

Oxfordshire County Council Fire and Rescue Service

Oxfordshire County Council Cabinet

19 September 2023

Oxfordshire County Council Fire & Rescue Service Property and Emergency Response Strategy for Oxford City and Carterton.

Assistant Chief Fire Officer (ACO) Matt Cook

Recommendation

1. Cabinet is recommended to agree this **Property and Emergency Response Strategy for Oxford City and Carterton.**

Executive Summary

2. The Property and Emergency Response Strategy for Oxford City and Carterton has been developed to support the redevelopment of Rewley Road fire station (as set out in the proposal to dispose of Rewley Road agenda item), the renovation of Slade Park Fire Station, an offsite training facility in the Oxford and the new build of a fire station and training facility at Carterton.
3. This strategy sets out the County Council's approach to the redevelopment of its fire stations and training facilities in Oxford and Carterton. If agreed, the strategy gives the framework that will allow the separate property projects to be developed in order to deliver the strategy. All the projects will go through the capital governance process and will need separate approval; they will also be expected to deliver the strategic requirements set out in Paragraph 8 of this document.

Background

4. The Fire and Rescue vision is to deliver outstanding services that are community focussed and forward thinking, trusted, inclusive and sustainable. Our purpose is to protect our community, reduce harm and save lives. To achieve our vision and purpose we must ensure that we deploy firefighters and other staff to guarantee that our workforce meets the risks that we face. This is achieved by making sure we have the right assets in the right place that provides adequate fire cover to meet the risk and demand during both the day and night. A key component to this is how we manage our estates.

5. In August 2022, a fundamental Community Safety Services Review started to identify opportunities for improvement in effectiveness and efficiencies by developing options for the service's future operating model. This will support our community risk management plan, that sets out all foreseeable risks within our communities, and how we will meet and reduce these risks in line with the Fire and Rescue National Framework for England. A key aspect of this review will provide a clear scope for emergency cover across Oxfordshire and a scope for the fire and rescue property portfolio.
6. This strategy is the first part of a county wide Property and Response strategy for Fire and Rescue which will shortly be brought for approval. The purpose of the wider fire and rescue property and emergency response strategy is to: deliver fire stations for Oxfordshire that keeps our firefighters and public safe, maintain our emergency response across the county, and support our wider County Council property strategy.
7. This strategy recognises Rewley Road Fire Station as being a fundamental investment opportunity and a key location for fire and emergency cover provision within Oxford. It will also manage the relocation of the Junior Citizens school's safety education programme (Junior Citizens) to a suitable location and our core breathing apparatus training facility to Carterton Fire Station as part of a new build delivered through section 106 land.

Strategic requirements

8. This programme will be a catalyst for the release of capital that can be reinvested into other parts of the Fire and Rescue estate and that of the wider Oxfordshire County Council. Through the programme of works the following 9 strategic requirements must be met:
 - i. Agree a property and emergency response strategy for Oxford that delivers a clear scope for Rewley Road, Slade, and Carterton Fire Stations. This includes the ongoing provision of the school's safety education programme currently delivered at Rewley Road through our Junior Citizen Trust and station and service wide training facilities.
 - ii. Through response modelling, and fit-for-purpose surveys, finalise an Asset Development Plan for the whole estate. Assessment will focus on two core elements: a) the current condition of each Fire Station and how it supports its community and the county; and b) what could make the building 'fit for the future'
 - iii. Develop a programme of works for Rewley Road including off site training facility, Slade, and Carterton that provides continuity of all fire and rescue operations throughout the development phase recognising the interdependencies between the projects needed to deliver the strategy. There will be negligible disruption to the provision of our prevention, protection and emergency response activities.
 - iv. Through robust programme governance, understand and manage the critical path and dependencies for Rewley Road including the offsite training facility, Slade, and Carterton to enable a seamless delivery of the buildings and services required.

