

Equality Impact Assessment Form

1. Persons responsible for this assessment:

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Directorate: Community Safety	Date of Assessment: 19 January 2011

2. Name of the policy, service, strategy, procedure or function:

Is this new or an existing one? New / Existing (please delete as appropriate) New – Redesign of & Merge of EMS into GFRS This Equality Impact Assessment addresses the impact of Meeting the Challenge on the functions of the Emergency Management Team and the services it provides.

3. Briefly describe its aims and objectives

The project is required to deliver the council's proposals to reduce the funding of the Emergency Management Service by 74%. This will see a reduction in the team's budget by £200K in 2011/12. The proposals contribute to the Council's overall budget reduction of £108 million over 4 years. This EIA identifies the immediate impact of the budget reduction.

4. Who is intended to benefit from it and in what way?

The outcome of this project is that it reduces the council's expenditure and it is assumed that council tax payers will benefit as the savings contribute towards a zero council tax increase over the next 2 years.

5. What outcomes are expected?

<ul style="list-style-type: none">• Headcount reduction of 2 full time staff against existing Emergency Management establishment.• Merge into GFRS recognising synergies of function with any GFRS staff• Funding recovered from Police Contract to fund the LRF secretariat.• Reduction in office space and consolidation of accommodation

6. Have you consulted on this policy, service, strategy, procedure or function?

Yes/No Yes

Details of consultation and outcome

I have consulted with the Deputy Chief Fire Officer who recognises that the current savings proposals for EMS would result in the service being unable to meet its statutory requirements. The DCFO will be asking for a reduction in savings at the full Council budget meeting in February 2011 to be considered, but if this is unsuccessful then GFRS will make up the deficit and provide additional support to ensure that the existing robust emergency planning arrangements will be maintained.

I have also consulted with EMS staff. Although headcount reduction will be achieved through natural wastage, there will be a further review of the team structure when it has been integrated into GFRS which could result in further headcount reductions. All remaining staff have been advised of this.

We have service agreements with our District Councils to provide emergency planning support and they have all been consulted on the proposed new agreements. They are satisfied that the proposed changes will not affect the existing service agreement arrangements.

Our other multi-agency emergency response partners and voluntary agencies have also been consulted on the proposed new arrangements and are satisfied that these changes will not have a major impact on current multi-agency response arrangements.

7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?

Consultation with all our multi-agency response partners

8. Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			√	Our current emergency planning arrangements cater for all groups and the proposed changes will have no impact on any of these groups.
Disability			√	“
Gender			√	“
Race including Gypsy & Traveller			√	“
Religion or Belief			√	“
Sexual Orientation			√	“
Transgender			√	“
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			√	“
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into increased contact with each other</p>			The proposed changes will not affect the work being carried out by EMS staff within the local community to develop Community Resilience Plans and improve resilience arrangements.

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Iain Bryson

Date: 21 January 2011

Role: Head of Emergency Management Service

Countersigned by Head of Service

as above

Date: 21 January 2011

Date for Review:

Please forward an electronic copy to the Equalities Team by emailing

equalities@gloucestershire.gov.uk

The original signed hard copy and electronic copy should be kept with your team for audit purposes.