

## West Midlands Fire Service Full Equality Impact Assessment Pro-forma Appendix 4

Please note that you will have already completed the Preliminary Equality Impact assessment process with regard to your policy/procedure/activity. If the score resulted in a medium or high impact you will need to complete a Full Impact Assessment. This pro forma is designed to help you complete the assessment. If you have any questions the Equality and Diversity Advisor can be contacted on extension 6241

Standing order /Procedure /Project title	<b>Automatic Fire Suppression Systems</b>
Standing order No (if applicable)	<b>14/2</b>
Is this a new or existing policy, procedure, function?	<b>Existing</b>
Name of person responsible for completing the Impact Assessment/Telephone No/email address	<b>Steve Mills 0121 380 6301 <a href="mailto:steve.mills@wmfs.net">steve.mills@wmfs.net</a></b>
Directorate/Responsible Director	<b>Operations Support- Doug Twedde</b>
Section/Department	<b>Fire Safety Policy Team</b>
Policy owner/Manager of section	<b>Jack Kernohan</b>
Date of Full Assessment	<b>September 2007</b>

### 1. Please give a brief description of the objectives, aims and outcome of the policy, project or activity -What is the purpose of the policy function, activity, or project?

To promote and install Automatic Fire Suppression Systems (AFSS) in all premises in order to support the vision of the West Midlands Fire Service 'Making the West Midlands Safer'. The aim of the policy is to target the installation of Automatic Fire Suppression Systems where persons or premises are identified as 'high risk'.

### 2. Examine any available data or past evidence or research

**The information or data that you have collated will assist you to properly assess the actual or likely impact on specific groups. What does the information or data that you have collated tell you about the policy, project or activity? Is there any past evidence to suggest that the policy may have discriminatory outcomes? If there are any gaps in data or information please state the reasons why**

Information collated from various post fire reports suggests that individuals with various types of disabilities and elderly people are more at risk from fire. In order to ensure equal access to services, the West Midlands Fire Service ensures that risk is reduced by effectively targeting these groups by installing Automatic Fire Suppression Systems.

**3. Assess the likely impact of the policy, function, project or activity on the six strands of equality i.e. women, men, ethnic minorities**

**It is essential to understand whether the policy when applied in practice could affect certain groups in different ways (differential outcomes) and whether the differential outcomes amount to unintentional discrimination please refer to Appendix 1 and 3 for further guidance and examples**

The policy when applied in practice does not have differential outcomes for specific groups as the intention of the policy is to provide a tailored response to vulnerable persons in the community in order to reduce the risk of fire.

**4. What practical considerations need to be taken into account to reduce or remove adverse impact?**

Not applicable as the policy outcomes do not disadvantage any particular group

**5. Consult on the outcome of the assessment**

**For this section all responsible policy owners must have carried out a consultation process with guidance from the Equality and Diversity section. Please note this is a critical area of policy development and may affect the legitimacy of the policy, function or Project and the trust of the community we serve. If you have not consulted with groups at the time of the assessment you must indicate how and when you plan to consult. Please note if there are only minor amendments to be made to the policy, function, project or activity then it may not be necessary to carry out the consultation process further guidance can be obtained from the Equality and Diversity section. Has the policy been amended as a result of consultation?**

Consultation has taken place via the Brigade's Consultation process.

**6. Make arrangements to monitor service delivery outcomes or the application of the policy once applied.**

**It is important to ensure appropriate mechanisms are in place in order to monitor the policy to assess its true impact once it is in operation. It is not always possible to know how a policy affects members of the public or employees until it is in operation please state how you plan to monitor the policy and the arrangements that have been established.**

The policy will be monitored for effectiveness through team meetings and data collated from post fire reports.

**I am satisfied that the policy, function, project or activity has been fully impact assessed. I am aware that the completion of this assessment is a statutory obligation and that as owners of this policy function project (please delete as appropriate) we take responsibility for the quality of the information provided.**

**Signed completing Officer -----Steve Mills-----    Signed Section Head /Manager- Jack Kernohan-----**

**\*Please Note that under the specific duties of Equality Legislation the West Midlands Fire Service has a legal duty to publish the result of Equality Impact assessments carried out by each department. If you feel there is a reason why this impact assessment should not be published please contact the Equality and Diversity Adviser on ext 6241.**

# FULL EQUALITY IMPACT ASSESSMENT REPORT

## APPENDIX 5

This form must be fully completed and sent to the Equality and Diversity Section as the final report will be published on the West Midlands Fire Service Intranet/internet

<b>Name of the Policy, Function, Activity</b>	<b>Automatic Fire Suppression Systems</b>
In this section please give a brief description of the aims of the policy the context in which the policy operates and why the policy /function/activity has been developed/amended	To target high risk groups by installing Automatic Fire Suppression Systems to individuals who are in need.
<p><b>Introduction</b></p> <p>For this section please give a brief explanation why the EIA has been completed.</p>	An EIA was completed because of recognition that individuals who are deemed to be vulnerable are most at risk from fire. (elderly people and individuals with a disability.)
<p><b>Data Sources</b></p> <p>In this section, please state what information and data has been collated to inform the assessment. If there is no data available, please explain the reasons why.</p>	Information from post fire reports and referrals from partnership agencies has lead to a targeted response to reduce the risk of fire amongst high risk groups.
<p><b>Adverse/negative impact identified</b></p> <p>In this section please discuss the implications of the policy function activity on the six strands of equality i.e. race, age, gender, disability.</p>	Not applicable- the policy promotes equality of access for all and provides a tailored response to individuals who have a need for Automatic Fire Suppression systems
<p><b>Considerations given to remove adverse or negative impact</b></p> <p>For this section please detail amendments to be made to the policy, function or activity in order to minimise avoid negative or adverse impact</p>	Not applicable.
<p><b>Formal Consultation</b></p> <p>Please detail outcomes of formal consultation responses etc</p>	Consultation has taken place with the Equality and Diversity Team, uniformed personnel and other departments in the Brigade. The assessment outcomes reveal that the policy promotes equal access to services provided by the West Midlands Fire Service
<b>Conclusions /recommendations</b>	None
<b>Report completed by</b>	Steve Mills
<b>Date Completed</b>	September 2007