



People Impact Assessment (PIA)

(Also known as an Equality Impact Assessment)

Policy / Project / Paper / Function	SLT Paper Jan 22 Ops Training Strategy			Date of Assessment	9/12/21		
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)	Workshops with stakeholders						
Please list any other policies that are related to or referred to as part of this analysis	The operational Training Strategy forms part of the People Strategy People Strategy (msapproxy.net) BW1337 ECFRS People-Strategy_04a.pdf (essex-fire.gov.uk)						
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	All operational personnel						
What are the aims and intended effects of this proposal (project, policy, function, decision, service)?							
To provide a clear purpose, strategic direction and core principles for operational training							
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: ✓ The Operational Training Benefit Review is tracking the impact of the implementation of the strategy							
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)?							
Workshops and meetings with SM's, L&D Advisory Group, rep bodies, L&D Steering Group & Project Board							
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 £TBD			
Implementation £ 753,000 Feasibility study £TBD WTC replacement				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)		✓		A modern state of the art training venue with changing facilities will be constructed
Race (All Racial Groups)		✓		A modern state of the art training venue with changing facilities will be constructed
Disability (Mental, Physical, and Carers of Disabled people)		✓		The venues will be accessible for all
Religion or Belief	✓			
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			
Pregnancy and Maternity	✓			
Marital Status (Married and Civil Partnerships)	✓			
Gender Reassignment (Includes non-binary)	✓			
Age (People of all ages)	✓			

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



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Fire & Rescue Service

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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
Training Location		✓		A new fit for purpose will be constructed to meet the training needs of all operational personnel
		✓		The venue will be within our estate, available 365/24/7 and accessible for all

This People Impact Assessment was completed by: (Name and Department): Claire Couch PM OTD.....

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</i> or <i>non-legislative factors</i> ?					
Action Planning					
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>