

South Yorkshire Fire & Rescue – Equality Impact Analysis

Policy / Project / Function	Service Delivery Support Collaboration Strategy	Date of Analysis	Original - 08.08.2019 Review - 24.12.2021
Analysis Rating: please tick 1 box ✓ (The analysis rating is identified after the analysis has been completed - See Completion Notes).	<div style="background-color: red; color: white; text-align: center; padding: 5px;">RED</div>	<div style="background-color: yellow; text-align: center; padding: 5px;">AMBER</div>	<div style="background-color: green; color: white; text-align: center; padding: 5px;">GREEN</div> ✓ <div style="border: 1px solid gray; padding: 2px; margin-top: 5px;">Proportionate means achieving a legitimate aim/can be objectively justified.</div>
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)	<p>The strategy has been created with consultation from existing collaborative colleagues, ensuring that those working closely within the service's collaboration have been engaged with and given an opportunity to feedback.</p> <p>Further to this, the executive team have provided a similar consultation from the collaborative and strategic perspective, feeding back on an initial draft of the strategy to guide its link to the wider strategic objectives.</p> <p>The partnership board also received an overview of the collaborative strategy and approach, with a copy of the v0.3d strategy shared with the board members for feedback.</p> <p>Collaboration projects have been in existence for years and an Equality Analysis is requested for each project. This is monitored by the internal governance for collaborative projects under the Service Improvement and IRMP boards. For the SYP/ SYFR projects this is monitored by the respective boards, usually the project boards. Examples of the latter are also stored internally, e.g. The Joint Community Safety department. These individual Equality Analyses provide the detailed exploration of Protected Characteristics and the data analysis required.</p> <p style="color: red;">24.12.21 - no change to the content above.</p>		
Please list any other policies that are related to or referred to as part of this analysis	Collaboration Toolkit		
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	<p>All SYFR staff will be expected to follow this strategy, but there will be no immediate changes for staff.</p> <p>If anything, staff will start working with collaborative colleagues more and more. It is expected that these stakeholders/ partners would initially be from South Yorkshire Police, our regional Fire and Rescue partners in the county and over the border fire and rescue services. This work is intended to benefit SYFR, our partners for the collaboration in question and both communities through the co-delivery of a service, product or via co-procurement. Benefits will come from increased efficiency of effectiveness, be that direct cost savings, increased experience or skillset and other activities to improve our service.</p> <p>Increased collaboration should also see increased interoperability between SYFR and other emergency services. This could include</p>		

	<p>improved frontline interoperability, however staff are already working well within this area. It is more likely to positively impact the 'back of office' functions, which will then improve interoperability. Examples of this include increased, effective data sharing or consistent, aligned training.</p> <p>We will make sure that we communicate collaboration changes effectively throughout the change process and into business as usual. This will include an overview of the collaboration and change itself, as well the collaboration project benefits and activities.</p> <p>24.12.21 - no change to the content above.</p>
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What are the aims and intended effects of this proposal (project, policy, function, service)?

The SYFR collaboration strategy sets out the vision, objectives and high-level approach to undertaking collaboration across South Yorkshire Fire and Rescue. The strategy is aligned to the strategic direction of the service, demonstrating commitment to the delivery of the IRMP and Our Story.

The strategy has been written to provide organisation-wide direction on SYFR's collaboration programme. This is the first strategy to capture this, resulting from the formalisation of the collaboration agenda following the Policing and Crime Act 2017 requirement to consider collaboration where it is effective and efficient to do so.

The service has been collaborating for years, and began a formal collaboration programme with South Yorkshire Police in 2017. From this, South Yorkshire Fire and Rescue have formalised some of their collaborations with existing partners through improved governance, controls and assurances. In addition, the service is improving the capturing and understanding of their collaborations, in order to develop and support the work to an increasing standard.

Subsequently, whilst the introduction of this strategy will not have any immediate change to the ways we already work in the collaborative arena, it does have a longer-term ambition to improve the culture of collaboration and the consideration of collaboration through the governance structure and initiation of projects and activities.

24.12.21 - All of the above is still accurate. Albeit the procurement team have also progressed more regional work, including co-procurement of rescue jackets and structural PPE.

Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service)? Please Tick (See Completion notes)

YES:

NO:

List any Consultations e.g., with employees, service users, Unions or members of the public that has taken place in the development or implementation of this proposal (project, policy, function)?

Consultations with collaborative colleagues, executive team and partnership board.

Financial Analysis If applicable, state any relevant cost implications (e.g. expenses, returns or savings) as a direct result of the implementation of this policy, project, or function.

Costs (£)	Projected Returns £
Implementation £	Projected Savings £

What impact will the implementation of this proposal have on people who share characteristics protected by <i>The Equality Act 2010</i> ?				
✓ (See Completion notes) 24.12.21 - no change to the content				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Sex (Men and Women)		✓		SYFR's workforce profile shows that whilst we are fairly even across the staff population, there are areas where this is less balanced. The number of staff working together through collaboration should see positive improvements to this, through the increased number of staff.
Race (All Racial Groups)		✓		As stated, the collaboration strategy should increase the number of collaborations undertaken by SYFR staff. The increase of collaborations will provide SYFR staff with experience and knowledge from an increased pool of staff, as well as likely increasing the diversity of staff by the race or ethnicity protected characteristic, thereby providing more diverse experiences and insights to the business and our support to the public.
Disability (Mental, Physical, and Carers of Disabled people)		✓	✓	As stated, the collaboration strategy should increase the number of collaborations undertaken by SYFR staff. The increase of collaborations will provide SYFR staff with experience and knowledge from an increased pool of staff, as well as likely increasing the diversity of staff with a disability protected characteristic, thereby providing more diverse experiences and insights to the business and our support to the public. It is also worth stating that any project level collaboration that could impact SYFR staff's job description or day-to-day roles can affect staff wellbeing and mental health.
Religion or Belief		✓		As stated, the collaboration strategy should increase the number of collaborations undertaken by SYFR staff. The increase of collaborations will provide SYFR staff with experience and knowledge from an increased pool of staff, as well as likely increasing the diversity of staff identifying with the religion or belief (and no religion or belief) protected characteristic, thereby providing more diverse experiences and insights to the business and our support to the public.
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)		✓		As stated, the collaboration strategy should increase the number of collaborations undertaken by SYFR staff. The increase of collaborations will provide SYFR staff with experience and knowledge from an increased pool of staff, as well as likely increasing the diversity of staff based around the sexual orientation protected characteristic, thereby providing more diverse experiences and insights to the business and our support to the public
Pregnancy and Maternity		✓		As stated, the collaboration strategy should increase the number of collaborations undertaken by SYFR staff. The increase of collaborations will provide SYFR staff with experience and knowledge from an increased pool of staff, as well as likely increasing the diversity of staff by the pregnancy or maternity protected characteristic, thereby providing more diverse experiences and insights to the business and our support to the public.
Gender Reassignment (Includes non-binary)		✓		As stated, the collaboration strategy should increase the number of collaborations undertaken by SYFR staff. The increase of collaborations will provide SYFR staff with experience and knowledge from an increased pool of staff, as well as likely increasing the diversity of staff with the gender reassignment protected characteristic, thereby providing more diverse experiences and insights to the business and our support to the public.
Age (People of all ages)		✓		SYFR's workforce profile shows that whilst we are fairly even across the staff population, there are areas where this is less balanced. The number of staff working together through collaboration should see positive improvements to this, through the increased number of staff.

