

Equality Impact Assessment (EIA) Form

The **purpose** of an EIA is to give **as much information as possible** about potential equality impacts, to demonstrate we meet our **legal duties** under the Equality Act 2010.

Please read the EIA Guidance [on Hotwire](#) before completing this form.

Once you open the template please save it on your OneDrive or SharePoint site. Do not open the template, fill it in and then click Save as this will override the template on Hotwire.

1. What is the name of the policy, project, decision or activity?
Replacement of the Projet firefighting branches

Overall Equality Impact of this policy, project, decision or activity (see instructions at end of EIA to complete):

High	Medium	Low	X
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2. Contact details	
Name of EIA author	Steve Collins
Department and Team	Ops Policy and Assurance
Date of EIA	22.09.21

3. Aim and Purpose	
What is the aim and purpose of the policy, project, decision or activity?	The Projet firefighting branch has reached the end of its life and is due for renewal. This project is to review this capability and replace it.
Who is affected by this work (all staff, specific department, wider communities?)	All Operational staff and London communities



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4. Equality considerations: the EIA must be based on evidence and information.

What consultation has taken place to support you to predict the equality impacts of this work?

Depending on the work you may need to consult with Equality Support Groups, Equality SMEs, Trade Unions.

This EIA is being created at the beginning of the replacement project – consultation will take place with the FBU and Inclusion team

5. Assessing Equality Impacts

Use this section to record the impact this policy, project, decision or activity might have on people who have characteristics which are protected by the Equality Act.

Protected Characteristic	Impact: positive, neutral or adverse	Reason for the impact	What information have you used to come to this conclusion?
<i>Example: Age</i>	<i>Adverse</i>	<i>Moving this service online will adversely affect older people, who are least likely to have access to a computer or smart phone and may not be able to use the new service.</i>	<i>GLA Datastore: X% of the London community are aged 70 or over. GLA data shows that only 10% of those over the age of 70 have regular access to a computer or smart phone.</i>
Age (younger, older or particular age group)	positive	<p>The replacement branch for the project will have a neutral impact on members of public with regard to their age.</p> <p>For members of the operational staff, the desire to make the new branch more ergonomic and lighter in weight will have a positive impact on all staff but it is likely to be of greater benefit older members.</p>	<p>Under 20yrs old</p> <ul style="list-style-type: none"> • 5 firefighters <p>20 – 29 yrs old</p> <ul style="list-style-type: none"> • 487 Firefighters <ul style="list-style-type: none"> • 8 Leading firefighters • 1 Sub Officers • 0 Station Officer <p>30 -39yrs old</p> <ul style="list-style-type: none"> • 1132 Firefighters • 179 Leading firefighters • 78 Sub Officers • 32 Station Officers <p>40 -49yrs old</p> <ul style="list-style-type: none"> • 1080 Firefighters

			<ul style="list-style-type: none"> • 267 Leading firefighters • 197 Sub Officers • 139 Station Officers <p>50 -59yrs old</p> <ul style="list-style-type: none"> • 445 Firefighters • 98 Leading firefighters • 119 Sub Officers • 96 Station Officers <p>60 – 64yrs old</p> <ul style="list-style-type: none"> • 17 Firefighters • 1 Leading firefighters • 2 Sub Officers • 4 Station Officers
<p>Disability (physical, sensory, mental health, learning disability, long term illness, hidden)</p>	Positive	<p>The replacement of the Projet branch provides an opportunity to review this capability in the context of this staff group's characteristics. For instance, we would like to replace this branch with a capability that is lighter and easier to handle and is supported by a comprehensive training package that considers neurodiversity</p> <p>Any training package will be created in consultation with the Learning Support Team and the Neurodiversity and dyslexia equalities support group.</p>	<p>October 2021 6.36% of the operational workforce are recorded as being disabled.</p>
<p>Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)</p>	Neutral	<p>The replacement branch for the projet will be gender neutral in its name and description. Any policies and/or associated documents will have gender neutral inclusive language.</p>	N/A
<p>Marriage / Civil Partnership (married as well as same-sex couples)</p>	Neutral	<p>The replacement of the Projet branch will have neither a positive or negative impact on operational staff or members of public with regard to their marriage or civil partnership status.</p>	N/A



