

## People Impact Assessment (PIA)

<b>Policy/activity or service area to be assessed:</b>	ICT Acceptable Use Job No: 989	<b>Person completing assessment:</b>	
<b>Reason for this assessment:</b> <i>(new policy / review etc)</i>	Updated and new policy introductions	<b>Date of assessment:</b>	17/07/23

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: <sup>1</sup>	To improve how SFRS manages security of its systems, through detailing the acceptable use of it's equipment.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	All users of SFRS systems.
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Strategy & Intelligence / ICT / Head of ICT

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

These policies are too support the work needed for Public Services Network connection compliance and create a secure environment for the protecting of information and critical systems. These policies are essential to effectively control our network access and security.

The acceptable use policy has been developed to be compliant with vital legislation such as: Data Protection Act 2018 and Equality Act 2010.

Data breaches via the misuse of systems or improper controls can expose those with protected characteristics, causing damage to the organisation but most importantly the individual whose data we possess. This updated iteration of Acceptable Use Policy expand upon existing control to improve security and protect an individual's data.

### (b) Advancing equality of opportunity

As above, these policies help prevent the misuse of sensitive information collected on employees and in our communities. This advances equal opportunity as information collected on individuals will have an advanced level of control to prevent compromise to its confidentiality leading to potential discrimination.

### (c) Fostering good relations between different groups

To effectively engage with our communities it is essential that Staffordshire fire and rescue is recognised as an organisation that people can trust, a large part of this is giving individuals the confidence and ability to effectively share information with our organisation without the risk of compromise to its confidentiality, integrity and availability. This in turn allows the organisation to better focus prevention activity moving towards our vision of making Staffordshire the safest place to be.

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

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 <b>NEGATIVE</b> (detrimental) effect and provide supporting evidence for your rationale *	
<b>Age</b>	
<b>Disability</b>	
<b>Gender reassignment</b>	
<b>Marriage or civil partnership</b>	
<b>Pregnancy or maternity</b>	
<b>Religion or belief</b>	
<b>Race</b>	
<b>Sex</b>	
<b>Sexual orientation</b>	
<b>Socio-economic disadvantage 2</b>	

\* **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
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

(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)

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

**Signed:** \_\_\_\_\_ **(E&D)**

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

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