



## **DDIP Impact Assessment**

**Hampshire Fire & Rescue Service  
Isle of Wight Fire & Rescue Service**

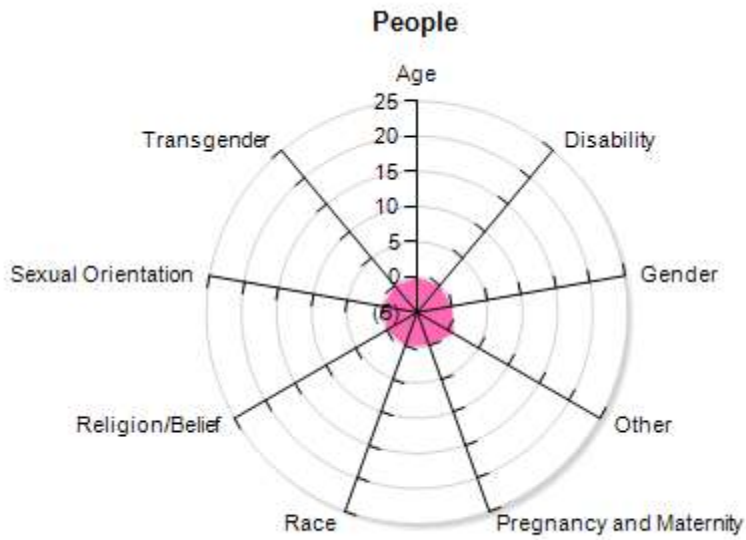
**Delivering Differently in Partnership**

**Initial Impact Assessment  
January 2015**

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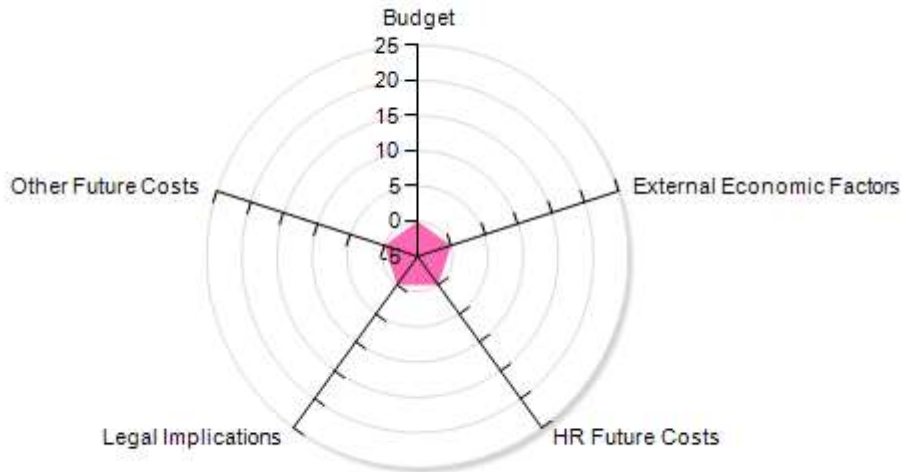
# DDIP Impact Assessment

## Summary Post Action Impact

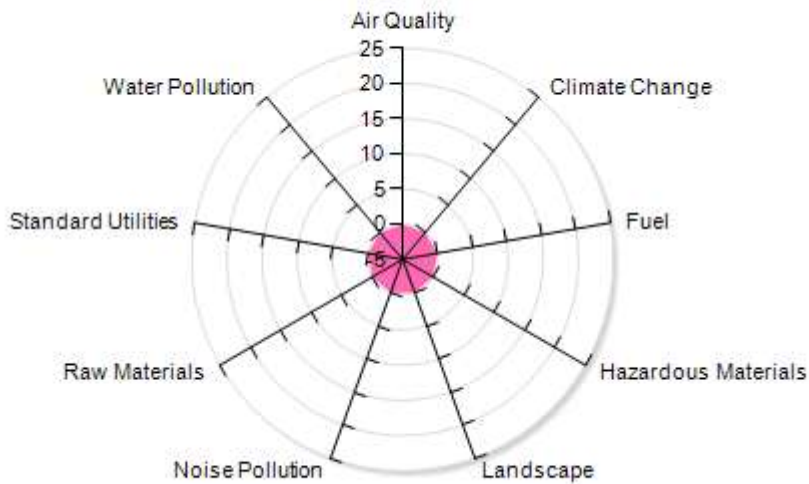


## DDIP Impact Assessment

### Resources

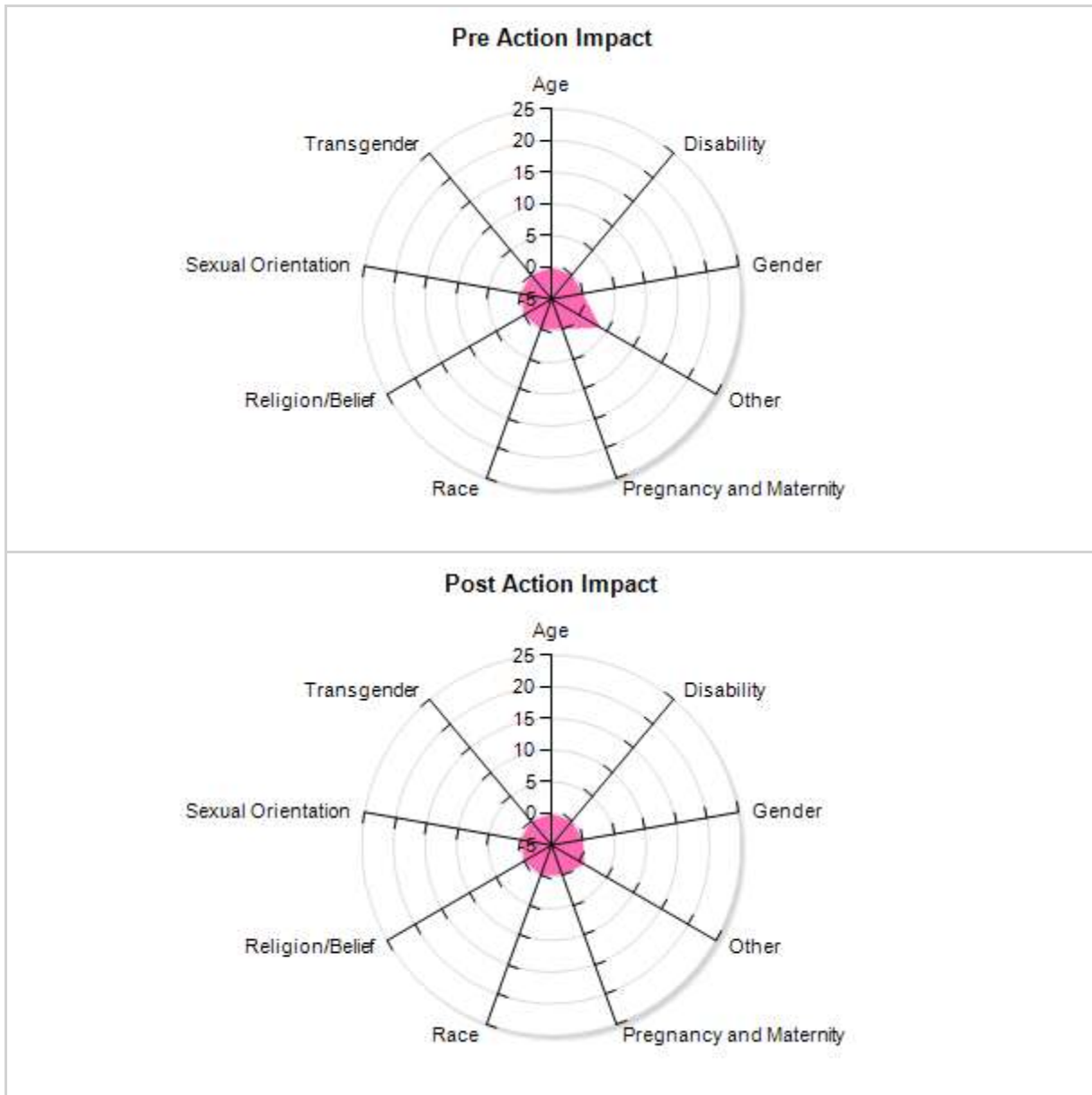


### Environment



# DDIP Impact Assessment

## People Impact



## DDIP Impact Assessment

### Controls

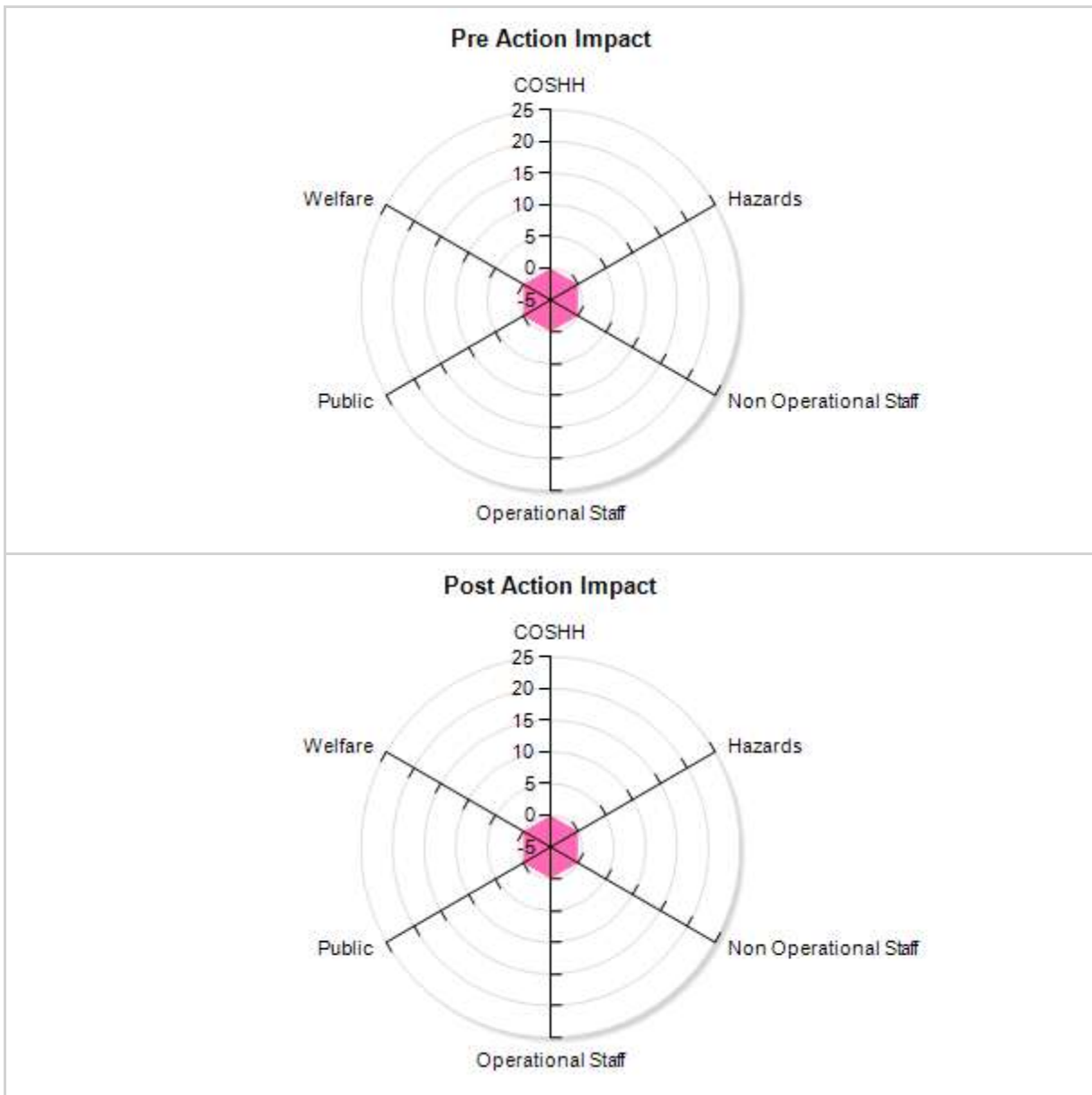
	Impact Description	Action Owner	Proposed Action
<b>Age</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required
<b>Disability</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required
<b>Gender</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required
<b>Other</b>	Whilst all current HFRS employees will maintain their current employment terms and conditions, as will the IOW FRS employees remain as IWC employees there may be IOW FRS staff who transfer to HFRS.	HFRS Head of HR	Any IOW FRS staff that transfer to HFRS will do so in Cabinet Office Statement of Practice (COSOP)
<b>Pregnancy and Maternity</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required

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<b>Race</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required
<b>Religion/Belief</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required
<b>Sexual Orientation</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required
<b>Transgender</b>	Within the DDIP business case there are no proposals to change any frontline delivery services provided by HFRS. As such there will be no impact on any communities within Hampshire, and HFRS will continue to comply with the requirements of the Equality Act 2010.		None required

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## Health and Safety



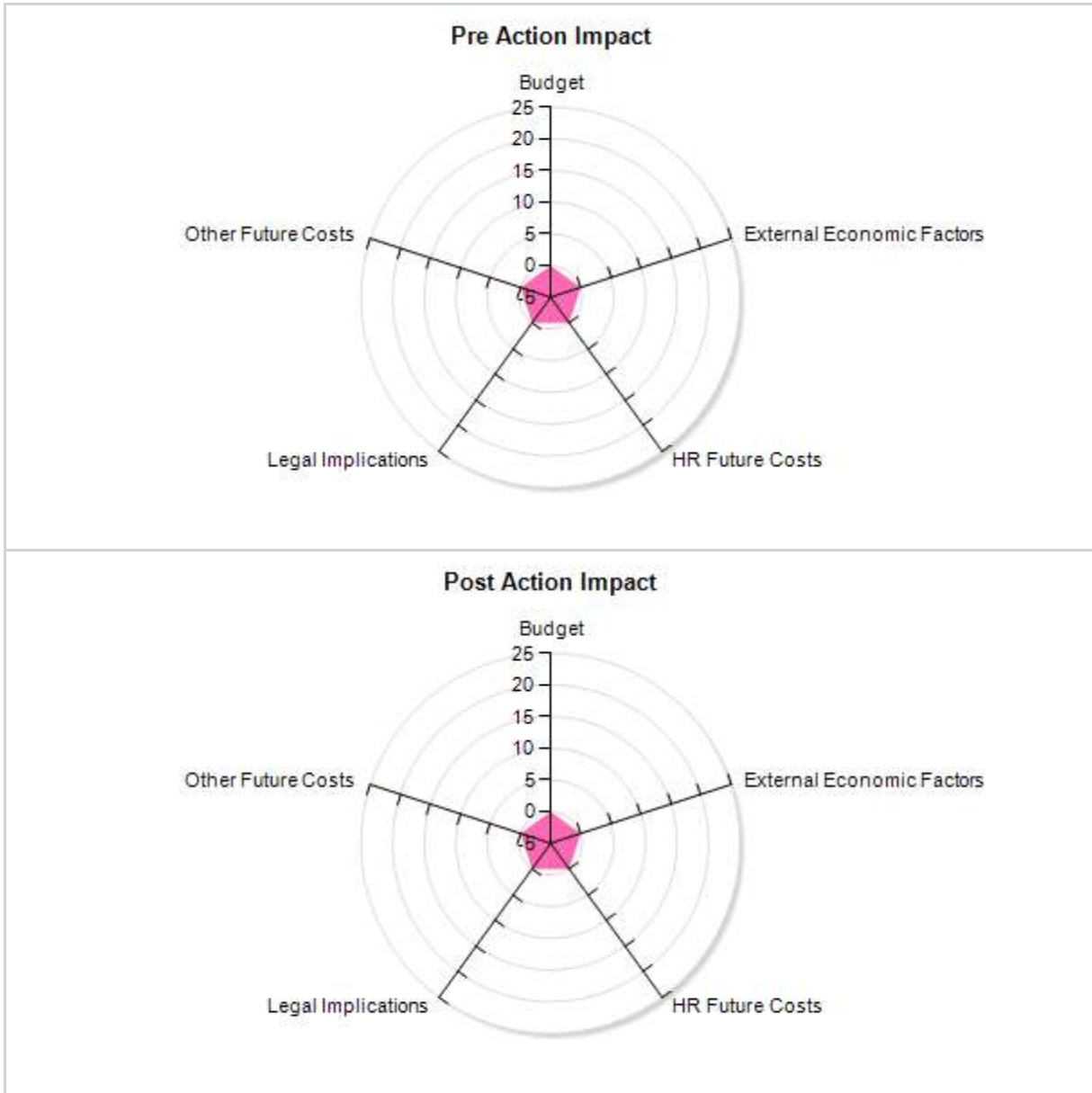
## DDIP Impact Assessment

### Controls

	Impact Description	Action Owner	Proposed Action
<b>COSHH</b>	N/A		None required
<b>Hazards</b>	N/A		None required
<b>Non Operational Staff</b>	There are no proposals within the DDIP business case to change HFRS Health & Safety policies and procedures. As such there will be no impact on the Health & Safety of Non-Operational staff.		None required
<b>Operational Staff</b>	There are no proposals within the DDIP business case to change HFRS operational policies and procedures (including Health & Safety). As such there will be no impact on the Health & Safety of Operational staff.	Line manager of officers	Where officers transfer into HFRS they will be inducted as per normal procedures on H&S matters.
<b>Public</b>	There are no proposals within the DDIP business case to change any Health & Safety policies or procedures. As such there will be no impact, with regards to Health & Safety, to the communities of Hampshire.		None required
<b>Welfare</b>	There are no proposals within the DDIP business case to change any welfare arrangements within HFRS.		None required

