

People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	Lone Working – Vehicle Workshops	Person completing assessment:	
Reason for this assessment: <i>(new policy / review etc)</i>	New combined policy with Staffordshire Police Transport Staff	Date of assessment:	13.11.2023

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	To determine the correct procedures to follow when a member of the Joint emergency Transport Services (JETS) staff is working alone
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	JETS Staff
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	JETS Interim Management Team

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:

- (a) Eliminating any unlawful discrimination – ensures all staff are treated fairly and equally by formalising a policy applicable to all JETS staff
- (b) Advancing equality of opportunity – This applies to all members of JETS staff regardless of position, grade or rank and is linked to the lone working risk assessment for JETS. Other members of both organisations do not have access to the workshops as pre the requirement laid down by home office policy.
- (c) Fostering good relations between different groups – applies equal requirements to members of staff from different organisations to ensure they are applicable to both groups ensuring fairness and good relations between these two groups

When working at the JETS workshop the employee is on a secure, fully gated premises with full CCTV coverage and police immediate response status. As well as this there is a procedure in place for regular contact and response by JETS supervisors for lone workers.

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	N/A
Disability	N/A

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Gender reassignment	N/A
Marriage or civil partnership	N/A
Pregnancy or maternity	If a JETS employee were to be pregnant it is highly unlikely that there would be a need for them to work alone. However, if such a need arose, the risks involved are mitigated by the employee being on a secure premise with full CCTV coverage and police immediate response status. As well as this there is a procedure in place for regular contact and response by JETS supervisors for lone workers.
Religion or belief	N/A
Race	N/A
Sex	N/A
Sexual orientation	N/A
Socio-economic disadvantage ²	N/A

* **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.

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Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
N/A				

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

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

Name: _____

Date: _____

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