

## **People Impact Assessment (PIA) – Stage 1**

People Impact Assessment (PIA) Stage 1 is completed at the start of any project, process or strategic decision to assist in identifying any significant impact on people, and in particular, those who share a characteristic which is protected under equality law.

If a negative (or possible negative) impact is identified, **Stage 2 will need to be completed.**

Please note: For the purposes of this document, the term ‘proposal’ can refer to any policy, activity, function or project that the people impact assessment relates to.

<b>Name of proposal and brief description</b>	CFA Consultation. Consultation on the proposal to create a new Combined Fire Authority (CFA) consisting of Hampshire County Council (HCC), the Isle of Wight Council (IWC), Portsmouth City Council (PCC) and Southampton City Council (SCC).
<b>Aims and objectives of the proposal</b>	To carry out a public consultation exercise on behalf of Hampshire Fire and Rescue Authority (HFRA) and IWC.  The results of the exercise will be analysed and presented to each authority to inform a decision on whether to proceed with the proposal to form a new CFA or not.  To explore possible people impacts of creating a new CFA that are currently unknown.
<b>Who will this affect within HFRS?</b>	Employees. Authority Members. Volunteers.
<b>Who will this affect within our communities and businesses?</b>	Partners. Constituent Authorities. Members of the public.
<b>Does this proposal support the aims and values of the Service People Strategy?</b>	This proposal does not directly support objectives with the Service People Strategy.
<b>Potential positive impacts</b>	Enhanced resilience and capacity – operational and organisational. Shared learning and knowledge. Greater development and career opportunities. Alignment of safety campaigns to the public.

<b>Responsible Manager</b>	Geoff Howsego
<b>Date</b>	6 August 2018.

**Potential impacts identified (Internal and external)**

<b>Disability</b>	Potential impact on travel to and from the Isle of Wight could impact employees and Fire Authority Members.
<b>Age</b>	n/a
<b>Marriage and Civil Partnership</b>	n/a
<b>Pregnancy and Maternity</b>	n/a
<b>Race</b>	n/a
<b>Religion and belief</b>	n/a
<b>Sex</b>	n/a
<b>Sexual Orientation</b>	n/a
<b>Gender Reassignment</b>	n/a
<b>Other Impacts e.g. health and wellbeing, financial, morale etc.</b>	n/a

If you have identified possible impacts in any of these areas, you will need to complete Stage 2 of the People Impact Assessment.

Even if you haven't initially identified an impact, it is possible that unknown impacts still exist or will occur as the proposal moves forward.

We would encourage you to:

- Review your impact assessment regularly
- Have conversations with those you have identified as being affected by the proposal generally
- Ensure you speak with a broad range of people about your proposal
- Seek the assistance of the Inclusion and Diversity Team ([id@hanstfire.gov.uk](mailto:id@hanstfire.gov.uk))