- v. Confirm Accommodation Schedule & Heads of Terms for Rewley Road & Carterton.
- vi. Ensure that the specification for Rewley Road and Carterton deliver a station specification that is in line with the [NFCC \(National Fire Chiefs Council\) New Build Design Standards](#) and the [West Sussex Fire and Rescue Service Orange Guide For Fire Stations](#) and there is clear rationale where we deviate from this guidance.
- vii. Establish a clear project governance, assurance and resources for the programme of works.
- viii. Develop a key stakeholder, communication, and staff engagement plan.
- ix. Deliver all our statutory duties under the Fire and Rescue Act 2004 and the [Fire and Rescue National Framework](#) including public consultation

Exempt Information

9. None

Benefits from this Strategy

10. This strategy is predicted to deliver the following long-term benefits:
 - (a) Facilitating service delivery, by providing fit for purpose buildings for fire and rescue.
 - (b) Supporting Oxfordshire communities, by providing two new community fire stations.
 - (c) Reducing our carbon footprint through more energy efficient and greener buildings.
 - (d) Enabling agile working and rationalisation of our estates.
 - (e) Maximising our potential investments, through an avoidance of significant capital expenditure through the realisation of existing capital assets.
 - (f) Develop safer fire stations that addresses the contaminants cancer risks posed to firefighters.
11. The strategy is the first phase of our approach. The second phase will address the wider Fire and Rescue property and emergency response strategy.

Oxfordshire Fire & Rescue Service (OFRS), Property and Emergency Response Strategy (Rewley Road, Slade Park and Carterton.)

Rewley Road and Slade Park Fire Station and additional offsite training facility ¹

12. Historically a decision to have 5 fire engines in the Oxford City area is based on risk. This is understandable considering the heritage risk of the city itself and

¹ The County Council owned Grandpont Car Park has been identified as a suitable location and is one of the options at this stage.

the potential loss of property from university buildings and irreplaceable landmarks. The 3 quickest fire engines to respond to an incident in the city will be wholetime and based in the city.

13. Within the county a high reach platform (HP) is needed, with most incidents requiring its use being within Slade Park station area. A relocation of this platform from Rewley Road to Slade would still allow it to remain within Oxford City covering the complex-built environment and heritage risk.
14. Rewley Road's second fire engine is a resource that currently assists with fire cover across the county. It is based in OX1 due to the historic risk in the city and perceived benefit of having 3 wholetime fire engines which can swiftly attend incidents. This, according to the data, is not always the case and the use of the resource may be better allocated elsewhere in the county.
15. At present the Community Safety Services Review Programme (CSSRP) is looking at areas of improvement in terms of Effectiveness, Efficiency and Environment. One of the areas being reviewed is the future provision of operational cover at Rewley Road fire station: different crewing models and appliance configurations all feature in the spread of options being analysed. As such, the exact make-up of resources needed in the future isn't clear, however it has been determined that a station with two appliance bays at Rewley Road provides sufficient scope for any of the future options to be selected from.
16. The area proposed by the developer at the Rewley Road site will accommodate the fire station and a limited external space. Therefore, it is expected that additional off-site requirements for a training facility will be required for use of fire crews in Oxford. The current Grandpont car park, owned by Oxfordshire County Council has been identified as a suitable location and is one of the options at this stage.

Carterton Fire Station: A key project for OCC (Oxfordshire County Council)

17. The new Carterton Fire Station is a transformational programme to build a new Community fire station delivered through section 106 land. The new Fire Station is expected to deliver a number of benefits including:
 - (a) A low-carbon building that provides significant environmental improvements compared to the existing Fire and Rescue building portfolio.
 - (b) Improved Fire and Rescue emergency response resilience due to a growing, vibrant town and expanding population from which to recruit from.
 - (c) Improved training facilities for the Fire and Rescue Service and withdrawal of service wide training functions from Oxford. This will form part of our wider resilience for Breathing Apparatus (BA) training. Fire and Rescue currently outsource this function as we are no longer able to do mandatory 'live' fire training in Oxford.
 - (d) The provision of shared 'blue light' accommodation to enhance interoperability - the number of On-call staff will be approximately 14 part

time Fire Fighters, one full time Station Support Officer (SSO) who will be responding to emergency calls, but the facility shall also accommodate an Oxfordshire Fire and Rescue Service (OFRS) prevention and protection base for the Carterton area, Thames Valley Police (up to 6 police / PCSO's) and act as a standby location for South Central Ambulance Service (SCAS) standby location.

18. The flexible design of the facility will also enable:
 - (a) An agile working and touch down location for OCC and other partner organisations.
 - (b) Potential access by the wider community and voluntary organisations.

Options for Delivery

19. In order to realise the benefits from this CSS (Community Safety Services) OFRS Property and Emergency Response Strategy there is a requirement to reconfigure the assets that currently exist within Oxford, while still maintaining adequate fire provision within the city to meet the level of foreseeable risk that exists within this metropolitan and heritage area. To maximise our potential investment opportunity for Rewley Road estate, and to facilitate service delivery, it will require the redeployment of emergency response assets within the city and the relocation of other assets to other parts of the County.
20. There are several options that have been explored through the Project Implementation Team which are:
 - (a) Build a new 2 bay fire station on the existing site with a smaller footprint and a local training area off site.
 - (b) Take a capital receipt for the full site and provide a fire station elsewhere (sites on Botley Road were discussed. This was deemed to be prohibitive due to unavailable space in the location required to serve Oxford City and cost of premium land).
 - (c) Do nothing. However, the Fire Station will need complete renovation and review of how the building could fit into the decarbonisation programme, this would come at significant cost and only delay the capital investment needed.
21. The recommended option is A – 'Build a new 2 bay fire station on the existing site with a smaller footprint and a local training area off site.'. The viability of this option is subject to delivering against the following Fire Station Requirements and Dependencies.

Fire Station Requirements

22. The National Fire Chiefs Council (NFCC) provides guidance and position statements on best practice for the sector. The [NFCC New Build Design Standards](#) provides individual Fire and Rescue Services as a starting point for the introduction of a common set of 'design standards' that could be incorporated into fire station designs.

23. The [West Sussex Fire and Rescue Service Orange Guide For Fire Stations](#) provides a further set of guidance on the level of provision and specification within new build and refurbished fire stations. Both guidance documents provide items that should be included when designing good-quality Fire Stations. Not every space listed within the documents will be required for every fire station, as this is dependent on the crew size of the station and other teams based at the location. However, together the documents provide a set of principles and measures that should be regarded as best practice.
24. For Rewley Road, Slade Park, and Carterton Fire Station the proposed strategy will need to consider these sets of guidance to ensure that the outcome will be the delivery of good-quality fire stations that meets the strategic and operational needs of OFRS, which in turn ensures the delivery of public safety.

Dependencies

25. In order to maintain existing levels of service delivery for CSS OFRS, in terms of the provision of Prevention, Protection and Emergency Response for Oxford, these options are subject to the following dependencies:
- (a) Parking – Rewley Road Crews need to be able to park on site, or in the immediate vicinity of the site, for the following reasons:
 - Attending the Fire Station within 5min by On Call firefighters.
 - Changeover of Watches to ensure we maintain a 24hr fire engine availability.
 - Changing of duty and having to leave promptly for another station to cover crewing shortfalls.
 - Transportation of fire kit when travelling to other fire stations to cover crewing shortfalls.
 - Safety and wellbeing of our people at unsociable hours (the building has full use 24/7, 365 days a year).
 - (b) Training/drill yard to maintain competency of skills
 - This needs to be close to Rewley Road Fire Station to enable crews to maintain their competences whilst also being able to respond quickly to major risks identified in the centre of Oxford.
 - It also needs to replicate realistic scenarios to ensure that crews are trained to deal with the likely events they will face.
 - Temporary structures can facilitate these scenarios and enable working at height training to happen.
 - 25m x 25m Training area to replicate car extrications and other incidents that Fire Fighters regularly attend across the county.
 - Welfare facilities, lighting and parking for attending the training.
 - (c) The redeployment of Rewley Road's high reach platform (HP) to Slade Park Fire Station.
 - (d) The redevelopment of Slade Park Fire Station to accommodate the HP. There is also a need to provide additional accommodation if a second Whole Time fire engine is moved to here.
 - (e) Provide notice to Occupational Health Centre (PAM), that a new location will need to be identified.

- (f) The relocation of the schools' safety education programme from Rewley Road to a suitable location. This currently provides interactive prevention advice for our young people, including fire safety, road safety, rail safety, water safety, and personal safety.
- (g) The delivery of the new Breathing Apparatus (BA) Training Facility at Carterton Fire Station, and a second training establishment in the East of the county (Ref: Part two - Future Proofing our Training Provisions).
- (h) A suitable piece of land being available for building a new fire station if the footprint at Rewley Road is unsuitable.
- (i) Modelling data to provide assurance that this new location meets attendance standards and covers Oxford's heritage risk.

Recommended Option for Oxford City Delivery

| Current Site | Current Configuration | Possible Configuration*/ ** |
|--|--|---|
| Rewley Road (Redeveloped to a two-bay fire station) | <p>Fire provisions</p> <ul style="list-style-type: none"> • x2 Wholetime Fire Appliance. • x1 On-Call Fire Appliance. • x1 High Reach Platform (aerial appliance). <p>Additional Assets</p> <ul style="list-style-type: none"> • Breathing Apparatus (BA). Training Facility. • Occupational Health Centre (PAM). • Junior Citizens Prevention Complex. • Red Cross unit. | <p>Fire Provisions</p> <ul style="list-style-type: none"> • x2 Fire Appliances. <p>Possible Changes</p> <ul style="list-style-type: none"> • x1 Fire Appliance redeployed to alternative location. • x1 High Reach Platform redeployed to alternative location. • Occupational Health Centre (PAM) redeployed, new location to be confirmed by Programme Team. • Junior Citizens redeployed to alternative location. • Red Cross unit redeployed to alternative location. |
| Off Site training venue | n/a | <ul style="list-style-type: none"> • Breathing Apparatus (BA) and road extrication training facility in close proximity to fire stations and city centre to enable response times to be maintained in the city. (Grandpont County Council car park has been identified as a suitable location and is one option at this stage) |
| Slade (Redeveloped) | <p>Fire provisions</p> <ul style="list-style-type: none"> • x1 Wholetime Fire Appliance • x1 On-Call Fire Appliance • x1 Command Support Unit | <p>Fire provisions</p> <ul style="list-style-type: none"> • x1 Wholetime Fire Appliance • x1 On-Call Fire Appliance • x1 Command Support Unit • x1 High Reach Platform |
| Carterton (New Build) | <p>Fire provisions</p> <ul style="list-style-type: none"> • x1 On-Call Fire Appliance located in a temporary fire station. | <p>Fire provisions</p> <ul style="list-style-type: none"> • x1 On-Call Fire Appliance • New (BA) Training Facility opened at Carterton Fire Station. |

*These are possible changes and subject to the CSS Review, public staff and RB consultation, and SLT (Strategic Leadership Team) decision.

**These proposals do not propose a reduction in fire cover across Oxfordshire, but the movement of assets.

Corporate Policies and Priorities

26. This strategy supports the county council's long-term vision for its estate, *'to create an efficient, innovative and accessible property estate, which delivers our climate action objectives and generates social value for our residents, workforce and customers of the property service. Wherever possible we will use our estate to support regeneration and the long-term financial sustainability of the council'*. This is the first time that CSS and OCC Property have collaborated together to develop a service level property strategy. We have developed our service level strategy so that it aligns and supports OCC's strategic vision and our long-term property strategy. Our Fire Stations sit at the heart of our communities and our 10-year strategy.
27. Oxfordshire County Council's property and estates assets strategy has six strategic objectives: Facilitating service delivery, supporting Oxfordshire communities, decarbonising our corporate buildings, enabling agile working and rationalisation of the estate, maximising our potential investments, and investing in our schools. This strategy supports these objectives by providing a high-level proposal that develops an investment opportunity for fire cover across the whole county and across Oxford, which is Oxfordshire's highest risk area.

Financial Implications

28. The phase 1 strategy sets out capital requirements in response to the proposed disposal of the Rewley Road site (subject to approval of the item elsewhere on the Cabinet agenda). Financial Regulations set out that all capital receipts generated through the disposal of land or property assets are treated as a corporate resource and used to support the capital programme unless it is specifically agreed otherwise by Cabinet. Given the direct implications associated with the disposal of the Rewley Road site, it is proposed that the capital requirements as a direct result of the disposal of Rewley Road are met from the capital receipt, with the remaining sum being used as a corporate resource.
29. The capital funding to support delivery of the strategy will be incorporated into the Council's annual capital budget and business planning process as part of the funded pipeline. Individual projects will then be brought forward for inclusion into the Capital Programme through the relevant Capital boards and governance processes.

Comments checked by:
Lorna Baxter, Director of Finance.

Legal Implications - Our Statutory Duty for Public Consultation

30. Under the National Framework all Fire and Rescue Service Authorities have a statutory duty to produce and keep up to date a Community Risk Management Plan, which outlines a number of duties to the secretary of state. One of these

duties includes an outline of the required service delivery outcomes including the allocation of resources for the mitigation of risks.

31. As part of this the Council is required to provide effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners; and for this to be easily accessible and publicly available.
32. Given Rewley Road proposes a change in fire cover through the movement of resources, which is being defined as part of the Community Safety Services Review that forms a review stage to the Community Risk Management Plan, the Council is required to consult on these changes.
33. This duty to consult does not delay the progression of the Head of Terms (HoT) however it does raise a risk in terms of what the public and key stakeholder outcomes might be following consultation, and any changes that would be required and the impact to any final specification.
34. The [Government's Position Paper on Firefighters and Cancer](#) highlights firefighters may potentially be exposed to several different carcinogens when fighting fires or when cleaning up after a fire and exposure may also result from contact with contaminated clothing, PPE (Personal Protective Equipment) or the work environment. **Regulation 7(7) of the Control of Substances Hazardous to Health Regulations (COSHH) 2002** requires employers to ensure that exposure to any carcinogen is reduced to the lowest reasonably practicable level.
35. As part of this duty site surveys have been completed to identify stations that do not currently have a Breathing Apparatus contaminant cleaning room.

