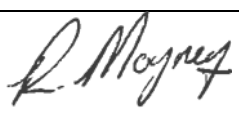






EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

**Warwickshire Fire and Rescue Service
FF Pensions - Reduction in Ill Health Retirement Budget**

Equality Impact Assessment/ Analysis (EqIA)

Group	Fire and Rescue
Business Units/Service Area	Fire and Rescue
Plan/ Strategy/ Policy/ Service being assessed	2019/20 savings options
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New
EqIA Review team – List of members	Rob Moyney
Date of this assessment	30 th January 2018
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	NO
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The savings options of 2019/20 have been developed by Fire and Rescue Officers with assistance from the WCC finance team. This savings option is part of a suite of options that contribute to the wider WCC savings plan</p> <p>This savings option reduces the existing revenue allocation set aside to fund the pension strain costs of any ill health retirements that may arise under the Firefighters Pension Scheme. The Service has successfully reduced the frequency of ill health retirements significantly via a range of developments in recent years to less than 1 case every year and so generally sees the annual revenue allocation unused and transferred to its pensions reserve. The proposal would see a revenue allocation of £50k per year still being retained but with any excess costs arising being met either from the WFRS Pensions Reserve or wider WCC Corporate Reserves.</p>
(2) How does it fit with Warwickshire County Council's wider objectives?	It supports the delivery of savings as part of the OOP 2020 programme, whilst still aiming to deliver the Service's overall purpose: <i>'Protecting the community and making Warwickshire a safer place to live.'</i>
(3) What are the expected outcomes?	To make sure that WFRS contributes to the balancing of the County Council's budget, that statutory duties are fulfilled as set out in various acts including the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	WFRS services are intended to benefit all; in relation to responding to emergencies, preventing emergencies and protecting the public, and supporting and developing our staff.
<u>Stage 2 - Information Gathering</u>	

(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	Finance information and the historical analysis regarding ill health retirements from Fire and Rescue		
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	There has been consultation with the management team in WFRS, Corporate Board and lead members for fire and rescue through the IRMP task and finish group. There has been no wider staff or public consultation at this stage due to the sensitivity of the options.		
(3) Which of the groups with protected characteristics have you consulted with?	If necessary we will consult with staff and the public through the IRMP annual action plan consultation process. Equality monitoring of consultation participants will be undertaken, including consideration of the Protective Characteristics: gender, age, disability, race, religion and belief, and sexual orientation. Statistical data will be collected to ensure consultation is reflective of the population across Warwickshire.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE N/A	DISABILITY N/A	GENDER N/A
	MARRIAGE/CIVIL PARTNERSHIP N/A	AGE N/A	GENDER REASSIGNMENT N/A

	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
	N/A	N/A	N/A
(2) If there is an adverse impact, can this be justified?	Yes, the risk of impact is low and if there was an impact it would be dealt with on a case by case basis with the necessary level of expert advice		
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	If necessary consultation exercises will be carried out to inform the public, staff and other stakeholders of the proposals and gather comments. In light of the findings from consultation, we will review and update our original plans as appropriate.		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	This plan promotes equality by its application, taking into account all aspects of equality when considering individual circumstances on a case by case basis.		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	If necessary robust consultation will be carried out with community groups and in the affected areas and other stakeholders to promote good relations.		
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	None		
(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?	This plan does not affect the benefits from ill health retirement but implements an alternative approach for funding.		
(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)	This plan does not have a negative impact on population health		

(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	No
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?	No

<u>Stage 4 – Action Planning, Review & Monitoring</u>					
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	EqlA Action Plan				
	Action	Lead Officer	Date for completion	Resource requirements	Comments
	Develop options appraisal	Deputy Chief Fire Officer Rob Moyney	July-September 2018	DCFO, lead officers and business partners	
	Fire Authority direction on preferred option	DCFO Rob Moyney	September 2018	DCFO, lead officers and business partners	
	Fire Authority agreement	CFO Andy Hickmot	February 2019	N/A	
	Establish an implementation team and plan	DCFO Rob Moyney	January to April 2019 WFRS	DCFO, lead officers and business partners	
	Deliver changes, governance and financial arrangements	DCFO Rob Moyney	From April 2019	DCFO, Project team	

(2) Review and Monitoring
State how and when you will monitor policy
and Action Plan

The EqIA will be reviewed in line with the OOP 2020 process.

An Equality Impact Assessment/ Analysis on this option was originally undertaken on 24th August 2016. It will continue to be reviewed if the options are agreed and progresses through the implementation phases.

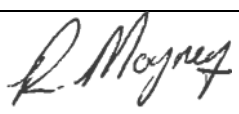




EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Warwickshire Fire and Rescue Service

Alternative Arrangements for Warwickshire Fire and Rescue Service's Fire Control

Equality Impact Assessment/ Analysis (EqIA)

Group	Fire and Rescue
Business Units/Service Area	Fire and Rescue
Plan/ Strategy/ Policy/ Service being assessed	2019/20 savings options
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New
EqIA Review team – List of members	Rob Moyney
Date of this assessment	30 th January 2019
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	NO
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																													
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)					
State the Function/Policy /Service/Strategy being assessed:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Staff Impacts Changes to staff/contracts, and potential redundancies, estimated at 6 Fire Control operator posts	✓					✓			✓			✓			✓			✓			✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? No.																									NO					
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																									NO					

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The savings options of 2019/20 have been developed by Fire and Rescue Officers with assistance from the WCC finance team. This savings option is part of a suite of options that contribute to the wider WCC savings plan. For WFRS, the options include implementing alternative arrangements for Fire Control to realise savings of circa £300K.</p> <p>This option relates to the indicative revenue savings arising from the Warwickshire Fire Control Room function being provided by West Midlands Fire Service which is one of the current work streams within the collaborative programme. The savings figure indicated mirrors that previously modelled against a similar concept with Northants FRS and will be further refined as the project advances, and the new staffing structure and ICT cost implications are known. This savings figure would be consistent regardless of whichever partner we would choose to enter into a partnership agreement.</p> <p>This requires the willingness of a partner agency, the interoperability of ICT systems, changes to staff/contracts, and potential staff redundancies. The timescale for delivery would be in 2010/21 at the earliest given the complexities of the task and the status of the previous Fire Control project with Northamptonshire Fire and Rescue Service (NFRS).</p>
(2) How does it fit with Warwickshire County Council’s wider objectives?	It supports the delivery of savings for 2019/20 and 2020/21, whilst still aiming to deliver the Service’s overall purpose of <i>‘Protecting the community and making Warwickshire a safer place to live.’</i>
(3) What are the expected outcomes?	To make sure that WFRS contributes to the balancing of the County Council’s budget, that statutory duties are fulfilled as set out in various acts including the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004, that current levels of performance are maintained, and that our firefighters are provided with the necessary equipment, training, systems and policies to help keep them, and the public, safe.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	WFRS services are intended to benefit all; in relation to responding to emergencies, preventing emergencies and protecting the public, and supporting and developing our staff. Implementing alternative arrangements for Fire Control could maintain an effective response to the public whilst delivering savings.
<u>Stage 2 - Information Gathering</u>	

(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	Previous reports on Fire Control in WFRS, the Fire Cover Review (2016), the Strategic Assessment, a wide range of performance information, other Fire and Rescue Services' Risk Management Plans, financial reports, statutory duties with regard to response to emergency incidents detailed in the Fire Services Act, and associated legislation such as the Civil Contingencies Act.		
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	There has been consultation with the management team in WFRS, the option to move to a single control with Northamptonshire was part of our 2017-20 IRMP action plan and was widely consulted on within the IRMP process.		
(3) Which of the groups with protected characteristics have you consulted with?	We consulted widely with all stakeholders including those with Protective Characteristics: gender, age, disability, race, religion and belief, and sexual orientation.		
Stage 3 – Analysis of impact			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE N/A	DISABILITY N/A	GENDER Staff Impacts: Where there is a disproportionate effect on women within the Control team (potential changes in staff/contracts and job loss)
	MARRIAGE/CIVIL PARTNERSHIP N/A	AGE N/A	GENDER REASSIGNMENT N/A
	RELIGION/BELIEF N/A	PREGNANCY MATERNITY N/A	SEXUAL ORIENTATION N/A

