

Appendix A
West Yorkshire Fire and Rescue Service
Initial Equality Impact Assessment

Section	Operations Policy Team		Officer responsible for the assessment		WM I. THOMPSON	
Name of Policy to be assessed	Operational Procedure No. 3 Decontamination Procedures		Date of Assessment	25/07/06	Is this a new or existing policy?	EXISTING
1. Briefly describe the aims, objectives and purpose of the policy.		To ensure operational personnel adopt a safe system of work when attending Hazardous material incidents, how to deal with the contamination, and the method of decontamination to be used.				
2. Are there any associated objectives of the policy? Please explain.		Highlight the safety considerations to be bourn in mind and the means of dealing with the environmental issues following the incident.				
3. Who is intended to benefit from this policy, and in what way?		W.Y.F.& R.S. crews and members of the public.				
4. What outcomes are wanted from this policy?		To improve the Health and Safety of operational crews when carrying out decontamination at an incident.				
5. What factors/forces could contribute/detract from the outcomes?		Ineffective use of the procedure at an incident would lead to possible contamination of personnel that could lead to injury.				
6. Who are the main stakeholders in relation to the policy?		W.Y.F.R.S.		7. Who implements the policy, and who is responsible for the policy?		Senior Operations Officer
8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?		-	N	Passing information due language difficulties, removal of clothing, undressing and showing face or skin in public etc.		
What existing evidence (either presumed or otherwise) do you have for this?		Day to day contact with different racial groups who speak little or no English, when carrying out home fire safety checks.				
9. Are there concerns that the policy <u>could</u> have a differential impact due to gender?		-	N	Lack of privacy when undressing in decontamination area.		
What existing evidence (either presumed or otherwise) do you have for this?		Understanding and respecting peoples privacy needs.				
10. Are there concerns that the policy <u>could</u>				Assistance may be required when disabled persons require		

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have a differential impact due to disability?	-	N	decontamination/disrobing should they have been contaminated.		
What existing evidence (either presumed or otherwise) do you have for this?	Wheelchair users may need aid for removal of contaminated clothing/ cleaning of chair etc due to their disabilities.				
11. Are there concerns that the policy could have a differential impact due to sexual orientation?	-	N	Members of the public may not be comfortable disrobing and re-dressing with other members of the public		
What existing evidence (either presumed or otherwise) do you have for this?	Some females may require privacy before changing due to shyness/self consciousness etc.				
12. Are there concerns that the policy could have a differential impact due to their age?	-	N	Elderly people may require additional assistance with disrobing in decontamination area.		
What existing evidence (either presumed or otherwise) do you have for this?	Knowing and understanding the needs of the elderly.				
13. Are there concerns that the policy could have a differential impact due to their religious belief?	-	N	Persons may be unhappy undressing in a public area and removing religious style clothing that may be contaminated.		
What existing evidence (either presumed or otherwise) do you have for this?	Current religious climate, religious beliefs etc.				
14. Could the differential impact identified in 8 – 13 amount to there being the potential for adverse impact in this policy?	-	N	No. The procedures would be a necessity due to the contamination of clothing. The logistical problems to provide further facilities and religious type clothing would be too great and possibly too diverse to achieve.		
15. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	Y		Please explain for each equality heading (questions 8 –16) on a separate piece of paper.		
16. Should the policy proceed to a partial impact assessment?	-	N	17. If Yes, is there enough evidence to proceed to a full EIA?	Yes	No X
	-	N	18. Date on which Partial or Full assessment to be completed by.		

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Signed (completing officer) WM I. THOMPSON

Date 25/07/06

Signed (Head of Section) Date