

People Impact Assessment (PIA)

(Also known as an Equality Impact Assessment)

Policy / Project / Paper / Function	Prevention Strategy				Date of Assessment	16/11/20	
Assessment Rating: please tick 1 box ✓ (The assessment 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.
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)	Research from other Fire Services, NFCC and HMICFRS, Key internal Prevention Specialists Operational Community Risk Managers Senior Management Team Unions – No Challenges Other Rep Bodies ECFRS Performance Data						
Please list any other policies that are related to or referred to as part of this analysis	Fire and Rescue Plan						
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	Employees, Service Users, Member of the Police, Partner Agencies, Third Sector						
What are the aims and intended effects of this proposal (project, policy, function, decision, service)?							
<p>The Essex County Fire and Rescue - Prevention Strategy 2020-24, sets out our commitment to improving the overall safety of our public, our people and environment by preventing fires and other emergencies from occurring in the first place. In this way, we can make Essex a safer place to live, work and travel. Essex County Fire and Rescue Service will focus efforts on helping people to Live safe, be road safe, be water safe and safeguard, By targeting our prevention activities at the most vulnerable to manage risk. Our prevention objective has been developed to complement the Fire and Rescue Plan and priorities of the Police Fire and Crime Commissioner (PFCC) for Essex.</p> <p>Our prevention objective is: <i>To prevent fires and other emergencies from occurring by taking a 'Person Centred' approach to Prevention</i></p> <p>Within the scope of this Strategy, we will target our Prevention Activities at the highest risk in terms of vulnerability to fire and other emergencies, whether that is individuals, causes, specific groups or areas both rural and urban. We will utilise the resources available to us, and our Local Plans will utilise Operational resources to deliver activities. The professionalism of our team and the quality of our prevention activities are central to influencing behavioural changes in the community and reducing the risk, which in turn prevents fires from becoming a reality.</p>							

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As part of our six prevention promises we will be “Inclusive” - ensuring that we are engaging everyone who lives in Essex in prevention activities and that we understand the diverse needs of our communities whatever their age, gender, orientation, race, religion, ability, disability.

This strategy will focus our prevention activities on the following workstreams: Live Safe (Accidental Dwelling Fires / Deliberate Fires), Be Road Safe, Be Water Safe (Flooding, Drowning) and Safeguarding.

Within our four prevention workstreams we deliver alongside our operational colleagues, with partner agencies and with the third sector.

As a service we will target our resources and activities at those that deemed as most Vulnerable. As a service we have adopted the following Definition “A person vulnerable/at risk if as a result of their situation or circumstances they are unable to take care of, or protect themselves or others, from harm, exploitation or other adverse impact on their quality of life.”

OUTCOMES OF THE STRATEGY:

1. Influence the behaviour of those most at risk of harm or risk of Fire or other emergencies
2. A quantifiable reduction in the risk, harm, and demands associated with Fire and other emergency response/preventable demands
3. Embed cultural change within ECFRS, by further embedding Prevention as a key function of the whole service
4. Reduce the cost of Fire and other emergency response in the county of Essex
5. Increased partnership working

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

YES:

NO:x

List any Consultations e.g. 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, decision)?

Key internal Prevention Specialists
Operational Community Risk Managers
Service Leadership Team
Unison – No Challenges
Other Rep Bodies

Financial Analysis If applicable, state any relevant cost implications (e.g. expenses, returns or savings) as a direct result of the implementation of this policy, project, or function.

Costs (£)

Projected Returns £

Implementation £

Projected Savings £

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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			<p>With regards to road and water safety, the groups are most at risk are for Road: Motorcyclists, males account for 74% of road traffic deaths, individuals between 16-25 and 85+. For water: males are the most at-risk group (accounting for 8 out of 10), Males aged 20-29, Women aged 50-59, and those under the influence of alcohol.</p> <p>Our strategy sets out a Person-Centred approach to prevention, we will deliver prevention activities based on the individuals needs. We will work in partnership including the Safer Essex Road Partnership and Local and National forums to engage our services at those most at risks, to prevent incidents and accidents from occurring in the first place</p>
Race (All Racial Groups)		x		<p>Language differences may present difficulties in conveying and receiving information accurately – delivering Prevention Messages and Advice. Alternative means of delivery and guidance. The Service Provides a range of booklets in different languages that were produced by the Fire Kills campaign</p> <p>Some cultural differences may inhibit the engagement with blue light services, as people do not want to be interacting with or helping 'the authorities. The wider prevention team through their Local Delivery Plans focus on alternative approaches to engaging with hard to reach groups.</p>

