

Equality Impact Assessment - Full Assessment (B)

If you have highlighted a High Risk in the Screening, this will help you gather data and information about the risk. A Full Assessment can also assist in helping you identify new options that reduce the risk. Contacting and involving appropriate parties and stakeholders is key at this stage.

Assessing the evidence

Is there any **qualitative data** (written, verbal, experiential information) relating to this proposal, such as service delivery or staff feedback, external complaints and consultation feedback? Detail and list who you intend to consult and how you intend to gather this information and if any other parties or groups will be involved, such as community, external advisory, unions or focus groups.

Attach any relevant documentation/or attach links to the documentation.

Fitness Standards and Fitness Testing Protocols. A report on Equality Impact for the Chief Fire Officers Association (August 2007). Professor Kevin Sykes. Centre for Exercise and Nutrition Science. University of Chester, UK, Richard Stevenson MSc, PGD, BSc, MSMA. Senior Physical Training Adviser. South Wales Fire & Rescue Service.

<http://www.firefitsteeringgroup.co.uk/firefitreport.pdf>

Normal Pension Age for Firefighters Review (NPA 2013) (CLG Pensions Review Minutes)

Is there any **quantitative data** (numeric information) relating to this proposal, such as statistics and data from corporate and performance planning departments, fire and special service data, statistics, census data and community data for example.

***If an adversely negative impact has been identified,
you need to consider options to modify the proposal to reduce adverse risk.***

What are the findings from the assessment of evidence? Complete the relevant sections that were identified in the screening process. The Equality Adviser is a good source of knowledge and experience in carrying out assessments so contact them at the earliest opportunity.

Protected Characteristic	Findings	What will you do to negate the risk or Objective justification of negative impact
<p>Age (younger, older or particular age group) In the 'Normal Pension Age for Firefighters Review' (NPA, 2013) it was noted that VO2 max, strength and body composition declined with age. However it is suggested that if a healthy lifestyle is maintained the decline in fitness would not decrease as radically.</p>	<p>Fitness standards are a requirement of the Operational firefighter role. These standards are mandatory for the Health & Safety of staff as well as the public and therefore this impact is mitigated.</p> <p>In 2013-14 NWFRS had 9 Female Retained Firefighters between the ages of 35-49 years old and 14 Wholetime FireFighters between the ages of 35- 49 years old.</p> <p>In the 'Normal Pension Age for Firefighters Review it was noted that VO2 max, strength and body composition declined with age. However it is suggested that if a healthy lifestyle is maintained the decline in fitness would not decrease</p>	<p>Standards set at the minimum level to be able to undertake the job requirement safely and effectively.</p> <p>For other staff, the promotion of healthier lifestyle choices will be commensurate with various age groups.</p> <p>Information relating to the scientific justification for minimum fitness standards can be found here: http://www.firefitsteeringgroup.co.uk/firefitreport.pdf</p> <p>Further information regarding age range of females working for NWFRS can be located in the Strategic Equality Annual Report 2012-3.</p> <p>With the newly appointed dedicated Physical Activities Co-ordinator, employees have access to on going fitness advice and tailored programmes which could contribute to improving fitness.</p> <p>NPA Review (2013)</p>

	as radically.	
Disability (physical, sensory, mental health, long term illness, hidden)		
Gender Re-assignment (someone in transition from one gender to another)	<p>A study conducted by Wierck, K., <i>et al</i> (2012) attached, found that cross sex hormone treatment appears to be safe in transsexual men, however a substantial number of transsexual women suffered from osteoporosis at the lumbar spine and distal arm. A section of transsexual women experienced a thromboembolic event and others experienced cardiovascular problems, after around 11 years of hormone treatment.</p> <p>Asscheman <i>et al</i> (2011): Found that Male to Female transsexuals mortality rates were 51% higher than general population, this was not evident in the Female to Male transsexuals.</p>	<p>Wierck, <i>et al</i> (2012) http://www.ncbi.nlm.nih.gov/pubmed/22906135</p> <p>Asscheman <i>et al</i> (2011): http://www.eje-online.org/content/164/4/635.full.pdf</p> <p>Open, fair and equitable fitness assessment process in line with the Service's core values. The Service's Equality Adviser will provide additional information to line managers when required. There is a Gender Recognition guidance document .</p> <p>In the event of an adverse impact, advice will be sought from Occupational Health.</p> <p>Reasonable adjustments / allowances are made</p>

		<p>where possible / appropriate.</p> <p>With the newly appointed dedicated Physical Activities Co-ordinator, employees have access to on going fitness advice and tailored programmes which could contribute to improving employee's fitness.</p>
<p>Marriage/Civil Partnership (married as well as same-sex couples)</p>		
<p>Pregnancy and Maternity (Pregnancy, maternity leave, breast-feeding)</p>		
<p>Race (Ethnic origin, nationality, colour, including gypsies and travellers)</p>		
<p>Religion/Belief (Christian, Muslim, Hindu, Jewish, Buddhist)</p>		
<p>Sex (Female, Male)</p>	<p>Fitness standards are a requirement of the Operational firefighter role, so female operational staff may be impacted as a result of biological and physiological differences. However, improvements in physical fitness can still be achieved through regular physical training. These standards are based on scientific evidence and indicate the minimum level of physical fitness required to ensure effective firefighting performance and the health & safety of staff as well as the public.</p>	<p>Information relating to scientific justification can be found here:</p> <p>http://www.firefitsteeringgroup.co.uk/firefitreport.pdf</p> <p>With the newly appointed dedicated Physical Activities Co-ordinator, employees have access to ongoing fitness advice and programmes which could contribute to improving employee's fitness.</p>

	<p>Females with the same initial VO2max will experience a very similar age related decline in VO2max as males if changes in lifestyle factors are similar. (NPA Review)</p> <p>NWFRS have 19 Female Retained Firefighters years old and 16 Wholetime FireFighters.</p>	<p>NPA Review (2013)</p> <p>Further information regarding age range of females working for NWFRS can be located in the Strategic Equality Annual Report 2012-3.</p>
<p>Sexual Orientation (Gay, Lesbian, or Bisexual)</p>		
<p>Language (Welsh language, minority ethnic languages, braille, BSL)</p>		

Monitoring the effects of the proposal

How will the implementation of the proposal be monitored?

The policy will be reviewed on a regular basis and the formal agreement with the Glyndwr University will assist with monitoring the outcomes of the policy.

Signature of person carrying out Full Assessment	Signature of person who authorised :
Signature:	Signature:
Name: Chelsey Hughes Date: 1 April 2014	Name: Llinos Gutierrez-Jones Date: 1 April 2014

Publishing the results of the assessment

Once completed and signed, ensure all supportive information (consultation, engagement, notes, etc.) are attached. The assessment may then be uploaded onto the *Completed Equality Impact Assessment* section of the intranet and/or the website.