# DDIP Impact Assessment

## Resources



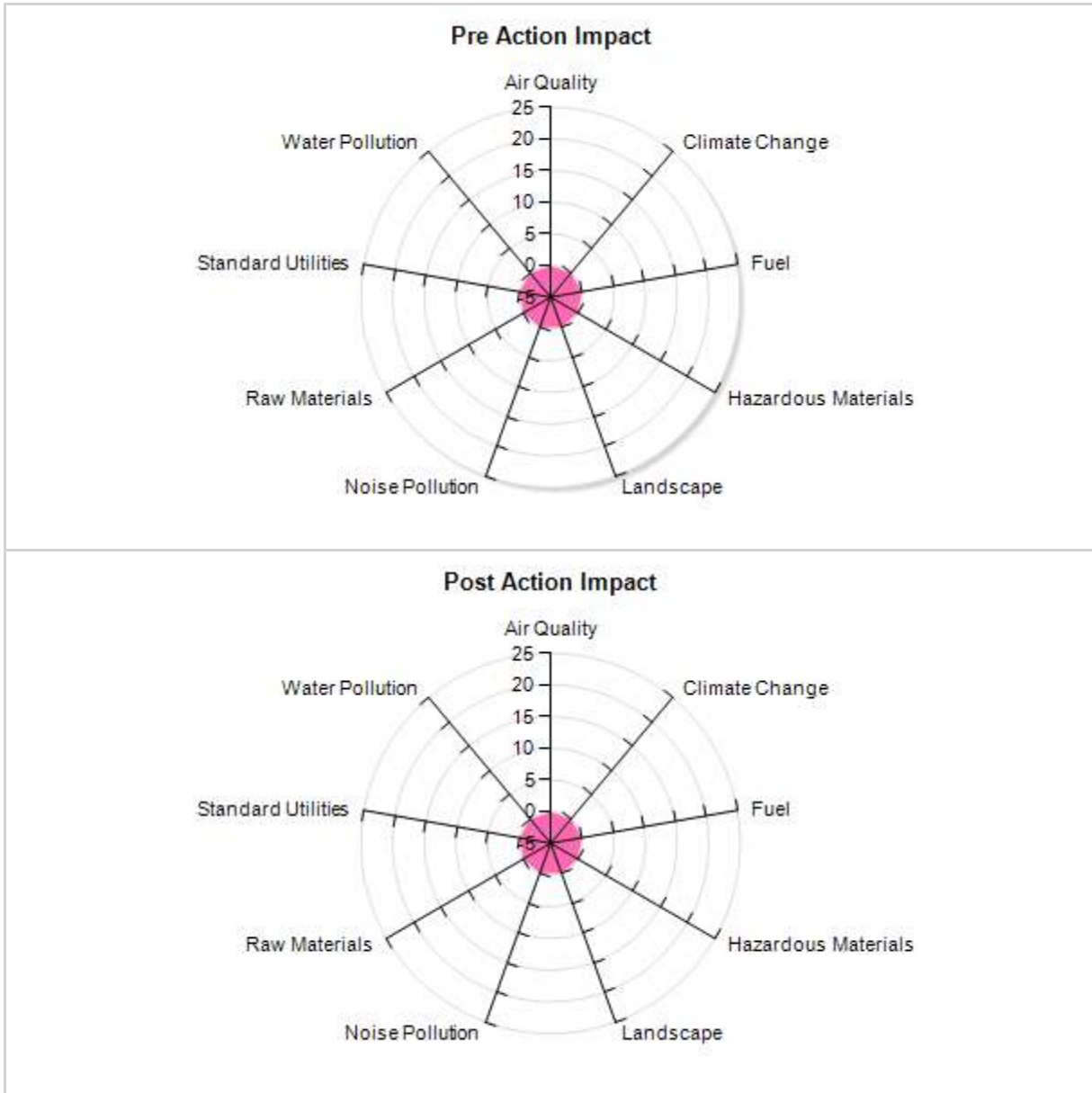
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	Impact Description	Action Owner	Proposed Action
<b>Budget</b>	The partnership business case clearly indicates financial savings opportunities.		The business case accounts for all budgetary matter. The management of the implementation of the project will be governed by agreed tolerances and reports made to the strategic board/Safer Stronger Board.
<b>External Economic Factors</b>	In year 3 of the implementation process the contract for fire control will have to be broken with Surrey Fire and Rescue Service	Implementation Programme Board	Programme management in year 3 will manage the negotiations of the fire control contract
<b>HR Future Costs</b>	The partnership business case clearly indicates financial savings opportunities, however HFRS will continue with its current savings plans through the Risk Review process.		None required
<b>Legal Implications</b>	The partnership will affect staff within each of the organisations, and the legal implications (particularly with regard to HR matters) have been duly considered within the partnership agreement.	Strategic Programme Board until April 2015 then handed over to Implementation Programme Board and Chief Officer	None required
<b>Other Future Costs</b>	The partnership business case clearly indicates financial savings opportunities, with a projected future reduction in the costs of service provision of the IOW FRS.	Strategic Programme Board until April 2015 then handed over to Implementation Programme Board and Chief Officer	Project management and seeking opportunities as they may arise.

# DDIP Impact Assessment

## Environment



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## Controls

	Impact Description	Action Owner	Proposed Action
<b>Air Quality</b>	N/A		None required
<b>Climate Change</b>	HFRS will continue to reduce, as far as practicably possible, its impact on climate change. This is in line with current Service policy, and will not change under the partnership agreement.	Implementation Programme Board to monitor	Make best use of technology for tele- or video conferencing, use of public transport
<b>Fuel</b>	There are no proposals within the partnership business case to increase the use of fuel.		None required
<b>Hazardous Materials</b>	N/A		None required
<b>Landscape</b>	There are no proposals in the partnership business case to build, change or remove any buildings within HFRS.		None required
<b>Noise Pollution</b>	N/A		None required
<b>Raw Materials</b>	N/A		None required
<b>Standard Utilities</b>	There are no proposals within the partnership business case to change the use of standard utilities (there are no proposals for changing or removing any of the buildings within HFRS).		None required
<b>Water Pollution</b>	N/A		None required