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				Gypsy and Traveller Population, we are a key stakeholder with the Essex County Traveller Unit, which provides an enhanced service to this community with support and advice linking back to the ECFRS Prevention Function.
Disability (Mental, Physical, and Carers of Disabled people)		x		<p>As a service we recognise the needs of our communities and through our prevention activities we provide and inclusive offer including Sensory Alarms, advice and documentation in various formats and have staff trained in British Sign Language – Level 1 & 3. All of our Home Safety Team that visit members of the community are Sensory Champions.</p> <p>As a service we have a strong relationship with Essex Cares Ltd. ECL Sensory Services have a dedicated team of sensory specialists delivering services across Essex and beyond. Through this relationship our aim is to ensure that people can access the correct support, information, and advice at the right time, in the right place and in the right way.</p> <p>Working in partnership with local and national organisations, with ECL Sensory Services we can deliver high quality services that are focused on early intervention and maximising independence for people living with sensory impairments (visual, hard of hearing / deaf or dual sensory impairment.</p>

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Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				<p>Our Safeguarding Team, Safe & Well Officers and Community Builders work with Partner Organisations to identify those individuals requiring a more specialist approach including conditions such as Mental Health. We have specialist teams that can safeguard those individuals providing a bespoke service and ability to refer them onto other services and agencies.</p> <p>As a Prevention Team, we recognise the impact of Dementia and the links to fire; we engage with Dementia activities including organised events and walks to reduce the risks to those suffering from the illness.</p>
Religion or Belief		x		Some cultural and religious differences may inhibit the engagement, as people do not want to be interacting with or helping 'the authorities. The wider prevention team through their Local Delivery Plans focus on alternative approaches to engaging with hard to reach groups.
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)		x		Through our Prevention work we engage and support LGBTQ activities throughout the year including PRIDE events and with the Terrance Higgins Trust.
Pregnancy and Maternity				No significant people impact identified.
Marital Status (Married and Civil Partnerships)				No significant people impact identified.
Gender Reassignment (Includes non-binary)				No significant people impact identified.

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Age (People of all ages)		X		<p>We understand our at risk groups within the community, with regards to fires, the groups that are most at risk are: Adults over the age of 65, Single adult households, Lone parent households with dependent children, those with physical disabilities, people with mental health problems, aging populations (links to dementia), those that smoke or drink heavily and people that face significant deprivation.</p> <p>With regards to road and water safety, the groups are most at risk are for Road: Motorcyclists, males account for 74% of road traffic deaths, individuals between 16-25 and 85+.</p> <p>For water: males are the most at-risk group (accounting for 8 out of 10), Males aged 20-29, Women aged 50-59, and those under the influence of alcohol.</p> <p>Our strategy sets out a Person-Centred approach to prevention, we will deliver prevention activities based on the individual's needs. We will work in partnership including the Safer Essex Road Partnership and Local and National forums to engage our services at those most at risk, in order to prevent incidents and accidents from occurring in the first place</p> <p>We focus our efforts and resources towards educating, supporting and protecting children and young people so that they are able to start their lives</p>

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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
				<p>safely and grow up to be safe adults and good citizens. This includes the running of our Firebreak, Fire Cadets, Duke of Edinburgh, Education in Schools and Juvenile Fire Setting (JFS) programmes, raising awareness about Adverse Childhood Experiences (ACEs) and the impact these can have.</p> <p>We will also consider a range of Communication Delivery Options to meet the varying needs of our communities.</p> <p>We focus our efforts and resources towards ensuring that our prevention work is delivered in the most effective way to support the individual needs of our older communities. This includes promoting mental health awareness and supporting resources to assist people living with mental health concerns and/or poverty; ensuring we use the most appropriate communication methods when engaging with older people; using our Community Builders to identify more complex needs of older people and the ability to signpost these to appropriate partner organisations who can provide continued and specific support to meet these needs.</p>

