

## HEREFORD & WORCESTER FIRE AND RESCUE SERVICE

### RISK MANAGEMENT - BUSINESS IMPACT ANALYSIS

#### Purpose

This form needs to be used when compiling all Service/Policy Instructions (SPI's) and relevant PMM and FRA Papers, to **measure and address the business impact your policy or documentation has on the Service**. You should use this form **as a tool to guide** your completion of the proposed documentation and **identify how it links** to Service priorities (Corporate Plan) and current policy framework. This process will improve the Service's management of Corporate Risk and Equality and Diversity. This summary will enable Principal Management and Authority Members to be confident that all Corporate considerations have been **addressed prior to approval**.

<b>PMM Papers</b> (please tick)	<b>FRA Committee Papers</b> (please tick)	✓	<b>Service Policy/Instruction</b> (please tick)
<b>Paper/Policy Title:</b>	<b>IRMP – Draft 2011/12 Action Plan</b>	<b>Author</b>	<b>AM PPP</b>
<b>Purpose:</b>	To recommend the draft 2011/12 IRMP Action Plan for consultation.		

Please identify the implications/considerations in the space provided (Comments). Please complete all fields. Make sure you have addressed all relevant corporate considerations within your document.

Corporate Considerations	✓	Comments
Resource Implications		Final proposals in the 2011 IRMP Action Plan will have resource implications for the Service. This will be considered as part of the business planning process for 2011 once the action plan is finalised.
Legal		The FRS National Framework 2008-11 requires us to consult on our IRMP Action Plan.
Facilities (Property)		None
Financial		Publishing costs
Human Resources		None
Strategic Policy Implications		The final IRMP action plan for 2011 will inform the Service's Strategic direction.
Operational Issues		None
Partnership Issues		The plan, if approved may offer opportunities to engage in partnership working to deliver the recommendations.
Reputational Issues		The public may disagree with our proposed recommendations.
Environmental Issues		The document will be published on the Service Website to reduce the need for printing
Data Quality Issues		None
Equality/Ethical Issues		<i>Complete Equality Impact Assessment (EIA) Screening Process (page 3).</i>

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Using the information above you are required to complete the table overleaf with any risks that need to be addressed and incorporated into appropriate Risk Registers.

Managing Risk							
The Risk Score is derived from the level of Impact and the Likelihood, calculated from the Strategic Risk Matrix – please see below.							
Risk Identified	Inherent Risk Evaluation		Control Measures	Residual Risk Evaluation		Opportunities	Risk Evaluation
Legal	Risk Score	8	Carrying out full consultation in accordance with legislation	Risk Score	1		Risk Score The National Framework requires us to produce this document for consultation
Reputational	Risk Score	4	Ensuring the draft plan is appropriate and reflects community risk	Risk Score	2		Risk Score

Impact	High	Important risks - may potentially affect provision of key services or duties  6	Key risk- may potentially affect provision of key services or duties  8	Immediate action needed - serious threat to provision and/or achievement of key services or duties  9
		Monitor as necessary - less important but still could have a serious effect on the provision of key services or duties  3	Monitor as necessary - less important but still could have a serious effect on the provision of key services or duties  5	Key risks - may potentially affect provision of key services or duties  7
	Low	No action necessary  1	Monitor as necessary - ensure being properly managed  2	Monitor as necessary- less important but still could have a serious effect on the provision of key services or duties  4
		Low Likelihood High		

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## Equality Impact Assessment (EIA) Screening Process

The purpose of an EIA is to work out how a policy or legislative proposal will affect people from different minority groups. **For the purposes of this assessment due consideration should be given to all six areas of equality i.e. Race, Gender, Disability, Sexual orientation, Age, Religion or Belief.** If there are any equality issues, refer to the [EIA Flowchart](#) ensuring that there are no likely adverse affects on minority groups. Until the screening process is complete, it is to be assumed that all policies are relevant to the equalities duties. Please complete the following in detail:

Nature of Activity/Report/Policy	Potential Impact (Yes/No)	Explanation If 'yes', please expand.
• Does this impact upon the six strands of Equality legislation? If yes, please state which groups i.e. Race, Gender, Disability, Age, Sexual Orientation, Religion or Belief	Yes	The consultation document is available in accessible formats and different languages to ensure it is available to all.
• Is there any evidence to suggest that different groups have different needs, experiences, issues and priorities with regards to this activity area or policy?	Yes	The consultation document is available in accessible formats and different languages to ensure it is available to all.
• Does the activity/policy identify and take account of diverse needs?	Yes	The consultation document is available in accessible formats and different languages to ensure it is available to all.
• Have any previous activities/policies raised Equality and Diversity considerations for this particular activity/policy?	No	
• Is the activity/policy meant to overcome inequalities or eliminate barriers? For example harassment, bullying, eliminate stereotypes or other types of disadvantage?	No	
• If so, should there be equality objectives?	N/A	
• Are there measures in place to initiate change to the activity/policy if it is not delivering the objective defined at the outset?	Yes	Achievement of our objectives will be monitored quarterly through the Service Performance Management framework.
• Is there any evidence that any part of the proposed activity/policy could discriminate unlawfully, directly or indirectly?	No	
• Is the proposed activity/policy likely to affect or promote relations between different groups?	Yes	The consultation presents an opportunity to inform our communities of our progress and priorities and invites comments from the public.
• Is there the potential to enhance equality of opportunity through this activity/policy?	Yes	The plan presents an opportunity to inform our communities of our progress and priorities and invites comments from the public.
• Have consultations indicated that the particular activity/policy creates problems specific to any groups?	No	
• Does the Service currently collate data specific to this activity for equality monitoring? If no monitoring takes place, speak to the Equality and Diversity Officer.	N/A	

**If you have answered 'Yes' or 'Not Known' to any of these questions, the proposed activity may be relevant to the equality duties. Please seek advice from the Equality and Diversity Manager who will assist you with carrying out a full impact assessment.**