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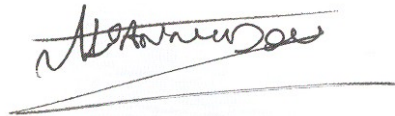
Equality Impact Assessment

Name of the business case,
SOP, SIP, project, service

Probation – Uniformed staff

File ref:	EIA/HR 4.44/025	Issue No:	1
Date of Issue:	01/07/09	Review date:	01/07/10
Risk assessment completed	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Environmental assessment completed	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Approved by:



6 Equality impact assessment improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, ie increase the positive impact
4. If no actions [go to Part 7](#)

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of concern	Action required	Person responsible	Timescale	Resource implications	Comments
Ethnicity	Look at crewing of wholetime stations to allow more people from ethnic minorities to have the opportunity to be a retained firefighter.	Gavin Watts	18 months	Task and Finish Group	This may not be operationally practicable
Gender / Transgender	Positive Action and advertising to be targeted at increasing the number of women and transgender applicants to the uniformed service.	Liz Mills	12 months	Liaison with Publicity. Financial Budget	This will have involvement from HR

Area of concern	Action required	Person responsible	Timescale	Resource implications	Comments
Sexual Orientation	Advertising in dedicated magazines and on websites	Liz Mills	12 months	Financial Budget	This will have involvement from HR
Religion / Belief	Advertising in dedicated magazines and on websites	Liz Mills	12 months	Financial Budget	This will have involvement from HR
Disability	Continue to liaise with Access to Work and form links with other specialist groups i.e. British Dyslexia Association.	Liz Mills	12 months	Financial Budget for the various hardware / software needed following work place assessment	This will have involvement from HR

7 Equality impact assessment summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the Service's website, and return it to Business Support.

Date of assessment: 3 April 2009

Manager(s) name: Pauline Pellerito **Role:** Human Resources

Business case, SOP, SIP, project or service, procedure, strategy or Service, that was impact assessed:

Summary of findings:

The number of people from ethnic backgrounds employed as retained firefighters is low in comparison to the census figures for Surrey.

Evidence from the HR excel spreadsheet for leavers shows that the number of whole time trainees (2 in 4 years) and Retained trainees (3 in 4 years) who did not satisfactory complete their probation has prevented untrained employees from engaging in operational incidents within the community.

At this moment in time we do not have any data in respect of transgender people, but this is in the process of being collected.

Advertising of uniformed vacancies is generic so there is no advertising within specialist magazines for the different sexual orientations.

Summary of recommendations and key points of action plan:

Positive Action and advertising to be targeted at increasing the number of women and transgender applicants to the uniformed service.

Continue to liaise with Access to Work and form links with other specialist groups ie British Dyslexia Association.

Advertising in dedicated magazines and on websites

Groups that this business case, SOP, SIP, projector service will impact upon *															
Race		Gender		Sexual Orientation		Age		Disability		Religion/ Belief		Other		All	
+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
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- This information should be transposed to the front page of the Business case, SOP, SIP, project or service/Procedural document

Date completed:	19/06/09	Signed by CFO	
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