

Addressing Inequalities

Equalities Impact Assessment Template – April 2011

Surrey County Council Equality Impact Assessment Template

Stage one – initial screening

What is being assessed?	New Build Woking Fire Station
Service	Property Services
Name of assessor/s	Sue Hanford – Project Manager
Head of service	John Stebbings
Date	7th October 2013
Is this a new or existing function or policy?	New

Write a brief description of your service, policy or function. It is important to focus on the service or policy the project aims to review or improve.

Property Services, under Business Services' Directorship are custodians of Surrey County Council's property portfolio. Business Services manage the property portfolio to ensure the delivery and provision of a safe environment for staff, end users and visitors.

Indicate for each equality group whether there may be a positive impact, negative impact, or no impact.

Equality Group	Positive	Negative	No impact	Reason
Age			X	There will be no impact
Gender Reassignment			X	There will be no impact
Disability	X			The new fire station will be a single storey building and will include

				designs to allow for DDA specifications.
Sex	X			There will be a positive impact
Religion and belief	X			Provision for a quiet room will be made
Pregnancy and maternity	X			Provision of a quiet room will be made for breast feeding
Race	X			Provision for a quiet room will be made
Sexual orientation			X	There will be no impact
Carers			X	There will be no impact
Other equality issues – please state				N/A
HR and workforce issues				Please indicate if a separate EIA needs to be carried out – N/A
Human Rights implications if relevant				N/A

If you find a negative impact on any equality group you will need to complete stage one and move on to stage two and carry out a full EIA.

A full EIA will also need to be carried out if this is a high profile or major policy that will either effect many people or have a severe effect on some people.

Is a full EIA required?	Yes (go to stage two)	No
If no briefly summarise reasons why you have reached this conclusion, the evidence for this and the nature of any stakeholder verification of your conclusion.		
The design of the new building will allow for facilities to accommodate those who require disabled access, and will include areas that can be used as a multi faith room, quiet room or a room for nursing mothers.		
Surrey Fire & Rescue Service have had full consultation as to the design of the new building.		

Briefly describe any positive impacts identified that have resulted in improved access or services

EPM are currently working with consultants to design and build a new fire station that, in addition to being fit for purpose, will be fully accessible to end users and visitors who may require disabled access, areas that will be available and suitable for those who wish to practise their faith, and to facilitate nursing mothers.

All toilet and shower facilities will be for unisex use. Separate male and female locker rooms will be designed to increase or decrease in size to cater for the respective demand.

For screenings only:

Review date	
Person responsible for review	
Head of Service signed off	
Date completed	

- Signed off electronic version to be kept in your team for review
- Electronic copy to be forwarded to Equality and Diversity Manager for publishing

Stage 2 – Full Equality Impact Assessment - please refer to [equality impact assessment](#) guidance available on Snet

Introduction and background

Using the information from your screening please describe your service or function. This should include:

- **The aims and scope of the EIA**
- **The main beneficiaries or users**
- **The main equality, accessibility, social exclusion issues and barriers, and the equality groups they relate to (not all assessments will encounter issues relating to every strand)**

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Now describe how this fits into ‘the bigger picture’ including other council or local plans and priorities.

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Evidence gathering and fact-finding

What evidence is available to support your views above? Please include a summary of the available evidence including identifying where there are gaps to be included in the action plan.

Remember to consider accessibility alongside the equality groups

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Sources of evidence may include:

- Service monitoring reports including equality monitoring data
- User feedback
- Population data – census, Mosaic
- Complaints data
- Published research, local or national.
- Feedback from consultations and focus groups
- Feedback from individuals or organisations representing the interests of key target groups

- Evidence from partner organisations, other council departments, district or borough councils and other local authorities

How have stakeholders been involved in this assessment? Who are they, and what is their view?

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both? (Refer to the EIA guidance for full list of issues to consider when making your analysis)

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

Where there are positive impacts, what changes have been or will be made, who are the beneficiaries and how have they benefited?

Recommendations

Please summarise the main recommendations arising from the assessment. If it is impossible to diminish negative impacts to an acceptable or even lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

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Action Plan – actions needed to implement the EIA recommendations

Issue	Action	Expected outcome	Who	Deadline for action

- Actions should have SMART Targets
- Actions should be reported to the Directorate Equality Group (DEG) and incorporated into the Equality and Diversity Action Plan, Service Plans and/or personal objectives of key staff.

Review date	
Person responsible for review	
Head of Service signed off	
Date completed	
Date forwarded to EIA coordinator for publishing	

- **Signed off electronic version to be kept in your team for review**
- **Electronic copy to be forwarded to your service EIA coordinator to forward for publishing on the external website**

EIA publishing checklist

- Plain English – will your EIA make sense to the public?
- Acronyms – check that you have explained any specialist names or terminology
- Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?
- Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?
- Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?
- Legal framework – have you identified any potential discrimination and included actions to address it?
- Success stories – have you included any positive impacts that have resulted in change for the better?
- Action plan – is your action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?
- Review – have you included a review date and a named person to carry it out?
- Challenge – has your EIA been taken to your DEG for challenge
- Signing off – has your Head of Service signed off your EIA?
- Basics – have you signed and dated your EIA and named it for publishing?