

## 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:	Protection Strategy
Directorate/department:	Protection Assurance and Development
Name(s) of person(s) completing the assessment	GC Steve Hawkins
Date of commencement of assessment:	19/06/2023

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

The aim and purpose of this strategy is to provide a focus on the priorities of the Protection Department over the next year, to ensure BMKFA can deliver the most effective response to the risks and challenges set out in the Authority's Public Safety Plan. To align the Protection Strategy with the current Public Safety Plan.

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

Responsible persons for non-domestic buildings and all the local community who work, live or visit the buildings and those who might be affected by it.  
Fire Service personnel who are involved in Fire Safety visits (Protection and Prevention) and those involved in operational response and visits.  
Specifically Protection Department personnel.  
Local Authority and other partner agencies who might be involved in the regulations and processes involving non-domestic buildings.

#### 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?

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Previous Protection Strategy  
Public Safety Plan  
Corporate Plan  
Medium Term Financial Plan

Sets the constraints and organisational expectations regarding the fire safety activity undertaken by BFRS.

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	Rationale for decision ( <i>use action plan in section 14 for negative impacts</i> )
<b>Individuals of different ages</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. Specific activity identifies highest risk buildings and occupants which will include the elderly particularly those sleeping within care homes. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
<b>Disabled individuals</b>	✓			The Strategy is devised to contribute to the safety of

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				the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy. As part of the fire risk assessment the inclusion of the understanding of risk for those with disability is included and is an area that an audit would identify and challenge with reference to Emergency Evacuation Information Sharing.
<b>Individuals transitioning from one gender to another</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
<b>Individuals who are married or in civil partnerships</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected

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				characteristic then this will be considered within any fire safety strategy.
<b>Pregnancy, maternity and new parents</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
<b>Individuals of different race</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy. Advice on our website includes different languages and all inspecting officers have access to language line dedicated to Protection dept.
<b>Individuals of different religions or beliefs</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified

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				within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
<b>Individual's gender identity</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
<b>Individual's sexual orientation</b>	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
<i>Individuals living in different family circumstances</i>	✓			The Strategy is devised to contribute to the safety of

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			the whole community including this particular group. If any additional risk is identified within a building that might be affected by a vulnerable person under this particular group then this will be considered within any fire safety strategy.
<i>Individuals in different social circumstances</i>	✓		The Strategy is devised to contribute to the safety of the whole community including this particular group. If any additional risk is identified within a building that might be affected by a vulnerable person under this particular group then this will be considered within any fire safety strategy. If any additional risk is identified within a building that might be affected by a vulnerable person under this particular group then this will be considered within any fire safety strategy.
<i>Different employee groups</i>	✓		The Strategy is devised to contribute to the safety of the whole community including this particular group. With a more joined up process the intention is to ensure that all pertinent people working for BFRS who will in any way be affected by or require to attend the building will have the necessary information to contribute to the safety of all

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				employees.
<i>Other, please specify</i>				

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?

There is no direct further research within the Protection Strategy but changes in legislation and guidance continues to change and often focuses on vulnerable groups. This will continue to inform how the Protection team will enforce and instruct responsible persons. However, the department will be responding to legislation and guidance that comes from the government.

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?

There is an ongoing issue relating to evacuation of those with disabilities from high rise residential buildings that still hasn't been fully resolved. BFRS will wait for further guidance on this.

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?

Because BFRS will be following guidance and legislation there will be no need to change the strategy.

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

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**Yes** – please explain below

**No** – go to section 11

**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?**

The way in which the Protection staff engage with all responsible persons will remain positive and will always take account of identified vulnerable persons within a building which will maintain the positive impact.

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

We will respond to any inquiry and complaint that will identify concerns for vulnerable or those with protected characteristics. If we identify that our strategy needs to reflect a change to include something identified then we will look to review and ensure that this area has not been overlooked.

**13: Sign off**

Name of department head /

Steve Hawkins

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project lead	
Date of EIA sign off:	19/06/2023
Date(s) of review of assessment:	19/06/2024

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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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