

EQUALITY IMPACT ASSESSMENT POLICY AND PROCEDURE



REPORT OF THE CHIEF FIRE OFFICER

For Approval

1. PURPOSE OF REPORT

- 1.1 To seek approval for the Authority's Equality Impact Assessment Policy attached as Appendix 1.

2. RECOMMENDATION

- 2.1 To approve the Authority's Equality Impact Assessment Policy attached as Appendix 1.

3. BACKGROUND

- 3.1 Undertaking Equality Impact Assessments is not a legal requirement in England, but it is an established and credible tool for demonstrating due regard to the public sector equality duty (PSED), which is required by law.
- 3.2 The process and tools adopted for use has taken into consideration the National Fire Chiefs Council (NFCC) guidance and wider best practice, specifically relating to the process of undertaking and the recording of equality impact assessments.

4. EQUALITY IMPACT ASSESSMENT POLICY AND PROCEDURE

- 4.1 The revised Equality Impact Assessment Policy and Procedure is attached as Appendix 1.
- 4.2 The Authority's policy statement is set out in Section 1, which sets out the Authority's commitment to embedding equality, diversity, and inclusion.
- 4.3 Section 1 details the scope of the Authority's policy.
- 4.4 The Authority's role is presented at Section 2.

- 4.5 Communications to employees regarding the changes to the Equality Impact Assessment policy and procedure will be communicated via the usual routes which include Comms Forum and publication on the Key Document Framework located on 'The Bridge'. In addition this policy will also be available on the Brigade's dedicated Equality Diversity and Inclusion portal (accessible via The Bridge).
- 4.6 The Fire Brigade's Union and UNISON have been consulted on this Policy and Procedure and to date no issues have been raised.
- 4.7 An Equality Impact Assessment has been undertaken on the implementation of this and no issues have been identified that would negatively impact any protected characteristic group.

IAN HAYTON
CHIEF FIRE OFFICER

KAREN WINTER
ASSISTANT CHIEF FIRE OFFICER
STRATEGIC PLANNING AND RESOURCES