

Equality Impact Assessment

Policy or service area to be analysed	Music & Films at Work Policy Job No: 409	Person completing analysis	
Reason for this analysis?	Policy review and consultation	Date of analysis	11/03/2021

An Equality Impact Assessment (EIA) involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in Equality Act 2010. This in turn involves looking at our equality data and the outcome of our community engagement. We need to analyse 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.

Background	
1. Briefly describe the aims, objectives and purpose of the policy/service ¹	To promote the professional, ethical and lawful playing of Music & Films at Work
2. Who are the main stakeholders (staff, customers, partners, communities etc)	All staff, contractors, consultants, temporaries and other workers in the Service.
3. Who is responsible for the policy/service?	Director of Finance, Assets & Resources

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

Could this policy/service have an effect in relation to stakeholders'		Please specify briefly the positive and detrimental effects with supporting evidence	Potential for detrimental effect? *
Age	No	<p>The positive impact of this policy is to enforce the appropriate use of music and films within/on Staffordshire Fire and Rescue Service premises. It provides advice and guidance on responsibilities to ensure compliance with the law.</p> <p>Compliance with the policy will have a positive effect for the Service in reducing the risk of complaints and appropriate use of public funding and penalties resulting from infringement of copyright.</p>	No
Disability	No		No
Gender reassignment	No		No
Marriage or civil partnership	No		No
Pregnancy or maternity	No		No
Religion or belief	No		No
Race	No		No
Sex	No		No
Sexual orientation	No		No
Socio-economic disadvantage ²	No		No

* if you tick **yes** at all in this column, you now need to move to the full equality analysis on the next page

NB For the public sector equality duty marriage and civil partnership only relates to discrimination, including harassment and victimisation. Socio-economic disadvantage is not covered by legislation but it is considered best practice to include it.

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Equality Analysis: Full Analysis of the Effects

The aim of this analysis is to further the three aims of the public sector equality duty and to improve our service to all customers and colleagues. NB we will publish the results of this analysis, showing what information we have based it on.

Equality Information & Data/Community Engagement: If you have identified potential negative effects or positive impact on any protected characteristic you need to examine the local data, published information and research relevant to the policy/service etc. Consult with colleagues, representative bodies, partners and customers who identify with the relevant characteristics to establish the possible effects, how they can be advanced, prevented or minimised. Then record your analysis and decision. Please ask Equality Diversity Manager if you need help.

Information/data used	
Who you consulted (break down by protected characteristics), when & how	
Your analysis: What did this tell you about the potential +ve and –ve effects re each of the protected characteristics	
Your decision and why: <ul style="list-style-type: none"> • Continue policy/service etc • Continue & justify policy/service • Change policy/service etc • Stop the policy/service etc 	

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Action plan

Detrimental effect	Action needed to minimise it	By who	By when	How will you measure the success

Completed equality analysis needs to be submitted to Equality & Diversity Manager along with the documentation it is concerning and PGP Co-ordinator

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