

Service Document Standard Form:

Equality Impact Assessment (EIA)

Linked documents: Equality Impact Assessment Guidance note



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1: Overview information

Name of activity / change / policy / procedure/project:	Extension to BFRS Response Strategy 2018 - 2023
Directorate/department:	Response
Name(s) of person(s) completing the assessment	Stuart Grosse
Date of commencement of assessment:	24 March 2023

2: What is the aim and purpose of the activity / change / policy / procedure / project you are assessing?

To extend the duration of the BFRS Response Strategy 2018-2023 until April 2025. This will enable the new Response Strategy to align with the Community Risk Management Plan. The current plan is suitable to be extended until October 2024. The Response Strategy has an Integrated Impact Assessment (IIA) from when it was first published, this IIA is still valid. The EIA reviews the Response Strategy and covers the period of the extension.

3: Who will be affected by the activity / change / policy / procedure / project, and how? Consider members of the public, employees, partner organisations etc.

The Response Strategy is available to all BFRS employees.
By extending the Response Strategy, it will allow time to build a new well informed Response strategy to better represent the communities BFRS serve.

4: What information is already available that tells you what impact the activity / change / policy / procedure / project has/will have on people? (*please reference*) Consider quantitative and qualitative data, consultation, research, complaints etc. What does this information tell you?

The Response Strategy is a current 'live' document, it is available to be commented on by BFRS employees.

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5: Does the activity/change / policy/procedure/project have the potential to impact differently on individuals in different groups? Complete the table below by ✓ the likely impact.

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	Rational for decision (<i>use action plan in section 14 for negative impacts</i>)
Individuals of different ages			✓	No specific impacts identified.
Disabled individuals			✓	No specific impacts identified.
Individuals transitioning from one gender to another			✓	No specific impacts identified.
Individuals who are married or in civil partnerships			✓	No specific impacts identified.
Pregnancy, maternity and new parents			✓	No specific impacts identified.
Individuals of different race			✓	No specific impacts identified.
Individuals of different religions or beliefs			✓	No specific impacts identified.
Individual's gender identity			✓	No specific impacts identified.
Individual's sexual orientation			✓	No specific impacts identified.
<i>Individuals living in different family circumstances</i>			✓	No specific impacts identified.
<i>Individuals in different social</i>			✓	No specific impacts identified.

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<i>circumstances</i>				
<i>Different employee groups</i>			✓	No specific impacts identified.
<i>Other, please specify</i>			✓	No specific impacts identified.

6: What further research or consultation is needed to check the impact/potential impact of the activity/change/policy/procedure/project on different groups? If needed, how will you gather additional information and from whom?

The extension of the Response strategy is to be circulated through the Leadership Group. Any amendments will be considered and the document will be sent to BTB for sign off.

7: Following your research, considering all the information that you now have, is there any evidence that the activity/change/policy/procedure/project is impacting/will impact differently or disproportionately on some group of people?

No evidence.

8: What amendments will you make/have been made to the activity/change/policy/procedure/project as a result of the information you have? If a negative effect has been identified, how could it/has it been lessened, does the original plan need changing?

No change.

9: After these amendments (if any) have been made, is/will there still be a negative impact on any groups?

Yes – please explain below

No – go to section 11

No

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10: Can continuing or implementing the proposed activity/change/policy/procedure/project, without further amendment, be justified legally? If so, how?

11: How can you ensure that any positive or neutral impact is maintained?

Review this EIA as the new Response strategy is built.

12: How will you monitor and review the impact of the activity/change/policy/procedure/project once it has been implemented?

Review this EIA as the new Response strategy is built.

Ensure that the Response strategy 2024 is published with an updated EIA.

13: Sign off

Name of department head / project lead

AC Tuffley

Date of EIA sign off:

17/04/2023

Date(s) of review of assessment:

October 2024

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14. Action Plan - the table below should be completed to produce an action plan for the implementation of proposals to:

- Lower negative impacts
- Ensure the negative impacts are legal under anti-discriminatory law
- Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups i.e. increase
- the positive impact

Area of impact	Changes proposed	Timescales	Resource implications	Comments

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