

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?
Report to People Board and Commissioner's Board: 2021/22 FRS pay settlement

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

High	Medium	Low	✓
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2. Contact details	
Name of EIA author	Dominic Johnson
Department and Team	People Services
Date of EIA	18/03/2022

3. Aim and Purpose	
What is the aim and purpose of the policy, project, decision or activity?	The purpose of the report is to give authority to implement the 2021/22 pay settlement for FRS staff which has been agreed with the trade unions (GMB and UNISON).
Who is affected by this work (all staff, specific department, wider communities?)	All FRS staff.

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?	This EIA is being prepared in consultation with the LFB 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>(All data is at 11/03/2022)</i>																		
Age (younger, older or particular age group)	Positive	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>In terms of the differential pay award, the age profile of the lowest paid FRS cohort who will be receiving a pay award of more than 1.5% is younger than the full FRS cohort. This is not altogether surprising as longer-serving staff will generally be older and will have progressed in their career. The 'negative' impact for older staff is balanced by the 'positive' impact for younger staff, although it should be remembered that receipt of a higher pay increase reflects being in the lowest paid FRS staff group which is not a 'positive' status.</p>	<p>The age profile of the full FRS staff cohort, and the cohort of the lowest paid staff who will be receiving >1.5% in the pay settlement (60 staff in total) is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Age range</th> <th style="text-align: center;">All FRS (%)</th> <th style="text-align: center;">FRS receiving >1.5% (%)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Under 30</td> <td style="text-align: center;">12.1</td> <td style="text-align: center;">35.0</td> </tr> <tr> <td style="text-align: center;">30-39</td> <td style="text-align: center;">21.2</td> <td style="text-align: center;">21.7</td> </tr> <tr> <td style="text-align: center;">40-49</td> <td style="text-align: center;">23.3</td> <td style="text-align: center;">25.0</td> </tr> <tr> <td style="text-align: center;">50-59</td> <td style="text-align: center;">29.1</td> <td style="text-align: center;">16.7</td> </tr> <tr> <td style="text-align: center;">60 and over</td> <td style="text-align: center;">14.2</td> <td style="text-align: center;">1.7</td> </tr> </tbody> </table>	Age range	All FRS (%)	FRS receiving >1.5% (%)	Under 30	12.1	35.0	30-39	21.2	21.7	40-49	23.3	25.0	50-59	29.1	16.7	60 and over	14.2	1.7
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50-59	29.1	16.7																			
60 and over	14.2	1.7																			
Disability (physical, sensory, mental health, learning disability, long term illness, hidden)	Positive	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>In terms of the differential pay award, there is a lower percentage of staff who have a disability amongst the lowest paid FRS cohort who will be receiving a pay award of more than 1.5% compared to the full FRS cohort. This may be linked to younger age profile of this group.</p>	<p>The percentages of the full FRS staff cohort, and the cohort of the lowest paid staff who will be receiving >1.5% in the pay settlement, who have self-declared with a disability is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">All FRS</th> <th style="text-align: center;">FRS receiving >1.5%</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">13.2%</td> <td style="text-align: center;">5.0%</td> </tr> </tbody> </table>	All FRS	FRS receiving >1.5%	13.2%	5.0%														
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		<p>Whilst this means that on average FRS staff with a disability will receive a lower pay award than FRS staff who do not have a disability, this also means that FRS staff who have a disability are under-represented amongst the very lowest paid FRS staff, which is a good thing. It is therefore submitted that it would be misleading to ascribe an 'adverse' impact to the differential pay award in respect of this protected characteristic.</p> <p>It may however be worth noting here that overall, for FRS staff, there is a disability pay gap (see report LFC-0635), even if staff who have a disability are under-represented in the very lowest FRS group who will be receiving the >1.5% pay increase.</p> <p>Key actions the Brigade is taking to address the disability pay gap include:</p> <ul style="list-style-type: none"> • Training on equality, diversity and inclusion which is now encompassed in all leadership courses being delivered and developed. • The development of the middle leaders leadership programme which will encompass bespoke workshops aimed at supporting leadership development for underrepresented groups of staff, including staff with a disability. • The recent relaunch of the Coaching and Mentoring programme whose purpose is to improve diversity, career progression coaching, performance coaching and supporting the leadership interventions, with plans to deliver 'reverse mentoring' which has been shown to be specifically effective in improving the diversity of the organisation.
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<p>Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)</p>	<p>Positive</p>	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>No analysis has been done in relation to this protected characteristic comparing the lowest paid FRS cohort who will be receiving a pay award of more than 1.5%, and the full FRS cohort.</p>	<p>No staffing data in relation to this protected characteristic has been collated.</p>												
<p>Marriage / Civil Partnership (married as well as same-sex couples)</p>	<p>Positive</p>	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>No analysis has been done in relation to this protected characteristic comparing the lowest paid FRS cohort who will be receiving a pay award of more than 1.5%, and the full FRS cohort.</p>	<p>No staffing data in relation to this protected characteristic has been collated.</p>												
<p>Pregnancy and Maternity</p>	<p>Positive</p>	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>No analysis has been done in relation to this protected characteristic comparing the lowest paid FRS cohort who will be receiving a pay award of more than 1.5%, and the full FRS cohort.</p>	<p>No staffing data in relation to this protected characteristic has been collated.</p>												
<p>Race (including nationality, colour, national and/or ethnic origins)</p>	<p>Positive</p>	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>There is however a disproportionate representation of black, Asian and other ethnic minority staff amongst the lowest paid FRS cohort who will be receiving a pay award of more than 1.5% compared to the full FRS cohort. This is consistent with existing LFB ethnicity pay gap data (see report LFC-0634), and whilst it demonstrates the importance of the work being undertaken to reduce ethnicity pay gaps, the fact this group of staff are receiving a slightly higher pay award can be seen as a positive impact for this protected characteristic in respect of black, Asian and other</p>	<p>The percentages of the full FRS staff cohort, and the cohort of the lowest paid staff who will be receiving >1.5% in the pay settlement, broken down by race is as follows:</p> <table border="1" data-bbox="1458 1070 2096 1350"> <thead> <tr> <th></th> <th>All FRS</th> <th>FRS receiving >1.5%</th> </tr> </thead> <tbody> <tr> <td>Black, Asian and other ethnic minorities</td> <td>29.2%</td> <td>40.0%</td> </tr> <tr> <td>White</td> <td>66.9%</td> <td>51.7%</td> </tr> <tr> <td>Not Provided</td> <td>3.4%</td> <td>6.7%</td> </tr> </tbody> </table>		All FRS	FRS receiving >1.5%	Black, Asian and other ethnic minorities	29.2%	40.0%	White	66.9%	51.7%	Not Provided	3.4%	6.7%
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Not Provided	3.4%	6.7%													

