

Priority Equality Impact Assessment (EIA)

Policy/activity or service area to be assessed:	Beacon Process and Peer Challenge Policy	Person completing assessment:	Brian Griffiths
Reason for this assessment: <i>(new policy / review etc)</i>	New Policy	Date of assessment:	08/01/2014

An EIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show ‘due regard’ for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	<p>To ensure we provide safe, effective , efficient and resilient response arrangements Staffordshire Fire and Rescue Service (SFRS) is committed to providing an efficient and effective Fire and Rescue Service. The Service is moving to become a learning organisation and as such Peer Challenges provide the opportunity to scrutinise ourselves from both an internal and external perspective. To ensure the Service achieves its strategic aims and objectives stations and support departments are periodically reviewed to ensure performance meets the standards required. The new Service Improvement Policy offers guidance and support to all staff who are involved in any Peer Challenge process.</p> <p>Corporate Objectives</p> <ul style="list-style-type: none"> ▪ Establish a culture of continuous improvement through a formalised system of performance reporting.
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2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

	<ul style="list-style-type: none"> ▪ Ensure Fire Service staff are carrying out their duties to the required standard over a range of activities. ▪ Ensure Fire Stations and equipment is being maintained to an acceptable standard and is ready for immediate use. ▪ Ensure health, safety and welfare arrangements and procedures are in place and being adhered to. ▪ Confirm our commitment to promoting equality for all groups and eliminating discrimination and harassment, both in its role as an employer and provider of services. ▪ Produce a report from a performance inspection and implement any actions required to ensure continuous improvement.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	The main stakeholders will be those members of staff directly responsible for co-ordinating the peer challenge within their respective departments and Service Delivery Groups.
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Director of People

Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

- **Eliminating any unlawful discrimination –**

During the challenge, Key Assessment Areas (KAA's) or themes to be covered will include: - Responsibilities for completing and monitoring of Equality objectives, actions and policy procedures. Therefore the Corporate Objectives, inclusive of equality and diversity as a driving principle within the Service Strategic direction, will be assessed, monitored and formally recorded. As such the development of the CSP and its accompanying EIAs will ensure the Services obligations under the Equality Act 2010. The Beacon Process and Peer Challenge framework will act as a procedural practicality for the assurance of equality and diversity to be further embed in Service improvement and development.

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- **Advancing equality of opportunity Operational –**

Station Beacon Process (internal)

The purpose of the Operational Station Beacon Process is to enable Service Delivery Groups (SDGs) to examine Watch performance and standards in relation to KAAs. The KAAs include assessment of:-

Equality and Diversity

&

Our Cultural Framework

Support Department Beacon Process (Internal) - The aim of the Departmental Beacon Process is to allow all support departments to bench mark their level of understanding and compliance with Service expectations, providing a greater insight into everything we do in relation to KAAs. The KAAs fall broadly into the following four categories:-

Equality and Diversity

&

Our Cultural Framework

The process allows every department to examine their own performance and standards in relation to Service expectations. Promoting self-awareness and linking all activities with the Corporate Safety Plan identifying improvements and outcomes for our staff. Service Delivery Group Leads and Heads of Departments will agree which specific KAAs to focus upon and their decision will be based upon the Service needs at the time of the review.

As evidenced within the Policy the Service internal review structure and process is inclusive of due regard considerations. Equality and diversity has wide-ranging implications, opportunity and activity for the Service across Prevent, Protect, and Response priorities. In addition as the process will be able to raise the consciousness of equality within employment practice and procedure it will be supportive in the securing of our Cultural Framework. Therefore inclusion of equality and diversity consideration as a KAA will support staff and management understanding of the benefits of inclusion to staff moral and performance and an understanding of partner and community

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needs.

- **Fostering good relations between different groups**

The Service achieved the Excellent Level of the FRSEF in January 2013 and the status of the award remains in place for 3 years. Current Service objectives seek to maintain this status. To aid the maintenance of the status the Service needs to be able to demonstrate due regard to the Public Sector Equality Duty which includes fostering good relations between different groups. The proposed procedure within the Policy benefits the Service by taking a universal view of Service performance and improvement with the participation and or involvement of staff at all levels of the organisation. The procedure will apply the Strategic vision and purpose as a whole Service approach benefitting openness and as contributions are made by all staff they are more likely to see their own and colleagues contributions in shaping the and maintaining the Service. As Beacon self-assesses it will build relationships between support staff and operational staff and between specialist support services and SDGs and between managers and reporting staff and broaden a deeper understanding of the purpose and measures.

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *	
Age	
Disability	Accommodation requirements must be considered for people with a disability persons who may visit the service as part of an external peer review team or part of the internal Beacon process
Gender reassignment	
Marriage or civil partnership	
Pregnancy or maternity	

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Religion or belief	Dietary requirements and the facility to provide an appropriate prayer room must be considered for persons with different religious beliefs, who may visit the Service as part of an external peer review team or part of the internal Beacon process
Race	
Sex	
Sexual orientation	
Socio-economic disadvantage 2	

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
- (b) An action plan **MUST** be completed (next section)
- (c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
Access, egress, use of building and facilities by external peer reviewer or internal staff assessor.	Service responsibility for ascertaining needs of internal and or external review personnel	Lead co-ordinator for Beacon Process/Peer Challenge.	As appropriate	

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		procedure or External Peer review		

All Completed EIA's should be submitted to E&D team for approval.



Signed: _____ **(E&D)**

Brian Griffiths

Name: _____

24/01/14

Date: _____

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