



**HAMPSHIRE
FIRE AND
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AUTHORITY**



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SERVICE**

**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	For Hampshire Fire and Rescue Authority (HFRA) and Isle of Wight Council (IWC) to ratify and adopt the Fully aligned Safety Plan incorporating the functions of the IRMP from April 2020 until 31 st March 2025 and Year one of the service plan.
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 have a fully aligned Safety Plan that will be implemented from April 2020.
Who will this affect within HFRS and IWFRS?	This plan will impact everyone who works for HFRS or IWFRS.
Who will this affect within our communities and businesses?	This proposal will aid clarity on our direction of travel as organisations, demonstrate our engagement with stakeholders not impact any of our wider stakeholders, partners and communities. However, the implementation of this plan will impact all of the above and as such each element of implementation must be delivered with a fully integrated PIA process.
Potential positive impacts	This fully aligned Safety Plan for HFRA and IWC will assist with combining the two authorities giving clear strategic direction for the next five years. The implementation of this plan will limit the impacts of change on HFRS and IWFRS teams by providing clear priorities for both services in five year and one year strategies.
Responsible Manager	Kevin Evenett
Date	09/01/2020

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.	Individual areas within the five-year plan will require actions taken by directorates and teams, work completed in each area will require dedicated PIA's to ensure consideration is given to their impacts.

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)

People Impact Assessment (PIA) – Stage 2

Evidence of impact

1 Data capture

1a Quantitative data (numeric information)

Provide details of people who have been identified as being affected by the proposal.

All staff within HFRS and IWFRS to include all duty systems, green book colleagues and wider stakeholder will need to have access to the safety plan, understand its purpose and contents.

1b Qualitative data

Is there any other data in existence that relates to this proposal, such as feedback received, or data relating to grievances/informal complaints/consultation about the proposal?

Previous information includes the strategic assessment of risk for both HFRS and IWFRS, the consultation document and feedback report following consultation.

2 Consultation and involvement

Detail how and with whom you will gather additional information relating to the impact of this proposal, such as the use of external advisory groups etc.

Consultation on the production of the safety plan went well. Comments and feedback via ORS an outside company we employed the services of to provide an independent robust process have enabled relevant parties to consider and act as appropriate. Staff surveys will be completed throughout the lifecycle of this plan. Chief Officer's Group, Group and Station manager forums will continue to be engaged with to obtain feedback of the impacts on their staff.

3 Measures to mitigate/lessen negative effects

If a negative effect has been identified, you should consider whether it can be objectively justified.

The following table should include the areas you have identified there could be a negative effect and the action you intend to take as a result.

The action plan should demonstrate that you have considered:

1. How to lessen the negative effect; and/or
2. Ensure that the negative effect is legal under anti-discriminatory law; and/or
3. Provide an opportunity to promote equality

People Impact Assessment Actions

Issue	Justification	Action	Review Date
What has been identified as an impact/effect?	How can the identified impact be objectively justified?	What will be done to mitigate against that impact or lessen the negative effect?	On what date will you review to ensure the action has been done? Who will be responsible?
Sharing the message of the safety plan and ensuring all staff have sight of the plan.	This is a strategic document and some staff may not take the time to read and understand.	All staff to be briefed via a robust communications plan and the Executive Group members to explain this in the breakfast brief	April 2021 on review of year one objectives and staff understanding direction of the Services
Staff not fully understanding the Safety Plan and our strategic direction	The strategic direction helps for the directorate plans, enabling groups, partners and stations to link activity directly to priorities.	Within the Directorate, Group, Department and Station plans, detail on actions and tasks will be detailed.	April 2021 review of each plan.
Staff engagement and possible resistance to change	The new values, purpose and priorities will help set direction and framework to bring teams and individuals together. We have been through a long period of change and some staff may feel disengaged through this process.	This will become a living document and with good communication from our comms team to ensure we reach all areas of the organisation, we will work towards being an inclusive, values based organisation	April 2021 staff survey results and improvements made.