

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Geoff Howsego – Director of Strategic Change (Building on the assessment completed by Jeff Walls – Group Manager Support on 28 <sup>th</sup> February 2018)
<b>Directorate:</b>	Fire and Rescue Service
<b>Date of Completion:</b>	6 August 2018

### Name of Policy/Strategy/Service/Function Proposal

**Consultation on the Creation of a New Combined Fire Authority**

### The Aims, Objectives and Expected Outcomes:

#### Aim

To conduct a public consultation exercise on behalf of both the Isle of Wight Council and Hampshire Fire and Rescue Authority for the proposal to create a new Combined Fire Authority (CFA) consisting of Hampshire, Isle of Wight, Southampton and Portsmouth.

#### Objective(s)

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.

#### Expected Outcomes

There will be a report submitted to each Authority which will include an analysis of the results of the consultation exercise. This will inform a decision on whether to proceed with the proposal to form a new CFA or not.

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	<b>No</b>
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	<b>Yes</b>
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	<b>Yes</b>
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	<b>No</b>
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	<b>Yes</b>
Will the proposal have a significant effect on how other organisations operate?	<b>No</b>
Does the proposal involve a significant commitment of resources?	<b>Yes</b>
Does the proposal relate to an area where there are known inequalities?	<b>No</b>
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p> <p>*This will change should Members want to progress to public consultation and a full business case.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.
Disability			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.
Gender Reassignment			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.
Marriage & Civil Partnership			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.
Pregnancy & Maternity			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.
Race			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.
Religion / Belief			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal

				application to Government to create a new CFA would be accompanied by an EIA at that stage.
Sex (male / female)			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.
Sexual Orientation			X	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.

<b>Are there aspects of the proposal that contribute to or improve the opportunity for equality?</b>	<b>Yes</b>
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i> A larger organisation provides greater development and career opportunities for those working with in.	

<b>Evidence Considered During Screening</b>	
1. Project Initiation Document and completed work packages. Report to Full Council (22 <sup>nd</sup> March 2018). 2. Proposed creation of a new combined fire authority to include Hampshire, Southampton, Portsmouth and the Isle of Wight authorities. Report to Full Council (Thursday 14 June 2018).	
Head of Service Sign off:	Geoff Howsego – Director of Strategic Change (HFRS & IWFRS)
Advice sought from Legal Services (Name)	The consultation pack was shared with and commented upon by Helen Miles
Date	06/08/2018

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

## Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	Geoff Howsego – Director of Strategic Change (Building on the assessment completed by Jeff Walls – Group Manager Support on 28 <sup>th</sup> February 2018)
<b>Directorate:</b>	Fire and Rescue Service
<b>Date of Completion:</b>	6 August 2018

### Name of Policy/Strategy/Service/Function Proposal

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### The Aims, Objectives and Expected Outcomes:

#### Aim

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#### Objective(s)

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.

#### Expected Outcomes

There will be a report submitted to each Authority which will include an analysis of the results of the consultation exercise. This will inform a decision on whether to proceed with the proposal to form a new CFA or not.

Please delete as appropriate:

- This is a proposal for changed council service

## **Scope of the Equality Impact Assessment**

This Equality Impact Assessment (EIA) currently considers the work carried out to complete a consultation exercise and submit a report to Members of the Isle of Wight and Hampshire Fire Authorities. The scope of this EIA is restricted to reflect the impact on the Isle of Wight (a separate people impact assessment is being undertaken in Hampshire).

It is envisaged, should Members of both Authorities indicate they would like to progress to submit an application to government to create a new CFA, the EIA will be re-scoped to explore the broader implications at that stage.

## **Analysis and assessment**

As noted above this EIA accompanies a consultation document. There will be a paper submitted to Members which will include an analysis of the feedback received. This will enable an informed decision to be made as whether to proceed with the proposal to create a new CFA or not.

This stage has no impact on any Island residents who are captured within any of the nine protected characteristics. One of the aims of the consultation is to collect feedback on whether there could be such impact if the proposal was taken forward. This will be reflected in the analysis of the feedback received and will form part of the paper to members.

The decision made by members will either move towards a new combined authority or stop progression at this stage. Whilst this is a fundamental decision, the broader equality implications will occur through the public consultation and therefore help to inform that decision.

## **Recommendations**

The completion of a public consultation exercise has no impact on any of the Island's population captured within the nine protected characteristics of the Equality Act 2010. It is the recommendation of this assessment that the consultation exercise is progressed.

It is further recommended that this EIA is reviewed or a new EIA produced should Members decide to progress to the stage of submitting an application to Government for the creation of a new CFA.

As part of the public consultation, responses will form an indication of impacts to the public and as such inform the decision as part of the subsequent report.

**Action/Improvement Plan**

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A
Disability	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact  (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Gender Reassignment	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A
Marriage & Civil Partnership	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A
Pregnancy & Maternity	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage..	N/A	N/A	N/A
Race	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth.	N/A	N/A	N/A



Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact  (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
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Religion / Belief	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A
Sex (male or female)	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A
Sexual Orientation	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A

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HR & workforce issues	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A
Human Rights implications if relevant	This EIA accompanies a consultation document which seeks views on a proposal to create a new CFA consisting of Hampshire, Isle of Wight, Southampton and Portsmouth. A decision to progress to a formal application to Government to create a new CFA would be accompanied by an EIA at that stage.	N/A	N/A	N/A
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Summary	
Date of Assessment:	6 August 2018
Signed off by Head of Service/Director	Geoff Howsego – Director of Strategic Change (HFRS/IWFRS)
Review date	N/A
Date published	06/08/2018

<b><i>Publishing checklist</i></b>	<b>Yes</b>	<b>No</b>
<ul style="list-style-type: none"> <li>• <i>Plain English – will your EIA make sense to the public?</i></li> <li>• <i>Acronyms – check you have explained any specialist names or terminology</i></li> <li>• <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i></li> <li>• <i>Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?</i></li> <li>• <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i></li> <li>• <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i></li> <li>• <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i></li> <li>• <i>Review have you included a review date and a named person to carry it out?</i></li> <li>• <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i></li> <li>• <i>Signing off – has your Head of Service/Director signed off your EIA?</i></li> <li>• <i>Basics – have you signed and dated your EIA and named it for publishing?</i></li> <li>• <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i></li> </ul>		