

Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Procurement of new Personal Protective Equipment (PPE)
EIA author	Area Commander Roger Childs

2. Approval

	Name	Date approved
Approved by	Jason Russell	04/09/18

3. Quality control

Version number	V1.2	EIA completed	04/09/18
Date saved	04/09/18	EIA published	TBC

4. EIA team

Name	Job title	Organisation	Team role
Victoria Kiehl	Project Specialist	SFRS	EIA advice
Dave Matthey	Project Specialist	SFRS	PPE advice
David Cogdell	Principal Solicitor	SCC	Legal advice

5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	To identify appropriate PPE to replace the existing types currently used within SFRS when existing contract ends. To ensure the provision of PPE will meet the current and future diverse needs of all SFRS operational staff.
What proposals are you assessing?	Introduction of new PPE Contract and the introduction of the PPE into the Service.
Who is affected by the proposals outlined above?	All operational Staff.

6. Sources of information

Engagement carried out

The Kent Framework consultation consisted of end-users and trade unions, alongside a university study.

Data used

As above.

7. Impact of the new/amended policy, service or function

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	No positive impact identified at this stage.	No negative impact identified at this stage.	
Disability	No positive impact identified at this stage.	No negative impact identified at this stage	
Gender reassignment	No positive impact identified at this stage.	No negative impact identified at this stage	
Pregnancy and maternity	No positive impact identified at this stage.	No negative impact identified at this stage	
Race	No positive impact identified at this stage.	No negative impact identified at this stage	
Religion and belief	No positive impact identified at this stage.	No negative impact identified at this stage	
Sex	No positive impact identified at this stage.	No negative impact identified at this stage	
Sexual orientation	No positive impact identified at this stage.	No negative impact identified at this stage	
Marriage and civil partnerships	No positive impact identified at this stage.	No negative impact identified at this stage	
Carers (protected by association)	No positive impact identified at this stage.	No negative impact identified at this stage	

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	N/A	N/A	<p>There is no evidence that age is an influencing factor in the procurement of PPE. Age related disabilities are limited within the workforce due to the age grouping of SFRS employees.</p>
Disability	N/A	See evidence column.	<p>It is recognised that some employees may need modifications to PPE for reasons arising from disability e.g. special footwear. This will be accommodated within the constraints of Health and Safety.</p> <p>It is also recognised that some staff may have specific medical conditions e.g. allergic reactions to materials which will need to be addressed on an individual basis.</p> <p>Potential for quicker wear and tear of uniform if individuals have mobility needs such as prosthetic limb. Placement of button and zips may also be an issue, this should be considered on an individual needs basis.</p> <p>Where possible, adaptions may be required for people with hearing and visual impairments and the impacts these could have on PPE compatibility.</p> <p>Ideally any supplier would be able to provide bespoke pieces of PPE where deemed required to meet the needs of individuals with a disability.</p>
Gender reassignment	N/A	N/A	<p>It is not envisaged that gender reassignment in itself would impact on the procurement/specification process, however future guidance and service</p>

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			instructions on the use of the equipment may have an impact that will have to be taken into account.
Pregnancy and maternity	N/A	N/A	Woman returning from a period of maternity leave will receive a back to work risk assessment through occupational health. This should include ensuring that PPE is fit for purpose.
Race	N/A	See evidence column.	Different ethnic groupings can have different average height and size ranges. Because of this, size and fitting should not be based simply on the average height and size of a white British man and woman. This should be considered when procuring for the equipment and a range of types of equipment should be available to have least impact on different ethnic or racial groups. Any potential impacts on the above or in relation to hairstyles and race should be negated through flexible Firehoods provisions and/or other garments. Health and Safety requirements must be met to ensure the safety of the individual and so the procurement process should consider potential options to accommodate any cultural and religious needs as far as possible. However the Health and Safety requirements must not be compromised.
Religion and belief	N/A	See evidence column.	Many religions have social and cultural customs and traditions, which can play an important role in the life of the individual. This may limit the types of materials used in the PPE i.e. not using leather. Where it is safe and practical to do so SFRS will provide consideration to all beliefs by utilising other suitable materials such as rubber boots, but at all times Health and Safety of our employees will be paramount.
Sex	N/A	See evidence column.	Both men and women display different levels of bone and muscle strength and the overall approach to the

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			<p>purchase of PPE should be to reduce risk or impact across both sexes. The most obvious solution is to reduce the weight of any equipment and ensure that the garments have the flexibility to fit a range of body shapes without causing stress on any one area.</p>
Sexual orientation	N/A	N/A	<p>It is not envisaged that there will be any impact of the procurement of PPE to Sexual Orientation,</p>
Marriage and civil partnerships	N/A	N/A	<p>It is not envisaged that Marriage and Civil Partnerships has relevance to the procurement of PPE.</p>
Carers (protected by association)	N/A	N/A	<p>It is not envisaged that there will be any impact of the procurement of PPE to Carers.</p>

11 8. Amendments to the proposals

Change	Reason for change

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
See below summary.			

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	<p>Kent Framework procurement documentation.</p>
Key impacts (positive and/or negative) on people with protected characteristics	<p>The procurement of PPE has a potential impact on some of the potential characteristics, including Religion and Belief, Race, Disability and Sex (gender).</p>
Changes you have made to the proposal as a result of the EIA	<p>The above is mitigated through ensuring that the procurement of the PPE takes into account the introduction of correct PPE sizing and fitting, the provision of a wider range of sizes and options of alternative materials are examples of optional available to minimise the impacts identified.</p>
Key mitigating actions planned to address any outstanding negative impacts	<p>Where it is safe and practicable to do so, SFRS will provide consideration to PPE adjustments and /or alternatives to accommodate any individual needs due to a protected characteristics. At all times, the Health and Safety of our employees will continue to be a priority.</p> <p>Religion or Beliefs – Special sizes and fit combinations readily available for personnel who need them. Where possible fulfils modesty requirements alongside protection. Option for materials restricted to include no leather components (i.e. rubber boots)</p> <p>Disability – Able to accommodate disabilities requiring unique adaptions to garments, different materials where required.</p> <p>Firehood – Variety of sizes to accommodate different hairstyles, whether adopted for race, religious reasons or through personal choice (within the limits of Health and Safety requirements).</p> <p>Helmet – Developed to accommodate the variables in physiology between male and female, special measure sizes available, non-leather alternative (Leather forehead band and chin cup replaced with suitable alternative).</p> <p>Gloves – Full size range developed to be suitable for male and female sizes, special measures sizes available, non-leather alternative.</p> <p>Boots – Two types available (Leather / Non Leather).</p> <p>Any PPE policy which is developed will ensure that there is an objective and proportionate aim if any potential impacts are identified.</p>

Potential negative impacts that cannot be mitigated	Not at this stage
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