




Equality Impact Assessment (EIA) Reporting Form

For any advice, support or guidance about completing this form please contact the DiversityTeam@merseyfire.gov.uk or on 0151 296 4236

Section 1: EIA Details

1.1) Author	<input type="text" value="Rice Mark"/>
1.2) Responsible Officer	<input type="text" value="Rice Mark;"/>  
1.3) Function	<input type="text" value="ICT"/>
1.4) Department	<input type="text" value="Select a Department..."/>
1.5) What is the status of this EIA? If "Revision" is selected, please ensure "1.7) Date of EIA" is revised and "1.5.1) Which sections have been revised?" is completed.	<input type="text" value="New"/>
1.6) Title of EIA	<input type="text" value="Role-based Resourcing"/>
1.7) Date of EIA	<input type="text" value="25/07/2017"/> 
1.8) What does the EIA relate to?	<input type="text" value="SMG/Authority Report"/>
1.9) Title reference of SI/policy/report/event/project	<input type="text" value="ICT ROLE BASED RESOURCING (RBR)"/>
1.10) SI Policy Number of SI/policy/report/event/project	<input type="text" value="TBC by Democratic Services"/>

Section 2: Initial Assessment

2.1) What are the legitimate aims or purposes of the SI/policy/report/event/project?

The major task was to design a way to fairly and efficiently provide ICT resources to staff at the five 'situations' of stations, SHQ, TDA, Vesty One and 'incidents', based upon their roles; the approach involved a two-step process:

The first step was an assessment of the current situation:

- Which roles are/could be at each of the five situations
- What each role has in terms of existing ICT equipment

The second step was to create a dynamic model to allow accurate and easy calculation of projected ICT equipment numbers and costings and modelling of any future scenarios.

Scenarios were based on what each role actually needs in terms of access to ICT equipment to work in an agile way.

2.2) Who will be affected?

2.3) Which of the protected groups below does this impact on for an initial assessment?

Protected Characteristics	Positive Impact	Negative Impact	Neutral
Age	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Disability Religion & Belief Gender	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reassignment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Marriage & Civil Partnership	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Pregnancy and Maternity	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Socio-Economic Disadvantage	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

2.4) Has there been any positive or negative impact identified as part of the Initial Assessment for this SI/Policy/report/event/project? Yes No

2.5) Please supply supporting comments as to why you feel there is no positive/negative impact caused as part of the Initial Assessment for this SI/Policy/report/event/project?

Section 3: Monitoring

Summarise the findings of any monitoring data you have considered regarding this SI/policy/report/event/project. This could include data which shows whether it is having the desired outcomes and also its impact on members of different equality groups.

3.1) What monitoring data have you considered?

Project hasn't been approved by SMG yet, so there is no monitoring data.

3.2) What did it show in relation to Equality Impacts?

Project hasn't been approved by SMG yet.

3.3) What future monitoring of effects/outcomes will be recorded?

Project hasn't been approved by SMG yet, so there is no monitoring data, but monitoring will include the staff survey (job satisfaction, correct resources for the job) and any community feedback. Separate monitoring is also happening with the tablets we want to introduce to staff, to see if they like them and if they do the job.

3.4) Supporting Document

 Click here to attach a file

Section 4: Research

Summarise the findings of any research you have considered regarding this SI/policy/report/event/project. This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. CFAO/CLG guidance, other FRSs, etc.

4.1) What research have you considered?

Research consisted of asking all staff and telnet what ICT they have currently, in addition to staff numbers at each scenario. Then, in conjunction with MFRS operational management, we designed a framework of which role and grade gets which type of resource. I also asked stations how much demand they get from their communities regarding Wi-Fi provision. This will help prioritise the stations which get the most demand when it comes time to fit the Wi-Fi hubs.


4.2) What did it show in relation to Equality Impact?

The finished study (1 x 10000 word report, 5 x short reports and a spreadsheet) showed that resource allocation will be more accessible for all since the new tablets will have more potential for serving E+D purposes, such as touch screen, online translation and screen adaptation (e.g. zooming, colour schemes). Generally, the replacement tech will be more modern and capable of serving people of different abilities, disabilities and backgrounds. The provision of Wi-Fi at stations will also benefit the local community.

4.3) What did the exercise tell in relation to Equality Impact?

The finished study (1 x 10000 word report, 5 x short reports and a spreadsheet) showed that resource allocation will be more accessible for all since the new tablets will have more potential for serving E+D purposes, such as touch screen, online translation and screen adaptation (e.g. zooming, colour schemes). Generally, the replacement tech will be more modern and capable of serving people of different abilities, disabilities and backgrounds. The provision of Wi-Fi at stations will also benefit the local community.

4.4) Supporting Document

 [Click here to attach a file](#)

Section 5: Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in 3.2). Outline any plans to inform consultees of the results of the consultation.

5.1) What Consultation have you undertaken to help identify any further equality issues?

E+D is always at the forefront of ICT's mind when purchasing new technology. We have consulted with firefighters and station managers, in addition to TRM and the Dev team when we were choosing the devices to trial. I also asked stations how much demand they get from their communities regarding Wi-Fi provision. This will help prioritise the stations which get the most demand when it comes time to fit the Wi-Fi hubs.

5.2) What did it say?

Firefighters are pleased with their potential device (the Panasonic ToughPad). We are also going to trial the Microsoft Surface with advocates to see if they are suitable. Stations responded with general levels of demand for Wi-Fi from the community.

5.3) Which Groups/persons?

We have consulted with firefighters and station managers, in addition to TRM, area managers stations in general and the Dev team. We will consult with advocates later when we come to replace their devices.

5.4) Supporting Document

 [Click here to attach a file](#)

Section 6: Conclusions

Taking into account the results of the monitoring, research and consultation, set out how the SI/policy/report/event/project could impact on people from the following protected groups? (Include positive and/or negative impacts)

(a) Age

Age equality and the way a policy, practice, service or function affects people of different ages, especially younger people and older people. It remains lawful to target services at people of different ages or to have age rules governing access to services or training.

The new tablets will be easier to use than traditional laptops since there will be more menus, rather than typing and using a mouse, touchscreen offers better zoom facilities too for bad eyes. And if older members of staff have difficulty with the new technology, we will arrange support on the portal.

(b) Disability (including mental, physical and sensory conditions)

Disability equality and the effects on different disabled people, deaf people, people with a long-term limiting illness and people associated with disabled people, such as carers, parents of disabled children.

This will benefit greatly. The new Surfaces have better accessibility options (e.g. touch, not type, facial login, voice control, zoom). If any member of staff would like an adapted piece of technology then they just have to submit a business case and it will be provided if approved.

(c) Race (include: nationality, national or ethnic origin and/or colour)

Race equality and the effects on ethnic and racial minority staff, customers and communities. Race includes colour, ethnic or national origin, nationality or caste.

Neutral.

(d) Religion or Belief

Religion and Belief based equality and the way in which policies, practices, services of functions affect people from different religious or belief based groups. This includes observance of religious and cultural requirements/practices of staff and customs and it also covers non-belief.

Neutral.

(e) Sex (include gender reassignment, marriage or civil partnership and pregnancy or maternity)

Sex equality and the effects on men and women, boys and girls. For example, the experiences of lone parents, working women, women from BME communities, victims of domestic violence, boys and young men, fathers etc.

Neutral

(f) Sexual Orientation

Sexual Orientation equality and whether services are delivered fairly and respectfully to lesbians, gay men, bi-sexual and heterosexual people. This will mean ensuring that services or policies recognise the needs of lesbian, gay, bisexual and heterosexual customers and respect their family structures and relationships.

Neutral.

(g) Socio-economic disadvantage

Socio-economic Disadvantage: Although not one of the 9 protected groups M&RS recognise that Socio-economic disadvantage affects many deprived communities within Merseyside.

Wi-Fi at stations will give access to the internet for disadvantaged people.

Section 7: Decisions

If the SI/policy/report/event/project will have a negative impact on members of one or more of the protected groups, explain how it will change or why it is to continue in the same way. If no changes are proposed, the SI/policy/report/event/project needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 3.1

No negative impacts.

Section 8: Actions (Admin Use Only)

8.1) Actioned Required

Yes No

8.2) Details of Action Required

8.4) Approved

Yes No

8.5) Responsibility Of

Rice Mark

8.6) Completed By

26/07/2017

8.7) Review Date

25/07/2018

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