



NFCC
National Fire
Chiefs Council

The professional voice of the UK Fire & Rescue Service

Equality Impact Analysis (EqIA)

(Also known as Equality Impact Assessment, People Impact Assessment, Equality Risk Assessment)

Proposal (Policy / Project / Function / Service)	Change of duty system covering Sleaford Area			Date of Analysis	10/05/2022	
Analysis Rating: Please tick one box ✓ (The analysis rating is identified after the analysis has been completed - See Completion Notes)	RED	AMBER	GREEN	X	Proportionate means achieving a legitimate aim/can be objectively justified.	Yes
Please list methods used to analyse impact on people (eg consultations forums, meetings, data collection)	Joint working group with Trade unions Performance data (Fire cover review) Staff survey and engagement sessions					
Please list any other policies that are related to or referred to as part of this analysis	Service Order 4					
Please list the groups of people potentially affected by this proposal (eg applicants, employees, customers, service users, members of the public)	Community of Sleaford					
What are the aims and intended effects of this proposal (project, policy, function, service)?						

The purpose is to provide an assessment of this duty system so that managers and staff can understand the impact on the community

Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service) Please Tick ✓ (see completion notes)

YES: X

NO:

List any Consultations etc with employees, service users, unions or members of the public that has taken place in the development or implementation of this proposal (project, policy, function, service)

No specific consultations in relation to this assessment as there is no intention to change the duty system

Financial Analysis if applicable. State any relevant cost implications (eg expenses, returns or savings) as a direct result of the implementation of this proposal (project, policy or function, service)

Costs £N/A

Projected Returns £

Implementtion £

projected Savings £

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*? (see completion notes)

Protected Characteristic:	Neutral Impact	Positive Impact	Negative Impact	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Sex (men and women)	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model
Race (all racial groups)	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model
Disability (Mental, physical and carers of disabled people)	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model

Religion or belief	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model
Sexual orientation (Lesbian, gay, bisexual and straight)	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model
Pregnancy and maternity	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model
Marital status (Married and civil partnership)	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model
Gender reassignment (includes non-binary)	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model
Age (People of all ages)	X			This change in cover will not differentiate between men and women as there is no change in the response times at night compared to existing model

What impact will the implementation of this proposal have on people who are impacted by and/or local factors that sit outside <i>The Equality Act 2010</i> (non-legislative). Examples include social economic factors (ie poverty and/or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities, any other disadvantage (see completion notes)				
Identified impact non-legislative factor:	Neutral Impact	Positive Impact	Negative Impact	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

This Equality Impact Analysis was completed by (name and department):	Spencer Creek Area Manager Response
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Equality Impact Analysis (EqIA)

(Also known as Equality Impact Assessment, People Impact Assessment, Equality Risk Assessment)

Proposal (Policy / Project / Function / Service)	7 days a week day duty system			Date of Analysis	10/05/2022	
Analysis Rating: Please tick one box ✓ (The analysis rating is identified after the analysis has been completed - See Completion Notes)	RED	AMBER	GREEN	X	Proportionate means achieving a legitimate aim/can be objectively justified.	Yes
Please list methods used to analyse impact on people (eg consultations forums, meetings, data collection)	<p>Joint working group with Trade unions</p> <p>Performance data (Fire cover review)</p> <p>Staff survey and engagement sessions</p>					
Please list any other policies that are related to or referred to as part of this analysis	<p>NJC for local authority FRS scheme of condition of services</p> <p>ODP 2.1</p> <p>Collective agreement relating to pay protection as a result of organisational change</p> <p>Service Order 18</p> <p>Service Order 19</p> <p>Service Order 20</p> <p>Service Order 46</p>					
Please list the groups of people potentially affected by this proposal (eg applicants, employees, customers, service users, members of the public)	Operational staff conditioned to the wholetime and On call duty systems					

What are the aims and intended effects of this proposal (project, policy, function, service)?	
The purpose is to provide an assessment of this duty system so that managers and staff can understand the impact and provide a comparator against other duty systems operated by the service.	
Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service)) Please Tick ✓ (see completion notes)	
YES: X	NO:
List any Consultations etc with employees, service users, unions or members of the public that has taken place in the development or implementation of this proposal (project, policy, function, service)	
No specific consultations in relation to this assessment as there is no intention to change the duty system	
Financial Analysis if applicable. State any relevant cost implications (eg expenses, returns or savings) as a direct result of the implementation of this proposal (project, policy or function, service)	
Costs £N/A	Projected Returns £
Implementation £	projected Savings £

What impact will the implementation of this proposal have on people who share characteristics protected by <i>The Equality Act 2010</i> ? (see completion notes)				
Protected Characteristic:	Neutral Impact	Positive Impact	Negative Impact	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Sex (men and women)	X			This duty system doesn't require any night time cover and therefore doesn't impact on any out of hours care arrangements
Race (all racial groups)	X			No specific impacts identified

