

West Midlands Fire Service Full Equality Impact Assessment Form

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.

Standing order /Procedure /Project title	Community Safety Strategy
Standing order No (if applicable)	SO 17/01
Is this a new or existing policy, procedure, function?	New
Name of person responsible for completing the Impact Assessment/Telephone No/email address	Tony Prosser 0121 380 6427- Tony.Prosser@wmfs.net
Directorate/Responsible Director	Operations
Section/Department	Community Safety
Policy owner/Manager of section	Tony Prosser – Head of Community Safety
Date of Full Assessment	4/8/8

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?

The objective is to ensure that our resources are directed effectively at the areas of greatest need to reduce community 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

A full impact assessment was carried out at Handsworth Fire Safety Centre on the 8th of April to ensure that there was no adverse impact on members of the local community. The purpose of the community safety strategy is to improve outcomes for local communities. Consultation with communities is carried out by all participating organisations.

3. Assess the likely impact of the policy, function, project or activity on the six strands of equality i.e. race, gender, disability, Sexual orientation, Religion or faith, Age.

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

It is the intention that this policy will support communities by reducing risks in the community but also taking account of differences involving the six strands of equality.

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

Consultation with other organisations and community groups in the development of the services strategy; Detailed work packages to identify and develop methods of identifying, engaging with and delivering an equitable service to the whole community
Regular consultation by Fire Service with the community to ensure that our objectives meet the expectations of the communities we serve

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?

A full consultation was carried out with the community on 8th April 2008 at Handsworth Community Fire station, organised by the Communications Department and the Community Safety Team. The policy has not been amended as a result of the consultation as there were no specific adverse comments made with regard to our Community Safety Strategy

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 an the arrangements that have been established.

Evaluation and monitoring of the inputs and outcomes of our strategy are monitored through generic recording procedures. This includes monitoring by ethnicity gender age and disability.

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 -----Tony Prosser----- Signed Section Head /Manager— -----Martin Clark-----
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***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

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

Name of the Policy, Function, Activity	Community Safety Strategy SO 17/01
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	The order sets out the way in which WMFS will engage with the community to reduce community risk
Introduction For this section please give a brief explanation why the EIA has been completed.	The EIA has been completed as the policy will have an impact on staff and the community
Data Sources 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.	Full Equality Impact Assessment – public consultation (8 th April 2008)
Adverse/negative impact identified In this section please discuss the implications of the policy function activity on the six strands of equality i.e. race, age, gender, disability.	No adverse impact upon the six strands. The policy is designed to benefit all the community through reducing community risk throughout the Metropolitan Area
Considerations given to remove adverse or negative impact For this section please detail amendments to be made to the policy, function or activity in order to minimise avoid negative or adverse impact	Not applicable
Formal Consultation Please detail outcomes of formal consultation responses etc	Consultation has taken place with members of the local community on the 8 th April 2008. Internal consultation will take place through the brigade's formal consultation process.
Conclusions /recommendations	There are no significant adverse impacts of this policy on equality and diversity issues
Report completed by	A J Prosser
Date Completed	4.8.08

