



LONDON FIRE BRIGADE

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?

Appliance Incident Mapping application

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	Robert Stansbie
Department and Team	ICT / Enterprise Application Delivery Team
Date of EIA	28/09/2021

3. Aim and Purpose

What is the aim and purpose of the policy, project, decision or activity?	Maps the routes appliances took to incidents using the GPS points from the Mobile Data Terminals (MDTs) on the appliances
Who is affected by this work (all staff, specific department, wider communities?)	Primarily operational station-based staff.



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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?

Have discussed and demoed the app with Keeley Foster and other nominated Operational staff. Also discussed the app with the Learning Support Team who have suggested some changes to test, layout and colours used to negate any issues (including those related to Neurodiversity)

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)	Neutral	Internal application with access from all locations. Application in line with all other web-based applications available internally. I don't believe the system will impact different ages within the LFB – it is an IT app that maps the route an appliance took to an incident This is an app for internal use only so won't affect the Community/Public directly	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance
Disability (physical, sensory, mental health, learning disability, long term illness, hidden)	Adverse	Possible issues in relation to web accessibility particularly in regard of colours and fonts. All fonts and colours used are web safe. Have discussed the app with the Learning Support Team who suggested some minor changes that will help negate these issues. Redevelopment work will be undertaken to implement all the suggestions to include changing the background, font sizes, and making some detail stand out more.	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance

		This is an app for internal use only so won't affect the Community/Public directly	
Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)	Neutral	The information displayed relates to incidents and is captured form IMS. GPS data captured from the MDTs and relates to speed, direction, and satellite positioning. As far as I'm aware none of the information and language used is gender specific This is an app for internal use only so won't affect the Community/Public directly	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance
Marriage / Civil Partnership (married as well as same-sex couples)	Neutral	This is an IT application which is not people related and therefore will not impact on marriage and civil partnerships	
Pregnancy and Maternity	Neutral	This is an IT application which is not people related and therefore will not impact on marriage and civil partnerships	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance
Race (including nationality, colour, national and/or ethnic origins)	Neutral	The information displayed relates to incidents and is captured form IMS. GPS data captured from the MDTs and relates to speed, direction, and satellite positioning. As far as I'm aware none of the information and language used will impact staff or our diverse communities This is an app for internal use only so won't affect the Community/Public directly	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance
Religion or Belief (people of any religion, or no religion, or people who follow a particular belief (not political))	Neutral	The information displayed relates to incidents and is captured form IMS. GPS data captured from the MDTs and relates to speed, direction, and satellite positioning. As far as I'm aware none of the information and language used will impact staff or our diverse communities	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance

		This is an app for internal use only so won't affect the Community/Public directly	
Sex (men and women)	Neutral	No-one within the permissions groups will be excluded from access. Information is all incident and GPS related so will not adversely affect any staff groups The information displayed relates to incidents and is captured from IMS. GPS data captured from the MDTs and relates to speed, direction, and satellite positioning. As far as I'm aware none of the information and language used will impact any of the staff This is an app for internal use only so won't affect the Community/Public directly	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance
Sexual Orientation (straight, bi, gay and lesbian people)	Neutral	No-one within the permissions groups will be excluded from access. Information is all incident and GPS related so will not adversely affect any staff groups The information displayed relates to incidents and is captured from IMS. GPS data captured from the MDTs and relates to speed, direction, and satellite positioning. As far as I'm aware none of the information and language used will impact any of the staff This is an app for internal use only so won't affect the Community/Public directly	As this is an IT app it shouldn't impact our diverse groups with the exception of our staff with neurodiverse conditions. There will be a manual for guidance

6. Impacts outside the Equality Act 2010

What other groups might be affected by this policy, project, decision or activity?

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.

Consider: how accessible is your policy/project/proposal for people with learning disabilities or neurodiverse conditions? Have you checked the colours, or used flowchart and diagrams?

A manual has been produced to assist users whilst using the app. Following testing with operational colleagues it was decided that no training was required for the app however the app developers (Enterprise Application Delivery Team) will provide demonstrations of the app functionality if required.

7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)

How does this work help LFB to:

Eliminate discrimination?	This is a mapping app that maps incident and GPS data. It does not affect people or staff
Advance equality of opportunity between different groups?	This is a mapping app that maps incident and GPS data. It does not affect people or staff
Foster good relations between different groups?	This is a mapping app that maps incident and GPS data. It does not affect people or staff. The app will primarily be used for post incident reviews which could possibly impact on future attendance at incidents in terms of routing to incidents.

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
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Disability – web accessibility	Used standard web fonts and web safe colours based on advice available as part of the Web Content Accessibility Guidelines	Rob Stansbie

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)	Robert Stansbie	Date	26/10/2021
Sign off by Inclusion Team	Shilla Patel	Date	26/10/2021
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: