

Initial Equality Impact Assessment

Name of Policy/Service to be assessed	RBFRS Five Year Integrated Risk Management Plan 2007/12 (Action Plan 2008/09)	Date of Assessment	30 April 2008	Is this a new or existing policy?	Existing
1. Briefly describe the aims, objectives and purpose of the policy/service.	<p>This plan sets out what RBFRS is intending to carry out within the Integrated Risk Management Planning (IRMP) framework for 2008/2009. It forms part of the IRMP Five Year Plan (2007-2012).</p> <p>The plan is intended as the basis of a comprehensive consultation engagement exercise with the stakeholders of Berkshire to improve overall community and firefighter safety in Berkshire.</p>				
2. Who is intended to benefit from this policy/service, and in what way?	All stakeholders who live work and travel in Berkshire. The plan sets out how RBFRS intends to improve the current services including proposals for changes to services, stations and resources within RBFRS.				
3. What outcomes are wanted from this policy/service?	Stakeholders to be engaged and thus give their views on the proposals. The outcome of the consultation exercises will be collated and reported to the Fire Authority and results also published on RBFRS website for all to access. Hard copies, translations and suitable media for the blind or partially sighted will be available on request.				
4. Who are the main stakeholders in relation to the policy/service?	<p>All stakeholders who live work and travel in Berkshire who are thus potential users of RBFRS services.</p> <p>RBFRS employees RBFRS Fire Authority</p>	5. Who implements the policy/service, and who is responsible?	Brigade Manager (Support Services) is lead however all proposals are reported via the Fire Authority.		
6. Are there concerns that the policy/service			Please explain		

<p>has/could have a differential impact on the following groups and what existing evidence (either presumed or otherwise) do you have for this?</p>			
<p>Race</p>		<p>N</p>	<p>At present no issues have been identified which may have a differential impact on this stakeholder group. However one of the aims of the public consultation exercise is to seek these stakeholders views to highlight any differential impacts the plan may have, the outcomes of which will be reviewed with an aim to mitigate these impacts.</p> <p>Thames Valley Police have identified the following as the most used minority and ethnic language groups in Berkshire, and these groups are specifically targeted during the consultation: Polish, Romanian, Punjabi, Portuguese and Urdu.</p>
<p>Gender</p>		<p>N</p>	<p>At present no issues have been identified which may have a differential impact on this stakeholder group. However one of the aims of the public consultation exercise is to seek these stakeholders views to highlight any differential impacts the plan may have, the outcomes of which will be reviewed with an aim to mitigate these impacts.</p>
<p>Disability</p> <p>Has this policy been written in line with the 2005/07 – General Guidance for Producing Written Communication, found in the Support Services Manual (If no please indicate justification)</p>		<p>Y</p>	<p>At present no issues have been identified which may have a differential impact on this stakeholder group. However one of the aims of the public consultation exercise is to seek these stakeholders views to highlight any differential impacts the plan may have, the outcomes of which will be reviewed with an aim to mitigate these impacts.</p> <p>Suitable media for the blind or partially sighted will be available on request.</p>
<p>Religion or Belief</p>		<p>N</p>	<p>At present no issues have been identified which may have a differential</p>

		<p>impact on this stakeholder group. However one of the aims of the public consultation exercise is to seek these stakeholders views to highlight any differential impacts the plan may have, the outcomes of which will be reviewed with an aim to mitigate these impacts.</p> <p>The 2001 Census shows that on average across Berkshire, the following Religions were declared by the percentage of population as shown: Christian 68.4%, Buddhist 0.3%, Hindu 1.4%, Jewish 0.3%, Muslim 3.7%, Sikh 2%, Other Religions 0.3%, No Religion 16.2% whilst 7.3% did not disclose a Religion. It should be noted that the figures varied considerably between individual Unitary Authorities.</p>
Sexual Orientation	N	<p>At present no issues have been identified which may have a differential impact on this stakeholder group. However one of the aims of the public consultation exercise is to seek these stakeholders views to highlight any differential impacts the plan may have, the outcomes of which will be reviewed with an aim to mitigate these impacts. The 2001 Census shows that throughout Berkshire 1164 people are living in a same-sex couple. This is 0.19% of the population.</p>
Age	N	<p>At present no issues have been identified which may have a differential impact on this stakeholder group. However one of the aims of the public consultation exercise is to seek these stakeholders views to highlight any differential impacts the plan may have, the outcomes of which will be reviewed with an aim to mitigate these impacts.</p>
Contractual Status (Eg Part Time or Retained Duty System (RDS))	N	<p>At present no issues have been identified which may have a differential impact on this stakeholder group. However one of the aims of the public consultation exercise is to seek these stakeholders views to highlight any differential impacts the plan may have, the outcomes of which will be reviewed with an aim to mitigate these impacts.</p>

7. Could the differential impact identified in 6 amount to there being the potential for adverse impact in this policy/service?		None yet identified, however if any are a further full assessment will be completed.		
8. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Have you consulted those who are likely to be affected by the policy/service?		<p>None yet identified, however if any are a further full assessment will be completed.</p> <p>RBFRS continues to undertake public consultation in connection with its Integrated Management Risk Plans. This includes a leaflet section within the council tax – 500K leaflets issued, booklets being available at public buildings (Doctors, Libraries, Post Offices and council offices). A mail drop to all known Stakeholder groups both within Berkshire and those that have an impact within Berkshire. Letters and copy of plan to all politicians from Parish to National within Berkshire.</p> <p>Information to all RBFRS employees and full public access via website (including consultation ability).</p> <p>In addition, RBFRS consults by means of meetings with the Berkshire Local Strategic Partnerships.</p>		
9. Should the policy/service proceed to a full impact assessment?	N	<table border="1" style="width: 100%;"> <tr> <td data-bbox="965 906 1865 1046">10. Date on which Full assessment to be completed by.</td> <td data-bbox="1865 906 2051 1046">Date:</td> </tr> </table>	10. Date on which Full assessment to be completed by.	Date:
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