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<p>Pregnancy and Maternity</p>	<p>Neutral</p>	<p>Operational staff that are pregnant or on maternity leave will not be required to operate this branch during that period.</p> <p>For any member of public who is pregnant or during maternity is involved in an incident where this branch is used, will neither be positively or negatively impacted by it's introduction.</p>	<p>N/A</p>
<p>Race (including nationality, colour, national and/or ethnic origins)</p>	<p>Positive</p>	<p>The opportunity to review and improve the branches provided for firefighting is intended to reduce the size and weight of the equipment to aid firefighting, and also improve the capability to make firefighters safer (by introducing the ability to clear blockages). This primarily impacts on trainee firefighters through to station officers. This staff group has higher BAME representation than other operational staff groups.</p>	<p>14.47% BAME overall for operational staff of which that will be affected are: 6 Trainee Firefighters 506 Firefighters 76 Leading firefighters 48 Sub Officers 16 Station Officers</p>
<p>Religion or Belief (people of any religion, or no religion, or people who follow a particular belief (not political))</p>	<p>Neutral</p>	<p>As this branch is intended to be used by operational staff in full structural personal protective equipment (fire gear), this will have neither a negative or positive impact with regard to religion or belief.</p> <p>For members of public, the introduction of a replacement branch for the pro jet will have neither a positive or negative impact with regard to religion or belief.</p>	<p>14.47% BAME overall for operational staff of which that will be affected are: 6 Trainee Firefighters 506 Firefighters 76 Leading firefighters 48 Sub Officers 16 Station Officers</p>
<p>Sex (men and women)</p>	<p>Neutral</p>	<p>This branch is intended to be a replacement for the current pro jet branch, although there will be more men using this branch than women, the actual introduction of the branch will neither have a bias to women or men within the operational staff group.</p> <p>As no member of public is expected to use this branch, it will have a neutral impact on both men and women.</p>	<p>Equalities data: 90.90% male, 9.10% female within the operational staff.</p>

<p>Sexual Orientation (straight, bi, gay and lesbian people)</p>	<p>Neutral</p>	<p>This branch will be introduced with gender neutral language and is a replacement for an existing branch that had no positive or negative sexual orientation impact.</p> <p>The introduction of this branch will not have any negative or positive impact on members of public with regard to their sexual orientation</p>	<p><i>For affected operational staff group:</i> Trainee firefighters – Male 9, Female 1, prefer not to say - 0 Firefighters – Male 2842, Female 331. prefer not to say - 9 Leading firefighters – Male 519, Female 34. prefer not to say - 2 Sub Officers – Male 337, Female 28. prefer not to say - 3 Station Officers – Male 257, Female 13. prefer not to say - 1</p>
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<p>6. Impacts outside the Equality Act 2010</p>
<p>What other groups might be affected by this policy, project, decision or activity?</p>
<p>Consider the impact on: carers, parents, non-binary people, people with learning difficulties, neurodiverse people, people with dyslexia, autism, care leavers, ex-offenders, people living in areas of disadvantage, homeless people, people on low income / in poverty.</p>
<p>Any policy or associated training materials will have consideration to neurodiversity. October 2021 6.36% of the operational workforce are recorded as being disabled, some of this group are likely to have neurodiversity and therefore would benefit from any considerations made with that in mind. Any training package will be created in consultation with the Learning Support Team and the Neurodiversity and dyslexia equalities support group.</p>

<p>7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)</p>	
<p>How does this work help LFB to:</p>	
<p>Eliminate discrimination?</p>	<p>It is anticipated that the review of the Project branch will have an overall positive impact on operational staff groups from trainee firefighter through to station officer and we don't anticipate any adverse impact on these protected characteristic.</p>

Advance equality of opportunity between different groups?	The review of the Project branch capability is intended to safety for operational staff on the incident ground and this includes staff in underrepresented groups as highlighted above
Foster good relations between different groups?	The project to review this branch capability will be conducted in consultation with representative bodies, and will therefore be good for relations.

8. Mitigating and justifying impacts		
Where an adverse impact has been identified, what steps are being taken to mitigate it? If you're unable to mitigate it, is it justified ?		
Characteristic with potential adverse impact (e.g. age, disability)	Action being taken to mitigate or justify	Lead person responsible for action

Now complete the RAG rating at the top of page 1:

High: as a result of this EIA there is evidence of significant adverse impact. This activity should be stopped until further work is done to mitigate the impact.

Medium: as a result of this EIA there is potential adverse impact against one or more groups. The risk of impact may be removed or reduced by implementing the actions identified in box 8 above.

Low: as a result of this EIA there are no adverse impacts predicted. No further actions are recommended at this stage.



Document Control

Signed (lead for EIA / action plan)	Steven Collins	Date	1/11/21
Sign off by Inclusion Team	Shilla Patel	Date	25/10/21
Stored by			
Links			
External publication	Are you happy for this EIA to be published externally?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> If No state why: