



Hampshire Fire and Rescue Authority - People Impact Assessment (PIA) – Stage 1

People Impact Assessment (PIA) Stage 1 is completed at the start of any project, process or strategic decision to assist in identifying any significant impact on people, and in particular, those who share a characteristic which is protected under equality law.

If a negative (or possible negative) impact is identified, **Stage 2 will need to be completed.**

Please note: For the purposes of this document, the term ‘proposal’ can refer to any policy, activity, function or project that the people impact assessment relates to.

Name of proposal and brief description	Joint IRMP and Consultation. The proposal is being taken to Hampshire Fire and Rescue Authority (HFRA) to seek permission for HFRA and Isle of Wight Council (IWC) to produce a joint Integrated Risk Management Plan and for this to be taken through a joint formal consultation.
Aims and objectives of the proposal	The aim of the proposals is that Hampshire Fire and Rescue Service (HFRS) and Isle of Wight Fire and Rescue Service (IWFRS) will create a joint IRMP and undertake a joint formal consultation on this plan.
Who will this affect within HFRS and IWFRS?	This will have no impact upon anyone within HFRS or IWFRS.
Who will this affect within our communities and businesses?	This proposal will have no impact upon any of our wider stakeholders.
Potential positive impacts	This proposal allows for HFRA and IWC to produce an IRMP and undergo consultation in the most efficient manner possible. Limiting the impacts on HFRS and IWFRS teams and reducing the amount of resources used.
Responsible Manager	Kevin Evenett
Date	06/08/2019

Potential impacts identified (Internal and external)

Disability	No Impact Identified
Age	No Impact Identified
Marriage and Civil Partnership	No Impact Identified
Pregnancy and Maternity	No Impact Identified
Race	No Impact Identified
Religion and belief	No Impact Identified
Sex	No Impact Identified
Sexual Orientation	No Impact Identified
Gender Reassignment	No Impact Identified
Other Impacts e.g. health and wellbeing, financial, morale etc.	No Impact Identified

If you have identified possible impacts in any of these areas, you will need to complete Stage 2 of the People Impact Assessment.

Even if you haven't initially identified an impact, it is possible that unknown impacts still exist or will occur as the proposal moves forward.

We would encourage you to:

- Review your impact assessment regularly
- Have conversations with those you have identified as being affected by the proposal generally
- Ensure you speak with a broad range of people about your proposal
- Seek the assistance of the Inclusion and Diversity Team (id@hanstfire.gov.uk)

