

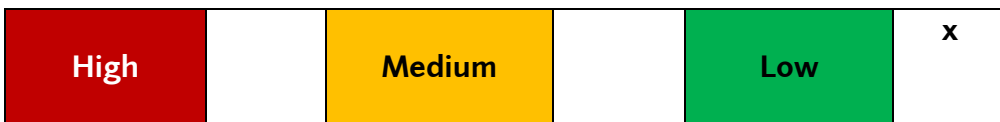
Equality Impact Assessment (EIA) Form

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.

1. What is the name of the policy, project, decision or activity?
Refresh of LFBs Wellbeing Strategy

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



2. Contact details	
Name of EIA author	Milo Bodrozic
Department and Team	People Services – Wellbeing Team
Date of EIA	30 June 2021

3. Aim and Purpose	
What is the aim and purpose of the policy, project, decision or activity?	<p>To refresh LFBs original Wellbeing Strategy</p> <p>Aim 1 - to provide staff with a clear overview of what wellbeing support and services are presently available</p> <p>Aim 2 - to encourage staff to make use of the support and service available to improve their own wellbeing</p> <p>Aim 3 - to outline how LFB intends to improve its wellbeing provision over the next 3 years</p>
Who is affected by this work (all staff, specific department, wider communities?)	All 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?

Engagement with Equality Support Groups, wellbeing subject matter experts (internal and external stakeholders) and trade union colleagues as part of the consultation for the publication of the original wellbeing strategy in March 2021. Engagement will be ongoing over the course of the life time of the strategy.

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?
Age (younger, older or particular age group)	POSITIVE	The aims of the refresh of LFBs Wellbeing Strategy are to ensure that all staff, irrespective of age, are aware of LFBs wellbeing service provision and what future developments are proposed. Wellbeing Treat interventions, particularly those related to physical wellbeing, will undoubtedly be more relevant to older staff but not exclusively so. The Promotion and Prevention interventions are similarly non age biased, all staff will benefit from LFBs wellbeing service provision	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends.
Disability (physical, sensory, mental health, learning disability, long term illness, hidden)	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to support people who may have disability needs.	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends. Engagement with stakeholders inclusive of the Learning support team and Equality Support Group representatives.
Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends.

		support people who may have wellbeing needs in relation to gender reassignment.	Engagement with internal and external stakeholders/wellbeing subject matter experts inclusive of Equality Support Group representatives.
Marriage / Civil Partnership (married as well as same-sex couples)	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to support people who may have wellbeing needs in relation to marriage/civil partnership status.	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends. Engagement with internal and external stakeholders/wellbeing subject matter experts inclusive of Equality Support Group representatives.
Pregnancy and Maternity	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to support people who may have wellbeing needs in relation to pregnancy or maternity status.	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends. Engagement with internal and external stakeholders/wellbeing subject matter experts inclusive of Equality Support Group representatives.
Race (including nationality, colour, national and/or ethnic origins)	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to support people who may have wellbeing needs in relation to their race.	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends. Engagement with internal and external stakeholders/wellbeing subject matter experts inclusive of Equality Support Group representatives.
Religion or Belief (people of any religion, or no religion, or	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends.

people who follow a particular belief (not political)		wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to support people who may have wellbeing needs in relation to their religion or beliefs.	Engagement with internal and external stakeholders/wellbeing subject matter experts inclusive of Equality Support Group representatives.
Sex (men and women)	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to support people who may have wellbeing needs in relation to their sex.	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends. Engagement with internal and external stakeholders/wellbeing subject matter experts inclusive of Equality Support Group representatives.
Sexual Orientation (straight, bi, gay and lesbian people)	POSITIVE	LFBs refreshed Wellbeing Strategy uses the World Health Organisation's definition of wellbeing as a basis for its focus on physical, psychological and workplace wellbeing. All LFB Promotion, Prevention and Treat interventions offered/provided by LFB are in place to support people who may have wellbeing needs in relation to their sexual orientation.	World Health Organisation and Public Health England data related to physical, psychological and social (workplace) wellbeing trends. Engagement with internal and external stakeholders/wellbeing subject matter experts inclusive of Equality Support Group representatives.

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, 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.
Carers; the refreshed wellbeing strategy is in place to support carers to ensure they maintain their own wellbeing whilst undertaking their caring roles.
There will also be a positive impact on all under represented groups, with the addition of the below in the strategy:

- Use LFBs existing Inclusion and Wellbeing Calendar to better focus on wellbeing events that LFB will support in anyone given year and to better understand wellbeing factors affecting staff from underrepresented groups/staff with disabilities
- Work with colleagues in the Inclusion Team to better understand
 - why more staff from underrepresented group/staff with disabilities present to CTS with wellbeing issues
 - why men are less likely to present/seek support to address episodes of poor wellbeing

7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)	
How does this work help LFB to:	
Eliminate discrimination?	LFBs refreshed Wellbeing Strategy is in place to mitigate the ill effects of physical, psychological and workplace wellbeing that all people can be subject to throughout their lifetime.
Advance equality of opportunity between different groups?	LFBs Wellbeing Strategy is clear that LFBs wellbeing service provision in respect of physical, psychological and workplace wellbeing is offered and open to all.
Foster good relations between different groups?	LFBs Wellbeing Strategy is clear that LFBs wellbeing service provision is equally balanced in terms of physical, psychological and workplace wellbeing interventions available to all.

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
Not applicable		

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)	Milo Bodrozic	Date	5 July 2021
Sign off by Inclusion Team	Shilla Patel	Date	5 July 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: