

EQUALITY IMPACT ASSESSMENT

THE STAGE ONE ASSESSMENT FORM - the initial screening process

SERVICE, POLICY OR FUNCTION BEING ASSESSED: Emergency Response

DESCRIPTION OF SERVICE, POLICY OR FUNCTION: (e.g. main purpose, users or beneficiaries etc)

As a local authority Babergh DC is designated by the Civil contingencies act 2004 as a Category One Responder. This means the council is required to respond to an emergency, along with the blue light services, National Health Service, Environment Agency and the Maritime and Coastguard Agency. The duties and responsibilities of a local authority Category One Responder are to:

- Support the emergency services
- Help the victims
- Maintain services
- Protect the environment
- Lead the recovery and restoration of normality
- Co-ordinate volunteers
- Promote Business Continuity

The main beneficiaries of Emergency Planning are members of the public involved in any way in an emergency

Please indicate if it is an existing area of service or a new area/project:

Existing

Target Equality Group <i>(see guidance note 2 for details)</i>	Does it have a Positive Impact If yes, please explain how <i>(see guidance note 6 for details)</i>	Does it have a Neutral Impact If yes, please explain how <i>(see guidance note 9 for details)</i>	Does it have a Negative Impact If yes please explain how, indicate if it is legal and whether or not it is intended. <i>(see guidance note 7 for details)</i>	If it has a negative impact, is the level of this impact high or low? <i>(see guidance note 10 for details)</i>
Age		Provision of a rest centre The availability of help provided for victims of an emergency would be equitable; where possible, the help given would be appropriate to their individual needs. No-one would be disadvantaged due to their age. Communications In the event of an emergency Babergh and partners would need to ensure effective communications during the key period. We would seek to use the widest number of channels possible so that individuals are not disadvantaged. This is likely to include the net, TV, radio and printed media to be able to react to changing situations. People in need of evacuation would also be contacted face to face by the Police.	Provision of a rest centre Rest centre provision may be fairly basic and may not be most suited to some older people with health issues and also people with very young children.	LOW The impact of all these is low, unless an emergency actually occurs at which point it may become high

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Belief or faith		Provision of a rest centre The availability of help provided for victims of an emergency would be equitable; where possible, the help given would be appropriate to their individual needs. No-one would be disadvantaged due to their belief or faith. Communications In the event of an emergency Babergh and partners would need to ensure effective communications during the key period. We would seek to use the widest number of channels possible so that individuals are not disadvantaged. This is likely to include the net, TV, radio and printed media to be able to react to changing situations. People in need of evacuation would also be contacted face to face by the Police.	Provision of a rest centre It may be that the amenities at a rest centre would not accommodate all the needs of particular beliefs or faiths. Babergh is a rural area and has a limited choice of accommodation resources for rest centres. For example, it may be inappropriate for women from certain faiths to share a communal sleeping area; there may also be issues about diet and religious practices such as prayer.	Low The impact of all these is low, unless an emergency actually occurs at which point it may become high

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Disability		<p>Provision of a rest centre The availability of help provided for victims of an emergency would be equitable; where possible, the help given would be appropriate to their individual needs. No-one would be disadvantaged due to their disability.</p> <p>Communications In the event of an emergency Babergh and partners would need to ensure effective communications during the key period. We would seek to use the widest number of channels possible so that individuals are not disadvantaged. This is likely to include the net, TV, radio and printed media to be able to react to changing situations. People in need of evacuation would also be contacted face to face by the Police.</p>	<p>Provision of a rest centre It may be that the physical amenities at a rest centre would not accommodate the needs of some people with disabilities, for example no loop system.</p> <p>Communications People with visual or hearing impairment or some learning difficulties may be more at risk in respect of early communication.</p>	<p>Low The impact of all these is low, unless an emergency actually occurs at which point it may become high</p>

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Sexual Orientation		Provision of a rest centre The availability of help provided for victims of an emergency would be equitable; where possible, the help given would be appropriate to their individual needs. No-one would be disadvantaged due to their sexual orientation. Communications In the event of an emergency Babergh and partners would need to ensure effective communications during the key period. We would seek to use the widest number of channels possible so that individuals are not disadvantaged. This is likely to include the net, TV, radio and printed media to be able to react to changing situations. People in need of evacuation would also be contacted face to face by the Police.		Low The impact of all these is low, unless an emergency actually occurs at which point it may become high

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Gender		Provision of a rest centre The availability of help provided for victims of an emergency would be equitable; where possible, the help given would be appropriate to their individual needs. No-one would be disadvantaged due to their gender. Communications In the event of an emergency Babergh and partners would need to ensure effective communications during the key period. We would seek to use the widest number of channels possible so that individuals are not disadvantaged. This is likely to include the net, TV, radio and printed media to be able to react to changing situations. People in need of evacuation would also be contacted face to face by the Police.		Low The impact of all these is low, unless an emergency actually occurs at which point it may become high

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Race		Provision of a rest centre The availability of help provided for victims of an emergency would be equitable; where possible, the help given would be appropriate to their individual needs. No-one would be disadvantaged due to their race. Communications In the event of an emergency Babergh and partners would need to ensure effective communications during the key period. We would seek to use the widest number of channels possible so that individuals are not disadvantaged. This is likely to include the net, TV, radio and printed media to be able to react to changing situations. People in need of evacuation would also be contacted face to face by the Police.	Provision of a rest centre People from different ethnic backgrounds may not speak English as a first language and may have difficulty in understanding instructions and what was happening to them. Communications People who do not speak English may be more at risk in respect of early communication of an emergency situation.	Low The impact of all these is low, unless an emergency actually occurs at which point it may become high

PLEASE ANSWER THE FOLLOWING QUESTIONS IF ANY AREAS HAVE BEEN IDENTIFIED WITH LOW LEVEL NEGATIVE IMPACT

IS THE IMPACT LIKELY TO CHANGE OVER TIME?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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IF YES, HOW WILL THE IMPACT CHANGE?

Age The impact will decrease by bringing in the measures outlined below.
Belief and Faith: The impact will decrease by bringing in the measures outlined below.
Race: The impact will decrease bringing in the measures outlined below.
Disability: The impact will decrease brining in the measures outlined below.

WHAT CAN YOU DO TO MINIMISE OR REMOVE ANY *UNINTENDED* NEGATIVE IMPACT?

Age: Rest centre staff awareness training. Selection of suitable venues: Assessment of people evacuated and reassignment to a more suitable venue
Belief and Faith: Rest Centre staff awareness training to incorporate a Faith Guide. This would help staff to be aware of the needs of different groups of people and to anticipate and accommodate their varying requirements. Enlist experienced/trained people from voluntary organisations to help run rest centres. Registering evacuees and identifying their needs on entering the rest centre to help to ensure that any specialist assistance required could be found as soon as possible. Continued assessment of available facilities, to help identify any enhanced facility for minority groups.
Race: Rest centre staff awareness training. This would help staff to be aware of the needs of different groups of people and to anticipate and accommodate their varying requirements. Staff receiving members of the public who do not speak English as a first language will be provided with the Red Cross Receptionists Handbook to assist with communication; ensure rest centre staff have contact details for an interpreter or Language Line. Enlist experienced/trained people from voluntary organisations to help run rest centres. Identifying evacuees who have more advanced English speaking skills and enlisting them to translate information for people who have less advanced English.

Disability: Rest centre staff awareness training. Selection of suitable venues
Registering evacuees and identifying their needs on entering the rest centre would help to ensure that an individual could be evacuated to a more suitable venue as soon as possible. Provision of specialist equipment such as portable loops.

All: The majority of the action described above are already in hand. Further emphasis in relation to rest centre staff training is needed. Specific emphasis on Equality and Diversity issues needs to be further incorporated into the council's Major Incident Plan , Rest Centre Plan and Communications Plan

HOW COULD YOU MONITOR THIS WORK?

Monitoring of progress against Emergency Action Plan takes place quarterly.
Exercises are planned to test our response and scenarios relating to equality and Diversity can be included with feedback.
Debrief from any incidents can be used to inform actions.
In the event of an emergency, information would be taken from evacuees at the end of their stay at the rest centre and used to develop improvements for any future emergencies.
Feedback/complaint forms could also be made available for evacuees to complete.

IF YOU HAVE IDENTIFIED ANY AREAS WHERE THE LEVEL OF NEGATIVE IMPACT IS HIGH PLEASE REFER TO YOUR HEAD OF SERVICE PRIOR TO COMPLETING A STAGE TWO ASSESSMENT FORM

Signed: ...Janice Rees.....Service Manager undertaking the Assessment.

Date: 24th September 2008.....