

EQUALITY IMPACT ASSESSMENT

Pro – forma for the initial assessment

Station / Department: ORM	Section: Tech Services	Person responsible for the assessment: Tyrone Herdman	Date of Assessment: 1 st June 2009
Name of the policy to be assessed: Standard Operating Procedure 5.14 Working at Height		Is this a new or existing policy:	Existing
1. Briefly describe the aims, objectives and purpose of the policy.	The SOP examines the hazards, risks and control measures relating to service personnel when attending Incidents Involving Working at Height, and provides procedural guidance to enable operational personnel to perform their duties safely		
2. Are there any associated objectives of the policy? Please explain.	No		
3. Who is intended to benefit from the policy and in what way?	Public – Improved Service Delivery Fire & Rescue Service – Building safer communities		

N4. What outcomes are wanted from this policy?			
To ensure safe systems of work are in place for FRS personnel and members of the public.			
5. What factors/forces could contribute/detract from the outcomes?		Accuracy of information Currency of document Promulgation of information	
6. Who are the main stakeholders in relation to the policy?	MAWWFRS		7. Who implements the policy and who is responsible for the policy? MAWWFRS
8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?	¥	N	
What existing evidence (either presumed or otherwise) do you have for this?	The SOP is generic guidance To date here is no evidence of this procedural guidance having any negative impact on racial groups		
9. Are there any concerns that the policy <u>could</u> have a differential impact due to gender?	¥	N	
What existing evidence (either presumed or otherwise) do you have for this?	SOP is generic guidance. To date there is no evidence of this procedural guidance having any negative impact due to gender		
10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?	¥	N	

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>SOP is generic guidance. To date there is no evidence of this procedural guidance having any negative impact due to disability All FRS operational personnel meet current medical standards expected of operational firefighters.</p>		
<p>11. Are there concerns that the policy <u>could</u> have a differential impact on people due to sexual orientation?</p>	<p>¥</p>	<p>N</p>	
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>To date there is no evidence that this procedural guidance has had a negative impact on any employees or members of the public</p>		
<p>12. Are there concerns that the policy <u>could</u> have a differential impact due to their age?</p>	<p>¥</p>	<p>N</p>	
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>No differentiation on MAWWFRS due to age. All FRS operational personnel meet current national medical and employment standards expected of operational firefighters. To date there is no evidence that this procedural guidance has had a negative impact on any employees or members of the public</p>		
<p>13. Are there concerns that the policy <u>could</u> have a differential impact on people due to their religious belief?</p>	<p>¥</p>	<p>N</p>	
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>All personnel are made aware of the potential conflicts which may arise due to religious beliefs To date there is no evidence that this procedural guidance has had a negative impact on any employees or members of the public</p>		

14. Are there concerns that the policy could have a differential impact on people due to the Welsh language?	Y	N			
What existing evidence (either presumed or otherwise) do you have for this?	SOP produced in English language only.				
15. Could the differential impact identified in 8-14 amount to there being the potential for adverse impact in this policy?	YES	NO	Please explain: As this is the accepted business language of the FRS there have been no instances of this having a defferential impact		
16. Can this adverse impact be justified on the grounds of promoting the equality of opportunity for one group? Or any other reason?	YES	NO	Please explain for each equality heading (question 8-14) on a separate piece of paper		
17. Should the policy proceed to a full impact assessment?	YES	NO	If Yes, is there enough evidence to proceed to a full EIA?	YES	NO
			Date on which Full Impact Assessment to be completed by?		

Signed (completing officer) T. Herd

Signed (Lead Officer) _____