

Service and Community Impact Assessment (SCIA)

Front Sheet:

Directorate and Service Area:

Fire / Trading Standards

What is being assessed (e.g. name of policy, procedure, project, service or proposed service change):

On-Call Budget - £50k

Responsible owner / senior officer:

ACFO Furlong

Date of assessment:

4th December 2015

Summary of judgement:

The on-call firefighter salary budget has been consistently well-managed over time – and in conjunction with the reduction in incidents brought about by the wide range of prevention initiatives delivered by the service across the county – this has resulted in an underspend for the last two years.

No immediate impact on the public, although it is worth noting that if the Service has a number of significant incidents over a year (e.g. wide-area flooding), this budget may be overspent by year-end, requiring the extra monies to be sought from county council balances / reserves. This is in line with previous agreement that this is a ring-fenced budget and any agreed over or underspend is returned or provided for central finances.

Detail of Assessment:

Purpose of assessment:

This assessment is in response to the Medium Term budgetary savings being proposed for this service, which will lead to a reduction in funding and subsequent reconsideration of how the service is managed.

Section 149 of the Equalities Act 2010 (“the 2010 Act”) imposes a duty on the Council to give due regard to three needs in exercising its functions. This proposal is such a function. The three needs are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic, and those who do not.

Complying with section 149 may involve treating some people more favourably than others, but only to the extent that that does not amount to conduct which is otherwise unlawful under the new Act.

The need to advance equality of opportunity involves having due regard to the need to:

- remove or minimise disadvantages which are connected to a relevant protected characteristic and which are suffered by persons who share that characteristic,
- take steps to meet the needs of persons who share a relevant protected characteristic and which are different from the needs other people, and
- encourage those who share a relevant characteristic to take part in public life or in any other activity in which participation by such people is disproportionately low.
- take steps to meet the needs of disabled people which are different from the needs of people who are not disabled and include steps to take account of a person’s disabilities.

The need to foster good relations between different groups involves having due regard to the need to tackle prejudice and promote understanding.

These protected characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – this includes lack of belief
- sex

- sexual orientation
- marriage and civil partnership

Social Value

Under the Public Services (Social Value Act) 2012 the Council also has an obligation to consider how the procurement of services contracts with a life value of more than £173,934¹ might improve the economic, social, and environmental well-being of the area affected by the proposed contract, and how it might act to secure this improvement. However, it is best practice to consider social value for all types of contracts, service delivery decisions and new/updated policies. In this context, 'policy' is a general term that could include a strategy, project or contract.

Due to the way the service is being managed, it is assessed that the changes will not have a negative impact on the core operational response or management functions of the service. Therefore, it is assessed that the Social value that the service currently provides will be maintained.

Context / Background:

This assessment is in response to the Medium Term budgetary savings being proposed for this service, which will lead to a reduction in funding and a subsequent reconsideration of how the service is managed.

Proposals:

The on-call firefighter salary budget has been consistently well-managed over time – and in conjunction with the reduction in incidents brought about by the wide range of prevention initiatives delivered by the service across the county – this has resulted in an underspend for the last two years.

No immediate impact on the public, although it is worth noting that if the Service has a number of significant incidents over a year (e.g. wide-area flooding), this budget may be overspent by year-end, requiring the extra monies to be sought from county council balances / reserves.

Evidence / Intelligence:

Management and budget monitoring evidence has been used to inform this proposal, looking at recent and previous spend profiles.

Alternatives considered / rejected:

¹¹ [EC Procurement Threshold for Services](#)

- The 'do-nothing' option was not considered an option, as the budgetary savings were needed.
- Therefore, this was seen as the best option.

Impact Assessment:

Identify any potential impacts of the policy or proposed service change on the population as a whole, or on particular groups. It might be helpful to think about the largest impacts or the key parts of the policy or proposed service change first, identifying any risks and actions, before thinking in more detail about particular groups, staff, other Council services, providers etc.

It is worth remembering that 'impact' can mean many things, and can be positive as well as negative. It could for example relate to access to services, the health and wellbeing of individuals or communities, the sustainability of supplier business models, or the training needs of staff.

We assess the impact of decisions on any relevant community, but with particular emphasis on:

- Groups that share the nine protected characteristics
 - age
 - disability
 - gender reassignment
 - pregnancy and maternity
 - race – this includes ethnic or national origins, colour or nationality
 - religion or belief – this includes lack of belief
 - sex
 - sexual orientation
 - marriage and civil partnership
- Rural communities
- Areas of deprivation

We also assess the impact on:

- Staff
- Other council services
- Other providers of council services
- Any other element which is relevant to the policy or proposed service change
- How it might improve the economic, social, and environmental of the area affected by the contract **if** the Public Services (Social Value) Act 2012 applies

For every community or group that you identify a potential impact you should discuss this in detail, using evidence (from data, consultation etc.) where possible to support your judgements. You should then highlight specific risks and any mitigating actions you will take to either lessen the impact, or to address any gaps in understanding you have identified.

If you have not identified an impact on particular groups, staff, other Council services, providers etc. you should indicate this to demonstrate you have considered it.

Impact on Individuals and Communities:

Risks		Mitigations
Age	No additional risk	Current management arrangements across the county were seen as already being appropriate.
Disability		
Gender Reassignment		
Pregnancy & Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Marriage or Civil partnership		
Rural communities		
Areas of deprivation		

Impact on Staff:

Risks		Mitigations
Trading Standards staff	No additional impact	Current Arrangements are assessed as being appropriate
Fire & Rescue Staff		
Volunteers		
Partner Agencies		

Impact on other Council services:

Risks	Mitigations
None identified	

Impact on providers:

Risks	Mitigations
None identified	

Social Value

If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area.

How might the proposal improve the economic well-being of the relevant area?

N/A

How might the proposal improve the environmental well-being of the relevant area?

N/A

Action plan:

Action	By When	Person responsible
Budget changes	April 2016	ACO Furlong

Monitoring and review:

Person responsible for assessment: ACO Furlong

Version	Date	Notes (e.g. Initial draft, amended following consultation)
1.0	January 2016	Initial draft