/mitigate negative risk or promote positively				
<b>Action</b>	<b>Responsible person</b>		<b>Completion due date</b>	
The development of data, monitoring and effective application in relation to our decisions is essential and this strategy has a framework in place to ensure that Equality Diversity and Inclusion is not only considered across our activities but is also everyone's responsibility.	Nicky Thurston		As outlined within the Strategy 01.01.2017.	
When, how and by whom will these actions be monitored?				
<b>Part 5 – Sign Off</b>				
Created by (Print Name): Nicky Thurston			Department: HR&OD	
Signature**Nicky Thurston			Date: 02.06.17	
<b>To be completed by Equalities Team</b>				
Signature** Nicky Thurston			EIA number: EIA_I&D 02062017	
Assessment date: <b>02 June 2017</b>			Review date: <b>02 June 2019</b>	

**\*\* Please type your signature to allow forms to be sent electronically\*\***

**Part 6 - Equality Improvement Plan**

<b>Issues Area of adverse impact and Reasons</b>	<b>Solution Action What can be done to mitigate impact, what can be done to obtain further information</b>	<b>Responsibility/Lead Manager Who will be responsible for this action</b>	<b>Target Timescales When will this be completed Financial factors</b>	<b>Comments Corporate Risk Factors</b>
<b>Data Collation</b>	<b>Improve systems for accessing data</b>	<b>AD HR&amp;OD</b>	<b>2019</b>	<b>Data must inform our decision making in order for us to give due regard, due regard being integral to compliance with the Public Sector Equality Duty. Our legal responsibility to Equality as a public Sector Organisation</b>