What impact will the implementation of this proposal have on people who are impacted by and / or local factors that sit outside the Equality Act 2010 (non-legislative). Examples include social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✓ (See Completion notes) 24.12.21 - no change to the content				
Identified impact non-legislative factor.	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Vulnerable people and communities		✓		Collaboration has already helped increase SYFR's support for vulnerable people in our communities through the Joint Community Safety Department with South Yorkshire Police. Further collaborations will increase our understanding of who are vulnerable and how we can help them. An example of this is through increased data sharing and case study management with current and new collaborative partners.
Staff		✓		The roll out of the strategy should see staff considering collaboration more and more in their day-to-day working and projects. With this, it brings a risk that staff become overwhelmed when working with two or more processes and procedures, a risk that is being mitigated through the development of a collaboration toolkit / approach and support from staff within the projects team. There are also opportunities within this work for staff, as it provides staff with a wider knowledge base that should create opportunities for development as well as increased interoperability with emergency services partners.

Equality Impact Analysis was completed by: (Name and Department): Kayleigh Storer

Action Plan Owner: Kayleigh Storer		Commencement date: 2019		Sign off date:	
As a result of performing this analysis, what actions are proposed to remove or reduce any negative impact of adverse outcomes identified on people (employees, applicants customers, members of the public etc.) who share characteristics protected by <i>The Equality Act 2010</i> or are <i>non-legislative characteristics</i> ?					
Action Planning					
Identified Impact Protected Characteristic or local non-legislative factor	Recommended Actions	Responsible Lead	Completion Date	Review Date	
Staff	Creating a collaboration toolkit / approach for staff	Kayleigh Storer	Dec 2019	Completed	
All	Bringing the SYFR and SYP equality contacts together to discuss collaborative options, including scoping collaborative the feasibility of equality groups and positive action best practice	Lesley Hayhurst Simon Mellors	Oct 2019	Completed	
All	Contributing to the EDI action plan and analysing the data to help improve equality opportunities	Stewart Nicholson	Ongoing	Ongoing / BAU	

Completion Notes:	
Analysis Ratings:	<p>The analysis rating is located at the top of the document so that if you have several impact assessments you will be able to determine priority impact status. To assure the analysis determines the rating, the rating should not be determined before the analysis has been completed.</p> <p>Red: As a result of performing this analysis, it is evident a risk of discrimination exists (direct, indirect, unintentional, or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics (and / or local non-legislative factors)</i>. In this instance, it is recommended that the use of the activity or policy be suspended until further work or analysis is performed.</p> <p>If it is considered this risk of discrimination (is <i>objectively justified</i>, and/or the use of this proposal (policy, activity, function) is a <i>proportionate means of achieving a legitimate aim</i>; this should be indicated and further professional advice taken.</p> <p>Amber: As a result of performing this analysis, it is evident a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p>Green: As a result of performing this analysis, no adverse effects on people who share Protected Characteristics <i>and / or local non-legislative factors</i> are identified - no further actions are recommended at this stage.</p>
Equality Data:	<p>Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine Protected Characteristics <i>and / or local non-legislative factors</i>. Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>1: Application success rates by <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i></p>
Legal Status:	<p>This document is designed to assist organisations in “<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>” as required by <i>The Equality Act Public Sector Duty 2011</i>.</p> <p>The NFCC/FRSs may be keen to extend “due regard” to local/non-legislative factors such as social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✓ (See Completion notes). What impact will the implementation of this proposal have on people for which there is no legal requirement? (consider each local non-legislative factor separately).</p> <p>Doing this analysis may also identify opportunities to <i>foster good relations</i> and <i>advance opportunity</i> between those who share Protected Characteristics <i>and / or local non-legislative factors</i> and those that do not.</p> <p><i>An EqIA is not legally binding and should not be used as a substitute for legal or other professional advice.</i></p>
Objective And/or Proportionate	<p>Certain discrimination may be capable of being defensible if the determining reason is:</p> <p>(i) <i>objectively justified</i> (ii) <i>a proportionate means of achieving a legitimate aim</i> of the organisation</p> <p>For <i>objective justification</i>, the determining reason must be a real, objective consideration, and not in itself discriminatory. To be ‘<i>proportionate</i>’ there must be no alternative measures available that would meet the aim without too much difficulty that would avoid such a discriminatory effect. Where (i) and/or (ii) is identified it is recommended that professional (legal) advice is sought prior to completing an Equality Impact Analysis.</p>

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