Disability (Mental, physical and carers of disabled people)			X	Disabilities for operational staff are limited and the service needs to consider disabilities ops staff can work the duty system with. These include and are not limited to diabetes, cancer, neuro disabilities, menopause and carers of disabled people
Religion or belief			X	As this is a 5 duty system, individuals will be required to work over the Monday to Friday period and as this is an emergency response staff may have to respond immediately. All of which may impact some faiths
Sexual orientation (Lesbian, gay, bisexual and straight)	X			The duty system does not impact sexual orientation
Pregnancy and maternity			X	As the duty system is operational it is service policy to ensure that when advised by either a doctor or a risk assessment informs that a member of staff can no longer perform current duties consultation should be completed immediately over appropriate changes
Marital status (Married and civil partnership)		X		As this duty system is in line with the majority of other work patterns used by a significant proportion of other employer/organisations it is likely to be more attractive to more people
Gender reassignment (includes non-binary)	X			The duty system does not impact gender reassignment
Age (People of all ages)		X		This duty system doesn't require any night time or weekend cover and workings hours will during core working time periods. Rest patterns are consistent
What impact will the implementation of this proposal have on people who are impacted by and/or local factors that sit outside <i>The Equality Act 2010</i> (non-legislative). Examples include social economic factors (ie poverty and/or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities, any other disadvantage (see completion notes)				
Identified impact non-legislative factor:	Neutral Impact	Positive Impact	Negative Impact	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
No requirement to move from home location		X		Staff are not required to live within a certain catchment and therefore have greater flexibility that doesn't impact on their home life
This Equality Impact Analysis was completed by (name and department):				Spencer Creek Area Manager Response



Proposal (Policy / Project / Function / Service)	Lincolnshire Crewing System			Date of Analysis	10/05/2022	
Analysis Rating: Please tick one box ✓ (The analysis rating is identified after the analysis has been completed - See Completion Notes)	RED	AMBER	X	GREEN	Proportionate means achieving a legitimate aim/can be objectively justified.	Yes
Please list methods used to analyse impact on people (eg consultations forums, meetings, data collection)	<p>Current Workforce on LCS</p> <p>Total 80</p> <p>Females - 5, Males 75</p> <p>Age Range</p> <p>20 to 24 - M4</p> <p>25 to 29 - M10 F2</p> <p>30 to 34 - M21</p> <p>35 to 39 - M12 F1</p> <p>40 to 44 - M4 F2</p> <p>45 to 49 - M12</p> <p>50 to 54 - M8</p> <p>55 to 59 - M4</p>					
Please list any other policies that are related to or referred to as part of this analysis	<p>Lincolnshire LCS local agreement</p> <p>ODP 2.1</p> <p>Collective agreement relating to pay protection as a result of organisational change</p> <p>Service Order 18</p> <p>Service Order 19</p> <p>Service Order 20</p> <p>Service Order 46</p>					

Please list the groups of people potentially affected by this proposal (eg applicants, employees, customers, service users, members of the public)	Operational staff conditioned to the Lincolnshire crewing system			
What are the aims and intended effects of this proposal (project, policy, function, service)?				
The purpose is to provide an assessment of this duty system so that managers and staff can understand the impact and provide a comparator against other duty systems operated by the service.				
Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service)) Please Tick ✓ (see completion notes)				
YES: X	NO:			
List any Consultations etc with employees, service users, unions or members of the public that has taken place in the development or implementation of this proposal (project, policy, function, service)				
<ul style="list-style-type: none"> • Initial assessment through Working Group meetings (Attendance includes Managers, Rep Body (FBU), • Use of previously conducted survey results (FBU commissioned 2019) • Development and release of equality based survey to On call, LCS & 2,2,4 staff • Consultation of staff (through targeted meetings) • Consultation with LCC HR Strategic Manager 				
Financial Analysis if applicable. State any relevant cost implications (eg expenses, returns or savings) as a direct result of the implementation of this proposal (project, policy or function, service)				
Costs £N/A	Projected Returns £			
Implementation £	projected Savings £			
What impact will the implementation of this proposal have on people who share characteristics protected by <i>The Equality Act 2010</i> ? (see completion notes)				
Protected Characteristic:	Neutral Impact	Positive Impact	Negative Impact	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Sex (men and women)			X	Potential higher percentage of females with caring responsibilities, especially children, impacted. Impact of females with menopausal symptoms
Race (all racial groups)	X			No specific impacts identified
Disability (Mental, physical and carers of disabled people)			X	Disabilities for operational staff are limited and the service needs to consider disabilities ops staff can work the duty system with. These include and are not limited to diabetes, cancer, neuro disabilities, menopause and carers of disabled people
Religion or belief		X	X	As this is a rolling duty system, individuals will be required to work over the seven day period and as this is an emergency response staff may have to respond immediately.
Sexual orientation (Lesbian, gay, bisexual and straight)	X			The duty system does not impact sexual orientation
Pregnancy and maternity			X	As the duty system is operational it is service policy to ensure that when advised by either a doctor or a risk assessment informs that a member of staff can no longer perform current duties consultation should be completed immediately over appropriate changes
Marital status (Married and civil partnership)	X	X	X	Due to the nature of the duty system it is likely to attract personnel who have factored the impact against their other commitments
Gender reassignment (includes non-binary)	X			The duty system does not impact gender reassignment
Age (People of all ages)		X	X	The duty system may have a negative impact on staff at the end of their career in relation to need to provide availability for on call response. For a limited time it will have a positive impact on staff that will be retiring on the 1992 pensions scheme compared to other pensions schemes

What impact will the implementation of this proposal have on people who are impacted by and/or local factors that sit outside <i>The Equality Act 2010</i> (non-legislative). Examples include social economic factors (ie poverty and/or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities, any other disadvantage (see completion notes)				
Identified impact non-legislative factor:	Neutral Impact	Positive Impact	Negative Impact	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Carers responsibilities			X	Child support, carers for elderly relatives and primary carers needs
Mental health		X	X	The duty system does ensure staff are conditioned to 4 days off after every duty (tour) however this means that the individual works a progressive cycle and does work weekends and public holidays
No requirement to move from home location		X		Staff are not required to live within a certain catchment and therefore have greater flexibility that doesn't impact on their home life

This Equality Impact Analysis was completed by (name and department):	Spencer Creek Area Manager Response
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