

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Community Safety
Service area	Fire & Rescue Service
Title of the activity being assessed i.e. the strategy, plan, policy or service	Fire & Rescue Service Vehicle Replacement Cabinet Report
Brief outline of the proposal(s)	The proposal is to purchase new fire-fighting & rescue vehicles for use by GFRS as part of an agreed capital purchase program
Who is affected by the proposals?	Service users <input type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	Cllr Dave Norman, Cabinet Member for Fire, Community Safety and Libraries
Person(s) responsible for completing this assessment	John Townsend (Fleet Manager)
Date of this assessment	01.08.22

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	No direct impact to service users
Workforce	The procurement process for fire vehicles is a continuous group task and some vehicle design and specification work with the associated consultation commences up to three years before the vehicle is finally built.

	<p>The scheme has been considered and accepted by the Fire & Rescue Service Departmental Management Team and is supported by them.</p> <p>In the event of funding not being approved for the procurement of these vehicles it will be necessary to extend the life of existing operational and support vehicles to enable us to provide the required service to the county. It would mean that the service would have an increasingly aged and less efficient fleet making it more difficult for the Service to reach and maintain the required standards of service delivery. Expensive adaptation of some of the older vehicles will be required to meet some of the current health, safety and equality requirements. Improved accessibility of equipment benefits anyone of shorter stature including our increasing demography of female fire fighters.</p>
Partners	Suppliers/body builders of Fire vehicles will help to establish any new best practice on vehicle fitment/build types incorporating equality aspects in terms of use and access.
Other	T.O.G. Transport Operator Group (UK FRS's) will help to establish any considerations in previous and current builds through any exiting framework

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	No significant impact identified due to the fire fighting and rescue vehicles being required to meet to provide equipment necessary to	This replacement programme does not affect anyone of any particular age
Disability		Because of the accepted standard of general occupational requirements needed to be a fire fighter this programme does not impact on this group (however individual risk assessments would be carried out in the event of any particular individual needs related to fleet use)
Sex		This replacement programme benefits our increasing demography of female fire fighters by providing the opportunity to develop specifications to enable reduced height of access to equipment including ladders and other

	meet the operational requirements of the service	heavy items by way of improved gantry systems and the ability to lower vehicle by controlled use of air suspension.
Race		No identified significant impact
Gender reassignment		
Marriage & civil partnership		
Pregnancy & maternity		
Religion and/or belief		
Sexual orientation		

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
When procuring the new vehicles due consideration will be taken for height of equipment and access	To ensure every firefighter has the ability to do the work as safe as reasonably possible

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Access and Egress	During vehicle specification request the access and egress will be considered	During Procurement Process	Fleet
Equipment Height such as ladders	During vehicle specification request the equipment access will be considered	During Procurement Process	Fleet


6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:


Prior to any new vehicle procurement each year it will be reviewed to establish any new considerations.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Colin Chick – Executive Director for EE&I
Date	7.09.22

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Mark Hawthorne
Date	8.09.22

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	N/A
Disability <i>percentage/profile of service users who have a disability</i>	N/A
Sex <i>percentage/profile of service users who are male and who are female</i>	N/A
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	N/A
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	N/A
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	N/A
Pregnancy & maternity <i>percentage/profile of service users who are</i>	N/A

<i>female and who are pregnant or on a maternity leave</i>	
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	N/A
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	N/A

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	None
Disability	None, individual risk assessments would be taken
Sex	27.17% Female 72.83% Male
Race	None
Gender reassignment	None
Marriage & civil partnership	None
Pregnancy & maternity	None, individual risk assessments would be taken
Religion and/or belief	None
Sexual orientation	None
