

## Equality Impact Assessment (EIA)

### A) The Equality impact table

Does the activity have the potential to impact differently on individuals in different groups? To complete the table ✓ the likely impact. If an EIA action plan is necessary, this can be downloaded from the Intranet.

Assessment of impact on groups in **bold** is a legal requirement. Assessment of impacts on groups in *italics* is not a legal requirement, however it will help to ensure that your activity does not have unintended consequences.

Protected characteristic	Positive	Negative	Neutral	Rationale for decision
<b>Individuals of different ages</b>	✓			Whilst the Safety Centre's main delivery is to children and young people, it also engages with adults through both its training arm, and through working with focus groups such as refugees.
<b>Disabled individuals</b>	✓			Having a disability increases a person's risk of fire fatality, and through engaging with people with disabilities to provide fire safety education messages alongside water and road safety ones has a potentially positive benefit although it is statistically hard to prove.  The Safety Centre has installed induction loop equipment and improved its lux levels making the premises as a whole more suitable for visitors who are D/deaf or have sight loss. It also has a through floor lift to the first floor classroom area.
<b>Individuals transitioning from one gender to another</b>			✓	No discernible positive or negative impact

Appendix 6

<b>Individuals who are married or in civil partnerships</b>			✓	No discernible positive or negative impact
<b>Pregnant individuals and new parents</b>	✓			The Safety Centre's training arm delivers first aid courses which include new parent education
<b>Individuals of different race</b>	✓			<p>Statistically, certain forms of anti-social behaviour disproportionately impact upon individuals of different race and therefore the work undertaken will be of positive benefit.</p> <p>The Safety Centre has also devised and delivered programs for individuals new to England, including through the Afghan resettlement program, to improve their understanding of safety in and around the home.</p>
<b>Individuals of different religions or beliefs</b>	✓			The Safety Centre has devised and delivered programs for individuals new to England, including through the Afghan resettlement program, to improve their understanding of safety in and around the home.
<b>Individuals' gender identity</b>			✓	No discernible positive or negative impact
<b>Individuals' sexual orientation</b>			✓	No discernible positive or negative impact
<i>Individuals living in different family circumstances</i>	✓			Those living in crowded accommodation or in circumstances indicative of social deprivation are more likely to be injured in fire, therefore safety education is of positive benefit to them.

## Appendix 6

<i>Individuals in different social circumstances</i>	✓			Those living in crowded accommodation or in circumstances indicative of social deprivation are more likely to be injured in fire, therefore safety education is of positive benefit to them.
<i>Different employee groups</i>			✓	No discernible positive or negative impact
<i>Other, please specify</i>				