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If this proposal impacts the public, what potential impact will the implementation of this proposal have?				
Consider factors that sit outside the Equality Act 2010 (non-legislative) such as socio-economic factors (i.e. poverty, 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
Socio Economic Factors / rurality		x		The County of Essex is diverse both in terms of Rural and Urban but also in Socio Economic Factors. As a service we need to ensure that we can meet the needs of our more rural communities. Our risk modelling and Local Delivery Plans and use of Operational Resources will allow the service to deliver prevention activities in these locations to meet the needs of the community.

If this proposal impacts our colleagues at ECFRS, what potential impact will the implementation of this proposal have?				
Consider factors that sit outside the Equality Act 2010 (non -legislative) such as duty systems, work location, flexible workers, part time workers, etc. Consider any potential for advantage or disadvantage as a direct consequence of this proposal. ✓ (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
None				

This People Impact Assessment was completed by: (Name and Department):

Action Plan Owner:	Commencement date:	Sign off date:
As a result of performing this analysis, what actions are proposed to remove or reduce any negative impact of adverse outcomes identified on people (employees, applicants customers, members of the public etc) who share characteristics protected by <i>The Equality Act 2010 or non-legislative factors</i> ?		
Action Planning		

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Identified Impact Protected Characteristic or non-legislative factor	Recommended Actions	Responsible Lead	Completion Date	Review Date

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Completion Notes:	
Assessment Ratings:	<p>The assessment rating is located at the top of the document so that if you have several impact assessments you will be able to determine priority impact status. To assure the analysis determines the rating, the rating should not be determined before the analysis has been completed.</p> <p>Red: As a result of performing this analysis, it is evident a risk of discrimination exists (direct, indirect, unintentional, or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics (and / or local non-legislative factors)</i>. In this instance, it is recommended that the use of the activity or policy be suspended until further work or analysis is performed.</p> <p>If it is considered this risk of discrimination (is <i>objectively justified</i>, and/or the use of this proposal (policy, activity, function) is a <i>proportionate means of achieving a legitimate aim</i>; this should be indicated and further professional advice taken.</p> <p>Amber: As a result of performing this analysis, it is evident a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p>Green: As a result of performing this analysis, no adverse effects on people who share Protected Characteristics <i>and / or non-legislative factors</i> are identified - no further actions are recommended at this stage.</p>
Equality Data:	<p>Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine Protected Characteristics. Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>1: Application success rates by <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i></p>
Legal Status:	<p>This document is designed to assist organisations in “<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>” as required by <i>The Equality Act Public Sector Duty 2011</i>.</p> <p>ECFRS are keen to extend “due regard” to non-legislative factors such as socio-economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage when considering the impact on the public.</p> <p>ECFRS are also keen to extend “due regard” to non-legislative factors such as duty systems, work location, flexible workers, part time workers and any other aspects that result in disadvantage for our colleagues at ECFRS. (See Completion notes). What impact will the implementation of this proposal have on people for which there is no legal requirement? (consider each non-legislative factor separately).</p> <p>Doing this analysis may also identify opportunities to <i>foster good relations</i> and <i>advance opportunity</i> between those who share Protected Characteristics <i>and / or non-legislative factors</i> and those that do not.</p> <p><i>A PIA is not legally binding and should not be used as a substitute for legal or other professional advice.</i></p>
Objective And/or Proportionate	<p>Certain discrimination may be capable of being defensible if the determining reason is:</p> <p>(i) <i>objectively justified</i> (ii) <i>a proportionate means of achieving a legitimate aim</i> of the organisation</p> <p>For <i>objective justification</i>, the determining reason must be a real, objective consideration, and not in itself discriminatory. To be ‘<i>proportionate</i>’ there must be no alternative measures available that would meet the aim without too much difficulty that would avoid such a discriminatory effect. Where (i) and/or (ii) is identified it is recommended that professional (legal) advice is sought prior to completing an People Impact Assessment.</p>