		<p>ethnic minority staff (although a negative reflection on the race composition of the lowest paid FRS staff).</p> <p>Key actions the Brigade is taking to address the ethnicity pay gap include:</p> <ul style="list-style-type: none"> • Training on equality, diversity and inclusion which is now encompassed in all leadership courses being delivered and developed. • The development of the middle leaders leadership programme which will encompass bespoke workshops aimed at supporting leadership development for underrepresented groups of staff, including ethnically diverse staff. • The recent relaunch of the Coaching and Mentoring programme whose purpose is to improve diversity, career progression coaching, performance coaching and supporting the leadership interventions, with plans to deliver 'reverse mentoring' which has been shown to be specifically effective in improving the diversity of the organisation. 	<table border="1"> <tr> <td data-bbox="1456 193 1673 261">Prefer not to say</td> <td data-bbox="1673 193 1886 261">0.5%</td> <td data-bbox="1886 193 2103 261">1.7%</td> </tr> </table>			Prefer not to say	0.5%	1.7%
Prefer not to say	0.5%	1.7%						
<p>Religion or Belief (people of any religion, or no religion, or people who follow a particular belief (not political))</p>	Positive	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>No analysis has been done in relation to this protected characteristic comparing the lowest paid FRS cohort who will be receiving a pay award of more than 1.5%, and the full FRS cohort.</p>	No staffing data in relation to this protected characteristic has been collated.					
<p>Sex (men and women)</p>	Positive	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>There is however a disproportionate representation of women staff amongst the lowest paid FRS cohort who will be receiving a pay award of more than 1.5% compared to the full FRS cohort. This is consistent</p>	<p>The percentages of the full FRS staff cohort, and the cohort of the lowest paid staff who will be receiving >1.5% in the pay settlement, broken down by sex is as follows:</p> <table border="1"> <tr> <td data-bbox="1456 1316 1673 1385"></td> <td data-bbox="1673 1316 1886 1385">All FRS</td> <td data-bbox="1886 1316 2103 1385">FRS receiving >1.5%</td> </tr> </table>				All FRS	FRS receiving >1.5%
	All FRS	FRS receiving >1.5%						