<p>(2) If there is an adverse impact, can this be justified?</p>	<p>If agreed, there is likely to be an impact on staff in terms of changes to staff/contracts and working arrangements. If required WFRS will seek to achieve any reductions through natural wastage wherever possible. The proportion of female to male staff working in Fire Control is currently higher for women. However, the workforce within WFRS is made up largely of male staff; therefore a significant loss in Fire Control may see even fewer women employed by WFRS. If changes go ahead, every effort would be made to look at redeployment opportunities, so not to lose valuable members of staff.</p> <p>WFRS will carry out full staff consultation and consider any impacts on staff to reduce the impact of a disproportionate effect in any particular group. Whilst we will continue to monitor staffing levels within the protected characteristic groups, we do not consider that any actions undertaken will amount to discrimination.</p>
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	<p>Consultation exercises will be carried out to inform the public, staff and other stakeholders of the proposals and gather comments. In light of the findings from consultation, we will review and update our original plans as appropriate.</p>
<p>(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?</p>	<p>The option maintains 24 hour emergency cover to protect the public, thus contributing to the promotion of equalities.</p>
<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<p>Robust consultation will be carried out with stakeholders in the affected areas to promote good relations.</p>
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	<p>WFRS has sought to overcome barriers, particularly for those living in rural communities, by introducing a 10 minute response standard for life risk incidents in both urban and rural areas. These options should maintain on that performance standard.</p>
<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	<p>Ensuring an effective response should maintain positive outcomes for casualties by providing a swift response to fires, road traffic collisions and other emergencies. However, there is likely to be a negative impact on support staff due to changes in or loss of employment and therefore an increase in uncertainty and potential stress; this will be managed carefully. WFRS will continue to mobilise the necessary resources to respond to the public when they need a rescue service.</p>
<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<p>Effective communication and signposting to staff to support mechanisms will be available to help reduce the impact of uncertainty and potential stress for staff.</p>

(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?

No

(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?

No

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Develop options appraisal	Deputy Chief Fire Officer Rob Moyney	July-September 2018	DCFO, lead officers and business partners	
Fire Authority direction on preferred option	DCFO Rob Moyney	September 2018	DCFO, lead officers and business partners	
Fire Authority agreement	CFO Andy Hickmot	February 2019	N/A	
Establish an implementation team and plan	DCFO Rob Moyney	January to April 2019 WFRS	DCFO, lead officers and business partners	
Deliver changes, governance and financial arrangements	DCFO Rob Moyney	From April 2019	DCFO, Project team	

(2) Review and Monitoring
State how and when you will monitor policy and Action Plan

The EIA will be updated in line with the OOP.

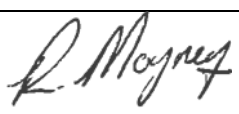


An Equality Impact Assessment/ Analysis on this option was originally undertaken on 24th August 2016. It will continue to be reviewed if the options are agreed and progresses through the implementation phases.



EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

**Warwickshire Fire and Rescue Service
Asset reductions and reconfiguration of fleet maintenance**

Equality Impact Assessment/ Analysis (EqIA)

Group	Fire and Rescue
Business Units/Service Area	Fire and Rescue
Plan/ Strategy/ Policy/ Service being assessed	2019/20 savings options
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New
EqIA Review team – List of members	Rob Moyney
Date of this assessment	30 th January 2018
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	NO
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The savings options of 2019/20 have been developed by Fire and Rescue Officers with assistance from the WCC finance team. This savings option is part of a suite of options that contribute to the wider WCC savings plan</p> <p>A combined fleet and equipment function with West Midlands has not yet been explored as a formal work stream but officers are keen to do so as benefits and efficiencies are anticipated. These would be on quality and cost grounds with the existing vehicle maintenance arrangements funded by revenue as well as on potential efficiencies on capital purchases that WFRS fund directly via self-financed borrowing. The savings figure is a broad estimate at this stage.</p>
(2) How does it fit with Warwickshire County Council's wider objectives?	<p>It supports the delivery of savings as part of the OOP 2020 programme, whilst still aiming to deliver the Service's overall purpose: <i>'Protecting the community and making Warwickshire a safer place to live.'</i></p>
(3) What are the expected outcomes?	<p>To make sure that WFRS contributes to the balancing of the County Council's budget, that statutory duties are fulfilled as set out in various acts including the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004.</p>
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	<p>WFRS services are intended to benefit all; in relation to responding to emergencies, preventing emergencies and protecting the public, and supporting and developing our staff.</p>
<u>Stage 2 - Information Gathering</u>	

(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	Finance information and the historical information regarding fleet procurement and maintenance costs		
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	There has been consultation with the management team in WFRS, Corporate Board and lead members for fire and rescue through the IRMP task and finish group. There has been no wider staff or public consultation at this stage.		
(3) Which of the groups with protected characteristics have you consulted with?	If necessary we will consult with staff and the public through the IRMP annual action plan consultation process. Equality monitoring of consultation participants will be undertaken, including consideration of the Protective Characteristics: gender, age, disability, race, religion and belief, and sexual orientation. Statistical data will be collected to ensure consultation is reflective of the population across Warwickshire.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE N/A	DISABILITY N/A	GENDER N/A
	MARRIAGE/CIVIL PARTNERSHIP N/A	AGE N/A	GENDER REASSIGNMENT N/A

	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
	N/A	N/A	N/A
(2) If there is an adverse impact, can this be justified?	It is anticipated that this would have no adverse impact		
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	If necessary consultation exercises will be carried out to inform the public, staff and other stakeholders of the proposals and gather comments. In light of the findings from consultation, we will review and update our original plans as appropriate.		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	N/A		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	If necessary robust consultation will be carried out with community groups and in the affected areas and other stakeholders to promote good relations.		
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	None		
(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?	N/A		
(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)	This plan does not have a negative impact on population health		

(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	No
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?	No

<u>Stage 4 – Action Planning, Review & Monitoring</u>					
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	EqlA Action Plan				
	Action	Lead Officer	Date for completion	Resource requirements	Comments
	Develop options appraisal	Deputy Chief Fire Officer Rob Moyney	July-September 2018	DCFO, lead officers and business partners	
	Fire Authority direction on preferred option	DCFO Rob Moyney	September 2018	DCFO, lead officers and business partners	
	Fire Authority agreement	CFO Andy Hickmot	February 2019	N/A	
	Establish an implementation team and plan	DCFO Rob Moyney	January to April 2019 WFRS	DCFO, lead officers and business partners	
	Deliver changes, governance and financial arrangements	DCFO Rob Moyney	From April 2019	DCFO, Project team	

(2) Review and Monitoring
State how and when you will monitor policy
and Action Plan

The EqIA will be reviewed in line with the OOP 2020 process.

An Equality Impact Assessment/ Analysis on this option was originally undertaken on 24th August 2016. It will continue to be reviewed if the options are agreed and progresses through the implementation phases.

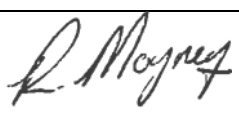




EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Warwickshire Fire and Rescue Service

A review of Health and Safety services within Warwickshire Fire and Rescue Service

Equality Impact Assessment/ Analysis (EqIA)

Group	Fire and Rescue
Business Units/Service Area	Fire and Rescue
Plan/ Strategy/ Policy/ Service being assessed	2019/20 savings options
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New
EqIA Review team – List of members	Rob Moyney
Date of this assessment	30 th January 2018
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	NO
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																													
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)					
State the Function/Policy /Service/Strategy being assessed:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Staff Impacts Potential changes to contracts, staff relocation and redundancies			✓			✓			✓			✓			✓			✓			✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? No.																									NO					
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																									NO					

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The savings options of 2019/20 have been developed by Fire and Rescue Officers with assistance from the WCC finance team. This savings option is part of a suite of options that contribute to the wider WCC savings plan</p> <p>There is the potential to redesign the delivery of the existing Health and Safety function within WFRS. This is a very small team yet an essential one given the operational hazards that are ever present in Fire Service work. Merging with the existing WCC corporate Health and Safety function has also been considered but this is less desirable than a Fire to Fire arrangement given the degree to which regional FRS partnership working already applies in this function and the way that numerous operational safety issues are discharged by operational policy and training interventions that are, or will become, active areas of collaborative working.</p>
(2) How does it fit with Warwickshire County Council's wider objectives?	It supports the delivery of savings as part of the OOP 2020 programme, whilst still aiming to deliver the Service's overall purpose: <i>'Protecting the community and making Warwickshire a safer place to live.'</i>
(3) What are the expected outcomes?	To make sure that WFRS contributes to the balancing of the County Council's budget, that statutory duties are fulfilled as set out in various acts including the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	WFRS services are intended to benefit all; in relation to responding to emergencies, preventing emergencies and protecting the public, and supporting and developing our staff.
<u>Stage 2 - Information Gathering</u>	

(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	Finance information and the historical information regarding the health & safety function within WFRS.		
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	There has been consultation with the management team in WFRS, Corporate Board and lead members for fire and rescue through the IRMP task and finish group. There has been no wider staff or public consultation at this stage.		
(3) Which of the groups with protected characteristics have you consulted with?	If necessary we will consult with staff and the public through the IRMP annual action plan consultation process. Equality monitoring of consultation participants will be undertaken, including consideration of the Protective Characteristics: gender, age, disability, race, religion and belief, and sexual orientation. Statistical data will be collected to ensure consultation is reflective of the population across Warwickshire.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE N/A	DISABILITY N/A	GENDER N/A
	MARRIAGE/CIVIL PARTNERSHIP N/A	AGE N/A	GENDER REASSIGNMENT N/A

	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
	N/A	N/A	N/A
(2) If there is an adverse impact, can this be justified?	It is anticipated that this would have no adverse impact		
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	If necessary consultation exercises will be carried out to inform the public, staff and other stakeholders of the proposals and gather comments. In light of the findings from consultation, we will review and update our original plans as appropriate.		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	N/A		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	If necessary robust consultation will be carried out with community groups and in the affected areas and other stakeholders to promote good relations.		
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	None		
(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?	N/A		
(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)	This plan does not have a negative impact on population health		

(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	No
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?	No

<u>Stage 4 – Action Planning, Review & Monitoring</u>					
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	EqIA Action Plan				
	Action	Lead Officer	Date for completion	Resource requirements	Comments
	Develop options appraisal	Deputy Chief Fire Officer Rob Moyney	July-September 2018	DCFO, lead officers and business partners	
	Fire Authority direction on preferred option	DCFO Rob Moyney	September 2018	DCFO, lead officers and business partners	
	Fire Authority agreement	CFO Andy Hickmot	February 2019	N/A	
	Establish an implementation team and plan	DCFO Rob Moyney	January to April 2019 WFRS	DCFO, lead officers and business partners	
	Deliver changes, governance and financial arrangements	DCFO Rob Moyney	From April 2019	DCFO, Project team	

(2) Review and Monitoring
State how and when you will monitor policy
and Action Plan

The EqIA will be reviewed in line with the OOP 2020 process.

An Equality Impact Assessment/ Analysis on this option was originally undertaken on 24th August 2016. It will continue to be reviewed if the options are agreed and progresses through the implementation phases.

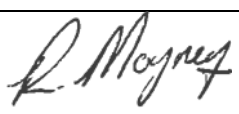




EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

Warwickshire Fire and Rescue Service

The review of whole-time deployment, with a view to reducing the number of whole-time firefighters

Equality Impact Assessment/ Analysis (EqIA)

Group	Fire and Rescue
Business Units/Service Area	Fire and Rescue
Plan/ Strategy/ Policy/ Service being assessed	2019/20 savings options
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New
EqIA Review team – List of members	Rob Moyney
Date of this assessment	30 th January 2018
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	NO
Name and signature of Head of Service (to be signed after the EqIA has been completed)	
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
State the Function/Policy /Service/Strategy being assessed:	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Staff Impacts Potential changes to contracts, staff relocation and redundancies			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? No.																									NO		
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																									NO		

