

# People Impact Assessment (PIA) Template

<b>Policy / Project / Function</b>	Godstone Depot Redevelopment	<b>Date of PIA</b>	06/03/2022
<b>Analysis Rating: please tick 1 box</b> ✓ (The analysis rating is identified after the analysis has been completed - See Completion Notes).	<b>RED</b>	<b>AMBER</b>	<b>GREEN</b>
	Proportionate means achieving a legitimate aim/can be objectively justified.		
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)	Consultation with highways and term contractor staff during design phase. Public engagement will happen following Cabinet approval.		
Please list any other policies that are related to or referred to as part of this analysis	N/A		
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	Employees and visitors to the site. Including SCC staff and term contractor staff using the facilities. Potential members of the public who may attend meetings.		
<b>What are the aims and intended effects of this proposal (project, policy, function, service)?</b>			
Enhanced facilities for both workspace and welfare. Improved Safety on site by separation of vehicles and pedestrians.			
<b>Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service)? Please Tick ✓ (See Completion notes)</b>			
<b>YES:</b>		<b>NO:TICK</b>	
List any Consultations e.g., with employees, service users, Unions or members of the public that has taken place in the development or implementation of this proposal (project, policy, function)?			
<b>On line consultations between highways, Ringway, design team and architects to establish requirements.</b>			
<b>Financial Analysis</b> If applicable, state any relevant cost implications (e.g. expenses, returns or savings) as a direct result of the implementation of this policy, project, or function.			
<b>Costs (£)</b>	<b>Projected Returns    £</b>		
<b>Implementation    £</b>	<b>Projected Savings    £</b>		



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What impact will the implementation of this proposal have on people who share characteristics protected by <i>The Equality Act 2010</i> ? ✓ (See Completion notes)				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
<b>Sex</b> (Men and Women)		YES		Gender neutral facilities will be available.
<b>Race</b> (All Racial Groups)	YES			
<b>Disability</b> (Mental, Physical, and Carers of Disabled people)		YES		Provision of a specialist WC and disability access friendly.
<b>Religion or Belief</b>	YES			If prayer or quiet space is required, a meeting room is available.
<b>Sexual Orientation</b> (Lesbian, Gay, Bisexual, and Straight)		YES		Gender neutral shower and toilet facilities.
<b>Pregnancy and Maternity</b>	YES			
<b>Marital Status</b> (Married and Civil Partnerships)	YES			
<b>Gender Reassignment</b> (Includes non-binary)		YES		Gender neutral shower and toilet facilities.
<b>Age</b> (People of all ages)	YES			

What impact will the implementation of this proposal have on people who are impacted by and / or local factors that sit outside the Equality Act 2010 (non-legislative). Examples include social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. (See Completion notes)				
Identified impact non-legislative factor.	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

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## Action Planning

<b>Action Plan Owner:</b>		<b>Commencement date:</b>		<b>Sign off date:</b>	
As a result of performing this analysis, what actions are proposed to remove or reduce any negative impact of adverse outcomes identified on people (employees, applicants customers, members of the public etc) who share characteristics protected by <i>The Equality Act 2010</i> or are <i>non-legislative characteristics</i> ?					
Action Planning					
Identified Impact Protected Characteristic or local non-legislative factor	Recommended Actions	Responsible Lead	Completion Date	Review Date	

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Version Control			
Version number	Purpose/Change	Author	Date

Approval		
Approved by	Description	Date Approved
Head of Service (CFO, ACFO)		
Cabinet Member		

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Working Group		
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This PIA was completed by... ..

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Completion Notes:	
<b>Analysis Ratings:</b>	<p>The analysis rating is located at the top of the document so that if you have several impact assessments you will be able to determine priority impact status. To assure the analysis determines the rating, the rating should not be determined before the analysis has been completed.</p> <p><b>Red:</b> As a result of performing this analysis, it is evident a risk of discrimination exists (direct, indirect, unintentional, or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics (and/or local non-legislative factors)</i>. In this instance, <b>it is recommended that the use of the activity or policy be suspended</b> until further work or analysis is performed.</p> <p>If it is considered this risk of discrimination (is <i>objectively justified</i>, and/or the use of this proposal (policy, activity, function) is a <i>proportionate means of achieving a legitimate aim</i>; this should be indicated and further professional advice taken.</p> <p><b>Amber:</b> As a result of performing this analysis, it is evident a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p><b>Green:</b> As a result of performing this analysis, no <b>adverse effects</b> on people who share Protected Characteristics <i>and/or local non-legislative factors</i> are identified - no further actions are recommended at this stage.</p>
<b>Equality Data:</b>	<p>Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine Protected Characteristics <i>and/or local non-legislative factors</i>. Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>1: Application success rates by <i>Equality Groups</i>                  2: Complaints by <i>Equality Groups</i>                  3: Service usage and withdrawal of services by <i>Equality Groups</i>                  4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i></p>
<b>Legal Status:</b>	<p>This document is designed to assist organisations in “<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>” as required by <i>The Equality Act Public Sector Duty 2011</i>.</p> <p>SFRS is keen to extend “due regard” to local/non-legislative factors such as social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✓ (See Completion notes). <b>What impact will the implementation of this proposal have on people for which there is no legal requirement?</b> (consider each local non-legislative factor separately).</p> <p>Doing this analysis may also identify opportunities to <i>foster good relations</i> and <i>advance opportunity</i> between those who share Protected Characteristics <i>and/or local non-legislative factors</i> and those that do not.</p> <p><i>A PIA is not legally binding and should not be used as a substitute for legal or other professional advice.</i></p>
<b>Objective And/or Proportionate</b>	<p>Certain discrimination may be capable of being defensible if the determining reason is:</p> <p>(i) <i>objectively justified</i>                  (ii) <i>a proportionate means of achieving a legitimate aim</i> of the organisation</p> <p>For <i>objective justification</i>, the determining reason must be a real, objective consideration, and not in itself discriminatory. To be ‘<i>proportionate</i>’ there must be no alternative measures available that would meet the aim without too much difficulty that would avoid such a discriminatory effect. Where (i) and/or (ii) is identified it is recommended that professional (legal) advice is sought prior to completing a People Impact Analysis.</p>

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