

People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	Gym Usage Policy, Job No 1059	Person completing assessment:	
Reason for this assessment: <i>(new policy / review etc)</i>	Review	Date of assessment:	29/11/2021

A PIA 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	This policy is designed to promote, protect and regulate the use of the gym and its facilities
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	Staffordshire Fire and Rescue Service Employees, Volunteers and Fire Authority Members. There is also provisions for Community Members that have been referred via their Doctor or other Healthcare Professional
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Fitness & H&S Department

1. For ‘policy’: any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

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

Our Community Fire Station gyms are fully accessible and are to be made available to all Fire & Rescue Service as well as any community member who has received a referral via their Doctor or other healthcare professional. We are unable to make the facility available to the wider community due to the administrative arrangements around managing access to the number of potential users and due to the contract arrangements around the life cycle of the equipment.

Our referred community members must be accompanied by a level 2 Gym Instructor to reduce the risk of injury through their use of our equipment.

Advancing Equality of Opportunity

The use of our community fire station gyms will be afforded to all those that share a protected characteristic and those that do not based on the criteria above, however, due to the age restrictions indicated on the equipment provided within our gyms an age restriction will have to be imposed on our community members of 16 years or above.

Use by ladies that maybe pregnant will be based on an individual risk assessment and medical advice.

Fostering Good Relations between different groups

By encouraging community members to use our gyms, through referrals, we would encourage them to sign up to our Community Pledge which encourages groups to share skills and interact with each other.

As a Fire and Rescue Service we would always encourage engagement with all users of our facilities.

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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	Age restriction of over 16 years due to the type of equipment
Disability	None – Community Members through referrals and to be support by a level 2 gym instructor
Gender reassignment	None
Marriage or civil partnership	None
Pregnancy or maternity	Use by pregnant women subject to individual risk assessment and medical advice
Religion or belief	None
Race	None
Sex	None
Sexual orientation	None
Socio-economic disadvantage 2	None

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* **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)
Age	Due to the equipment and health and welfare of individuals this should only be reviewed if equipment type changes	Fiona Prew	On-going	
Pregnancy	Based on medical advice and risk assessment	Individual / Manager/ Health Care Professional	On-going	

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

Signed: _____ (E&D)

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Name: _____

Date: _____

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