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The savings options of 2019/20 have been developed by Fire and Rescue Officers with assistance from the WCC finance team. This savings option is part of a suite of options that contribute to the wider WCC savings plan. The reduction in a small number of frontline staff would deliver savings of £138k</p> <p>The review of whole time deployment including duty systems and establishment levels may lead to a minor reduction in frontline staff. This equates to three full time posts and based on the analysis and work undertaken so far, the impact on the operational response model is tolerable.</p>
(2) How does it fit with Warwickshire County Council's wider objectives?	It supports the delivery of savings as part of the OOP 2020 programme, whilst still aiming to deliver the Service's overall purpose: <i>'Protecting the community and making Warwickshire a safer place to live.'</i>
(3) What are the expected outcomes?	To make sure that WFRS contributes to the balancing of the County Council's budget, that statutory duties are fulfilled as set out in various acts including the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	WFRS services are intended to benefit all; in relation to responding to emergencies, preventing emergencies and protecting the public, and supporting and developing our staff.
<u>Stage 2 - Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	An extensive Fire Cover Review was carried out from October 2015 to May 2016 to support this option; this has been reviewed annually since 2016. The review analysed the resources of WFRS to meet the risks and demands across Warwickshire including fire stations and fire engines. It considered a wide range of factors including operational availability, demand, operational impact, and value for money, and resulted in a score for each fire engine. Alongside this the services work force planning group continuously monitors establishment levels and a dedicated group of officers have undertaken work to determine how the impact of staff reductions can be minimised.

(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	There has been consultation with the management team in WFRS, Corporate Board and lead members for fire and rescue through the IRMP task and finish group. There has been no wider staff or public consultation at this stage.		
(3) Which of the groups with protected characteristics have you consulted with?	If necessary we will consult with staff and the public through the IRMP annual action plan consultation process. Equality monitoring of consultation participants will be undertaken, including consideration of the Protective Characteristics: gender, age, disability, race, religion and belief, and sexual orientation. Statistical data will be collected to ensure consultation is reflective of the population across Warwickshire.		
<u>Stage 3 – Analysis of impact</u>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE N/A	DISABILITY N/A	GENDER N/A
	MARRIAGE/CIVIL PARTNERSHIP N/A	AGE N/A	GENDER REASSIGNMENT N/A
	RELIGION/BELIEF N/A	PREGNANCY MATERNITY N/A	SEXUAL ORIENTATION N/A
(2) If there is an adverse impact, can this be justified?	It is anticipated that this would have no adverse impact		

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	If necessary consultation exercises will be carried out to inform the public, staff and other stakeholders of the proposals and gather comments. In light of the findings from consultation, we will review and update our original plans as appropriate.
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	The option maintains 24 hour emergency cover from to protect the public, thus contributing to the promotion of equalities.
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	If necessary robust consultation will be carried out with community groups and in the affected areas and other stakeholders to promote good relations.
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	None
(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?	It is anticipated that there will be no adverse effect on the health and wellbeing of staff or the community.
(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)	It is anticipated that this plan does not have a negative impact on population health
(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	No
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?	No

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqIA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Develop options appraisal	Deputy Chief Fire Officer Rob Moyney	July-September 2018	DCFO, lead officers and business partners	
Fire Authority direction on preferred option	DCFO Rob Moyney	September 2018	DCFO, lead officers and business partners	
Fire Authority agreement	CFO Andy Hickmot	February 2019	N/A	
Establish an implementation team and plan	DCFO Rob Moyney	January to April 2019 WFRS	DCFO, lead officers and business partners	
Deliver changes, governance and financial arrangements	DCFO Rob Moyney	From April 2019	DCFO, Project team	

(2) Review and Monitoring
State how and when you will monitor policy and Action Plan

The EqIA will be reviewed in line with the OOP 2020 process.

An Equality Impact Assessment/ Analysis on this option was originally undertaken on 24th August 2016. It will continue to be reviewed if the options are agreed and progresses through the implementation phases.