



Shropshire Fire & Rescue Service

EQIA number

Full Equality Impact Assessment Form

Directorate	Service Delivery	Department/ Section		Transformation and Collaboration		
Name of officer	1. James Bainbridge 2. Natalie Parkinson 3. Claire Duffield-Townsend 4. Susann Mitchell 5. Tom Kane 6. Hayley Dyson	Job title		1. SM Transformation & Collaboration 2. Equality, Diversity & Inclusion Officer 3. SAND (Safe Ageing No Discrimination CIC) 4. Shropshire RCC DoLS Coordinator 5. Hearing loss community 6. Sight loss community		
Name of Policy/Service to be assessed	IRMP Proposal 1	Date of assessment		22/10/20	New or existing policy	Existing
1. Review policies & services What is the policy/service being assessed	<p>IRMP Proposal 1: Work to a revised response standard.</p> <p>The 'high', 'medium' and 'low' terminology, as used in the 2015-20 IRMP, does not provide an accurate assessment of risk to an individual. Proposal 1 will provide a much clearer description of what the service standard is and allow more transparent measurement against the response criteria. Furthermore, a revised version of the existing standard will give the public a clearer picture of the emergency incident response time for the community in which they live.</p> <p>'High, medium' and 'low' risk will be replaced with terminology derived from Office for National Statistics (ONS) 'Lower-layer Super Output Area' (LSOA) criteria. High risk becomes 'urban', 'town and fringe' replaces medium risk, and 'rural' replaces low risk.</p> <p>We will continue to use response times of 10 minutes (urban), 15 minutes (town & fringe) and 20 minutes (rural), with the objective of achieving these on 85% of occasions (or more). The proposed standard will be measured from when resources are allocated to an incident, until the moment the first fire engine arrives.</p>					

2. Examine the evidence In which area does the policy/service differentially / adverse impact	Age None - See below	Disability None	Gender reassignment None	Race None	Religion / religion None	Sex None	Sexual Orientation None	Dependant/ caring None Marriage/Civil Partnership None Pregnancy/Maternity None				
Where differential or adverse impact has been identified, is this intentional and/or justifiable? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If yes, please explain	Please explain intentional impact: If the response times were to change then this could have a negative impact on older members of the community and those living in rural locations – there is no change at present so no impact.					Please explain justifiable impact with an example: N/A as none identified						
For which group/s is the impact most relevant? Please identify specific group/s	Public		Staff/ Members		Community Groups		Partners		Contractors		Consultants	
Has consultation already taken place with this group/s	Yes x	No	Yes x	No	Yes x	No	Yes x	No	Yes	No x	Yes	No x
If you have identified unjustified differential/adverse impact on areas of either function, policy or service provision, please read the guidelines and complete below. If you have not please go to 7 and sign and date												
3. Consultation Who was consulted? What were the key points identified in the consultation?	A series of consultation events were held prior to this Impact Assessment taking place which included a range of stakeholders. Please see 'Shropshire Fire and Rescue Service Integrated Risk Management Plan 2021-2025 Consultation - Report of Consultation Findings' undertaken by Opinion Research Services (ORS), in particular Sections (3) 'Open Consultation Questionnaire' and (4) 'Focus Groups with Members of the Public'. An opportunity to take part in this assessment was offered to all community stakeholders. Participants are listed at the head of this form. Rural areas contain a high proportion of elderly residents; it is possible the elderly may be at risk if the response time changed, however there is no change at present, so no impact expected.											

<p>4. Options</p> <p>List the options considered to modify the policy/service to reduce adverse impact on groups/s.</p>	<p>N/A – it is a change in terminology and not a change in response standards</p>			
<p>5. Decisions</p> <p>What solution/s was chosen to modify the policy/service to remove unintended or unjustified impact on group/s</p>	<p>Please list solutions for unjustified impact</p> <p>N/A</p>			
<p>6. Monitor/review</p> <p>How will you monitor the progress on impact of policy / service</p>	<p>Please explain</p> <p>Performance against the applicable response standards is measured continually and reported via the SMT Dashboard. It is a standing agenda item at monthly OPMG and SMT meetings, and a detailed report is included as part of the Service Annual Report. In addition, the effectiveness of the proposed change is reviewed as part of the IRMP interim review process.</p>		<p>Date of review</p> <p>Annual IRMP reviews from 1st April 2021, underpinned by a continuous process of review (and refinement where applicable) throughout the period 1st April 2021 to 31st March 2025.</p>	
<p>Name of person completing assessment</p>	<p>James Bainbridge Natalie Parkinson</p>	<p>Date started</p>	<p>22/10/20</p>	
<p>Job Title</p>	<p>SM Transformation & Collaboration EDI Officer</p>	<p>Date completed</p>	<p>03/11/20</p>	
<p>Reminder: If you have identified unintentional differential/adverse impact of either function, policy, or service delivery provision, the impact assessment cannot be signed off until the consultation has taken place with the relevant group/s</p>				
<p>Please note that this impact assessment will be scrutinised by the EDI Officer</p>				