

EQUALITY IMPACT ASSESSMENT

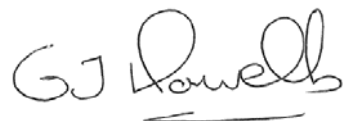
Pro – forma for the initial assessment

Station / Department: ORM	Section: Tech Services	Person responsible for the assessment: Gwynfor Howells	Date of Assessment: 28 May 2009
Name of the policy to be assessed: SOP 6.5 Incident Commander Assessment Feedback		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 utilising the Incident Commander Assessment Feedback system and provides procedural guidance to enable FRS personnel to perform their duties appropriately. The main purpose of the Service's Assessment and Feedback policy is to monitor the performance of the Incident Manager (IC). Its outcome will benefit both the individual and the Service, as it will assist in identifying areas of strength and weakness relative to Incident Command, Control and Safety for which the IC is responsible. It will allow information to be utilised in such areas as post incident debriefs and development reports and dissemination of learning points to other members of the Service.		
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?	Fire & Rescue Service – Managerial/supervisory skills development -- Health Safety & Welfare of personnel		
4. What outcomes are wanted from this policy? The policy will assist in identifying areas of strength and weakness relative to Incident Command, Control and Safety for which the IC is responsible			

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 Director of Service Delivery
8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	The SOP is a generic guidance document. Individuals are dealt with effectively regardless of race. There have been no instances of this policy having a negative impact.		
9. Are there any concerns that the policy <u>could</u> have a differential impact due to gender?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	The SOP provides generic guidance. Individuals are dealt with effectively regardless of gender. There have been no instances of this policy having a negative impact.		
10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	The SOP provides generic guidance. Individuals are dealt with regardless of disability. All FRS operational personnel meet current medical standards expected of operational fire-fighters. There have been no instances of this policy having a negative impact.		

<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>All individuals are dealt with regardless of sexual orientation. 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. Individuals are dealt with regardless of age. 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>Individuals are dealt with regardless of religious belief. 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?	The SOP is 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 differential 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 N/A		
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)

Signed (Lead Officer)