



**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.

<b>Name of proposal and brief description</b>	Development of a new Organisational Risk Register. The proposal is being brought to the attention of Hampshire Fire and Rescue Authority (HFRA) and the attention of Isle of Wight Council (IWC) Executive.
<b>Aims and objectives of the proposal</b>	The aim of the proposals is that the Executive Team will have an Organisation Risk Register to identify and monitor risks the Services priorities.
<b>Who will this affect within HFRS and IWFRS?</b>	The introduction of a new organisational risk register will have no negative impact upon anyone within HFRS or IWFRS.
<b>Who will this affect within our communities and businesses?</b>	This proposal will have no impact upon any of our wider stakeholders.
<b>Potential positive impacts</b>	This proposal allows for the Executive team to more effectively manage risks which may impact upon the Services priorities.
<b>Responsible Manager</b>	Kevin Evenett
<b>Date</b>	04/12/2019

**Potential impacts identified (Internal and external)**

<b>Disability</b>	No Impact Identified
<b>Age</b>	No Impact Identified
<b>Marriage and Civil Partnership</b>	No Impact Identified

<b>Pregnancy and Maternity</b>	No Impact Identified
<b>Race</b>	No Impact Identified
<b>Religion and belief</b>	No Impact Identified
<b>Sex</b>	No Impact Identified
<b>Sexual Orientation</b>	No Impact Identified
<b>Gender Reassignment</b>	No Impact Identified
<b>Other Impacts e.g. health and wellbeing, financial, morale etc.</b>	This will have a positive impact by providing a more effective understanding of organisational risks and more appropriate mitigations to be implemented.

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@hantsfire.gov.uk](mailto:id@hantsfire.gov.uk))



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