

Equality Impact Assessment (EIA)

Policy/activity or service area to be assessed:	Direct Engagement	Person completing assessment:	Glynn Luznyj
Reason for this assessment: (new policy / review etc)	Review of existing policy	Date of assessment:	3 rd September 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	The aim of the policy review is to provide better guidance for SFRS staff and volunteers when delivering HFRC's in the community and working with members of the public in a community fire station setting. The policy review is required due to some concerns about welfare and risk when interacting with members of the public both in the workplace and when delivering HFRC's.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	Mainly at staff members and volunteers so that they understand how to conduct themselves when interacting with members of the public. The policy also has a focus upon members of the community and their conduct, along with partner organisations who use the community facilities on fire stations.

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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

3. Who is responsible for the policy/activity: (Directorate/Department/individual)	The Policy cuts across the Prevent and Protect directorate and Support Services directorate. It has the potential to impact upon all members of the service including volunteers. Responsibility for the policy should remain with the Head of Central Risk Reduction

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:

CSP 2 & 3

Eliminating any unlawful discrimination

The policy review is required to give better guidance to staff and volunteers about how they must conduct themselves when directly engaging with members of the public. Linked to the policy are sources of information which are relevant (Post Incident Activity, Lone Working Policy, Dealing with Violence and Aggression).

Advancing equality of opportunity

The policy should not have any negative impact on employees, volunteers or members of the community but will enhance public safety, particularly in residential settings and provide additional confidence to employees and volunteers that any personal risk is reduced so far as is reasonably practicable.

Fostering good relations between different groups

Communications of the Policy, and its application, needs to have provisions to monitor the nature of incidents and the individual characteristics of the member of staff and person involved in the incident. The Policy is designed to protect staff and service users from inappropriate behaviour and risks to safety. As such staff engaging with the public, in particular vulnerable members of the public need to be aware and

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equipped with the skills to interpret behaviours, and identify potential risk to themselves and others, which are objective, informed and non-confrontational.

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	Community user - potential sensory, mental (including confusion and impaired of memory), physical disability.
Disability	Community user - presenting with behaviours that are unfamiliar to staff
Gender reassignment	Community user - presenting with behaviours that are unfamiliar to staff
Marriage or civil partnership	
Pregnancy or maternity	
Religion or belief	Community user – presenting custom and practice that are unfamiliar to staff
Race	<p>Community user – Different ethnic groups have different rates and experiences of mental health problems, reflecting their different cultural and socio-economic contexts and access to culturally appropriate treatments. In general, people from black and minority ethnic groups living in the UK are:</p> <ul style="list-style-type: none"> •more likely to be diagnosed with mental health problems •more likely to be diagnosed and admitted to hospital •more likely to experience a poor outcome from treatment •more likely to disengage from mainstream mental health services, leading to social exclusion and a deterioration in their mental health. <p>These differences may be explained by a number of factors, including poverty and racism. They may also be because mainstream mental health services often fail to understand or provide services that are acceptable and accessible to non-white British communities and meet their particular cultural and other needs.</p> <p>It is likely that mental health problems go unreported and untreated because people in some ethnic</p>

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	minority groups are reluctant to engage with mainstream health services. It is also likely that mental health problems are over-diagnosed in people whose first language is not English. (Mental Health Foundation)
Sex	Consideration of chaperoning for staff, volunteers and community users. See Lone Working Policy
Sexual orientation	
Socio-economic disadvantage 2	Significant behaviour spectrums associated with ill mental health and poverty. See Poverty, social inequality and mental health Vijaya Murali and Femi Oyeboode. Possibility of presenting with behaviours that are unfamiliar to staff

* **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)
Staff not being equipped with the range of skill to address and understand behaviour they are unfamiliar with and recognition of risks and strategy to minimise risk accurately identified.	Identify budget to ensure applicable Staff access training around physical harm risks, interpreting behaviours objectively and being able to respond appropriately.	Head of L&D	Commencing ASAP with a programme in place	

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

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

Name: _____

Date: _____

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