		<p>with existing LFB gender pay gap data (see report LFC-0603), and whilst it demonstrates the importance of the work being undertaken to reduce gender pay gaps, the fact this group of staff are receiving a slightly higher pay award can be seen as a positive impact for this protected characteristic in respect of women staff (although a negative reflection on the sex/gender composition of the lowest paid FRS staff).</p> <p>Key actions the Brigade is taking to address the gender pay gap include:</p> <ul style="list-style-type: none"> • Training on equality, diversity and inclusion which is now encompassed in all leadership courses being delivered and developed. • The delivery of targeted leadership programmes for underrepresented groups of staff, including women. • The recent relaunch of the Coaching and Mentoring programme whose purpose is to improve diversity, career progression coaching, performance coaching and supporting the leadership interventions, with plans to deliver 'reverse mentoring' which has been shown to be specifically effective in improving the diversity of the organisation. 	<table border="1"> <tr> <td data-bbox="1458 193 1671 225">Female</td> <td data-bbox="1671 193 1883 225">50.7%</td> <td data-bbox="1883 193 2096 225">65.0%</td> </tr> <tr> <td data-bbox="1458 225 1671 256">Male</td> <td data-bbox="1671 225 1883 256">49.3%</td> <td data-bbox="1883 225 2096 256">35.0%</td> </tr> </table>			Female	50.7%	65.0%	Male	49.3%	35.0%
Female	50.7%	65.0%									
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<p>Sexual Orientation (straight, bi, gay and lesbian people)</p>	<p>Positive</p>	<p>There is a positive impact for all FRS staff in that a pay increase is generally accepted to be beneficial.</p> <p>The data shows a higher percentage of staff identifying as LGB amongst FRS staff as a whole compared to the cohort of the lowest paid staff who will be receiving >1.5% in the pay settlement, however given the relatively high numbers in the latter group where the information is either not provided, or the employee has preferred not to say, it is difficult to</p>	<p>Amongst FRS staff as a whole, the percentage of staff who identify as LGB is 6.1%. This percentage is 1.7% amongst the cohort of the lowest paid staff who will be receiving >1.5% in the pay settlement, although this latter cohort has a high percentage (11.7%) where the information is either not provided, or the employee has preferred not to say.</p>								

		draw any firm conclusions in relation to this protected characteristic. In any event, as we have seen, a 'positive' impact for any protected characteristic in terms of receiving a pay increase of >1.5% is a negative reflection on the composition of the lowest paid FRS group.	
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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.	
There is a positive impact for those on low incomes (the lowest paid FRSB staff who will be receiving a higher pay award of up to 2%). Unfortunately the earliest the pay increase can be paid is May 2022 due to practical implementation issues; it is appreciated this will not be welcomed by the lowest paid but this is unavoidable.	

7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)	
How does this work help LFB to:	
Eliminate discrimination?	A differential pay settlement which provides for a higher pay increase for the lowest paid has a positive impact in terms of reducing economic inequality. As the data shows, amongst FRS staff the lowest paid cohort is disproportionately populated by women and black, Asian and ethnic minority staff. Whilst this is not a good story in terms of workforce diversity (and workstreams are underway to seek to address these imbalances), it does mean that the FRS pay settlement has a positive impact for these staff groups.
Advance equality of opportunity between different groups?	As above.
Foster good relations between different groups?	Reducing economic inequality by awarding more to the lowest paid will generally be seen as fair across the whole FRS workforce.

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
N/a	N/a	N/a

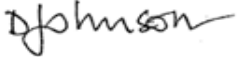
Now complete the RAG rating at the top of page 1:

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)		Date	18/03/22
Sign off by Inclusion Team	Shilla Patel	Date	23/03/22
Stored by			
Links			
External publication	Are you happy for this EIA to be published externally?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>



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			If No state why:
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