

**Equality Impact Assessment (initial) Form**

**Ensure you refer to the EIA Procedure and complete the EIA Training on Oracle before completing this form.**

<b>Name of the activity (policy/ procedure/ function/ service delivery):</b>	Organisational Structure (Following Precept Increase 22/23)
<b>Person(s) completing this form:</b>	Callum Faint
<b>Department/Station:</b>	Headquarters
<b>Date EIA completed:</b>	23/3/2022
<b>Is this a new or existing activity?</b>	New

<b>What are the aims and objectives of this activity?</b>
<p>Following the approval of the CFA to increase the Band D council tax precept by £5, it has allowed us to introduce a number of new roles within the Service. This activity is to determine, recruit and introduce those roles that will best take the Service forward for the future whilst delivering a balanced budget moving forward.</p>
<b>What data, statistical information or evidence based research has been used during the development of this activity?</b>
<p>Following engagement with the Strategic Management Team, Staff Engagement Feedback, HMICFRS report and statistical data and feedback from across the Service a number of new roles were discussed.</p>
<b>Who has been consulted and how has this influenced the assessment? (staff, union, communities, meetings, consultations)</b>
<p>Senior Management Team, Tactical Managers Forum, Supervisory Managers forum. Whilst not directly consulted the actions from this work clearly addresses specific feedback from the Staff engagement survey.</p>

<b>What impact will the implementation of this activity have on people who share characteristics protected by The Equality Act 2010?</b>				
<b>Protected Characteristic</b>	<b>Neutral</b>	<b>Positive</b>	<b>Negative</b>	<b>Evidence of impact and justification if determining proportionate means of achieving legitimate aims exist</b>
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create an inclusive environment where all can have tailored development subject to their diverse needs.</p>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create an inclusive environment where all can have tailored</p>

				development subject to their diverse needs.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create an inclusive environment where all can have tailored development subject to their diverse needs.</p>
Marriage & Civil Partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create an inclusive environment where all can have tailored development subject to their diverse needs.</p>
Pregnancy & Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The focus of a number of roles centres around ED+I and

				<p>ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create an inclusive environment where all can have tailored development subject to their diverse needs.</p>
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create an inclusive environment where all can have tailored development subject to their diverse needs.</p>
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p>

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Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create an inclusive environment where all can have tailored development subject to their diverse needs.</p>
Religion or Belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The focus of a number of roles centres around ED+I and ensuring we continue good work within the Service and to better connect to our diverse communities both in terms of recruitment and engagement. This is seen as positively reaching and engaging with all protected characteristics.</p> <p>Internally, a number of roles are introduced to support and develop our staff throughout their careers. Again this is a positive with regards to protected characteristics to create</p>

				an inclusive environment where all can have tailored development subject to their diverse needs.
<b>What impact will the implementation of this activity have on people outside of the Equality Act 2010 (non-legislative)? (social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage)</b>				
Vulnerability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The additional roles are designed to add capacity into the Service and improve the Service to become even better for our community. Specifically, to this item the splitting of the Head of Safer Communities role is driven by the increase in workloads from Fire Protection but in equal measure the increased requirements for safeguarding, and a new statutory duty to prevent serious harm.

<b>What actions are proposed to remove or reduce any negative or adverse impacts identified on people who share characteristics protected by <i>The Equality Act 2010</i>?</b>					
<b>Impact identified</b>	<b>Action</b>	<b>Responsible Lead</b>	<b>Completion Date</b>	<b>Review Date</b>	<b>Monitored by (Department Head/Group Manager)</b>

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When the above actions have been completed the EIA should be updated with any amendments.

Assessment Rating: please check box			<b>RED</b> <input type="checkbox"/>	<b>AMBER</b> <input type="checkbox"/>	<b>GREEN</b> <input checked="" type="checkbox"/>
<b>EIA completed by</b>			<b>Name:</b>		<b>Department/Station:</b>
					HQ
<b>EIA signed off by</b>			<b>Name:</b>		<b>Department Head / Group Manager:</b>
			Callum Faint		HQ

If **RED** rating complete full EIA

### Equality Impact Assessment (full) Form

The initial EIA should still be completed alongside a full EIA submission

<b>Who benefits?</b>
<b>Who doesn't benefit and why not?</b>
<b>Is there any evidence of higher or lower participation by different groups? If this is a new activity, how are you going to</b>

<b>gather data of this and when do you plan to review it? (include data)</b>
<b>What consultation have you carried out or plan to carry out? (include evidence)</b>
<b>Does the activity support LFRS to fulfil its duties under the Equality Act 2010? (positively advancing equality, promoting inclusion and fostering good relations)</b>

<b>Could any part of the activity discriminate unlawfully and how?</b>
<b>Does the activity meet the communities varied needs?</b>
<b>Having shown due regard to the equality considerations what is your next step?</b>



Activity to remain unchanged	<input type="checkbox"/>
Activity to be amended	<input type="checkbox"/>
Stop and remove the activity	<input type="checkbox"/>
<b>If continuing the activity despite potential or actual adverse impacts, what are your justifications?</b>	

<b>What are your monitoring / review arrangements?</b>					
Impact identified	Action – justification:	Responsible Lead	Completion Date	Review Date	Monitored by (Department Head/Group Manager)

<b>Inclusion / TEDIB feedback:</b>

<b>Analysis Rating: please check box ✓</b>	<b>RED</b>	<input type="checkbox"/>	<b>AMBER</b>	<input type="checkbox"/>	<b>GREEN</b>	<input type="checkbox"/>	Proportionate means achieving a legitimate aim/can be objectively justified.

<b>EIA completed by:</b>	<b>Signature</b>	<b>Department/Station</b>
<b>EIA signed off by:</b>	<b>Signature</b>	<b>Department Head / Group Manager</b>
<b>EIA reviewed by:</b>	<b>Signature</b>	<b>Inclusion Team / TEDIB</b>