Comments checked by:

Anita Bradley, Director of Law and Governance

Staff Implications

36. This strategy proposes a complex programme of works with a number of dependencies. As such there is a need to ensure there is adequate governance and assurance in place that delivers the strategic needs of CSS OFRS and OCC Property Services. A governance structure will be established to deliver the following elements:
 - (a) Clear scope outlined within a Programme Business Case and PID (Programme Initiation Document), that delivers the strategic principles set out above.
 - (b) Risk Register.
 - (c) Allocated Programme Sponsors who hold overall accountability to the delivery of the Business Case.
 - (d) Allocated Programme Manager who holds overall accountability to delivering the benefits of the programme.
 - (e) Programme Board that represents the Senior User and Senior Supplier.

- (f) Financial Management Plan.
- (g) Stakeholder and Communications Plan, including staff engagement.
- (h) Coordination and management of Public Consultation.
- (i) Development and delivery of Business Continuity Plan – This is to ensure that fire cover is maintained at each location during the delivery phase of the programme.
- (j) Document and version control.
- (k) Management of updates to key stakeholders i.e., Fire-SLT, OCC SLT, Lead Cllr. and Cabinet.

37. To ensure this strategy remains current it is subject to the following:

- (a) A senior governance structure created to take decisions on the programme and review progress.
- (b) The prioritised programme is formally reviewed on an annual basis; as a basic 'quality check', and to allow the changing budgetary position to be reflected in the current/next year's plan.
- (c) In order to ensure value for money and prudent investment a site condition and Fit for Purpose assessment is carried out on all sites every 3 years to update and maintain our Fire Station Asset Development and Improvement Plan.
- (d) Internal decoration is carried out on a rolling 5-year programme.

38. To manage this, capital funding includes a dedicated strategic lead within CSS OFRS to manage the life cycle of this strategy. Due to the operational complexities, and interdependencies of the work, it will require an Area Manager (Grade 18) to work with the OCC Property Team, reporting into 'CSS SLT'. The unit cost (Whole cost) for an Area Manager (Grade 18) is £69,350 per annum. To select the individual a short process will be held asking for Expressions of Interest, to identify an individual with suitable Project Management experience.

Equality & Inclusion Implications

39. An Equality Impact Assessment has been completed as Appendix 3.

Sustainability Implications

40. Community Safety Services are committed to reducing carbon emissions and promoting sustainability across the estate. Following advice that over 90% of all carbon emissions come from transport, buildings and industry, we are looking for ways to reduce carbon emissions across all of these areas as part of our future property management and service delivery strategy to 2030.

41. In the area of transport, since we hold a large fleet of emergency response vehicles, we are currently trialling the use of Hydrogen Fire Trucks as part of a future sustainable transport strategy and, where possible, we plan to incorporate electric vehicle charging points at new and existing fire stations where building works are being proposed.

42. Whilst there is less scope to reduce industrial emissions, at all new fire station sites part of the Net Zero energy strategy will necessitate consideration of renewable energy sources and as part of building lifecycle advantages, to look at ways to monitor and reduce energy use in operation.
43. Finally, decarbonising our corporate buildings is one of the six strategic objectives set out in our newly adopted Property Strategy. This strategy, which includes the Rewley Road development, presents an opportunity to deliver a zero-carbon fire station for Oxfordshire County Council and represents a significant contributing to our Carbon Management Plan to achieving net-zero by 2030. For example, by adhering to the design standard for any new buildings to minimise consumption and use renewable energy, improving the way we manage energy consumption in our buildings, and focusing upon rationalisation of our estate by identifying and rationalising underutilised workspaces.
44. Phase 2 of the Property Strategy comprises a significant programme of refurbishments and repairs to the existing fire estate. This will also present considerable opportunities to deliver carbon efficiencies through reducing energy consumption by incorporate Building Management Systems into existing premises during major refit works which has shown to generate up to 30% annual energy saving. There will also be option to introduce energy efficient light fittings and sensors and optimise heating use as well as using locally sourced materials during these refits. Whilst some of these measures may seem small, collectively they will all contribute to reduced emissions across the fire estate.
45. The design at Rewley Road will promote all the following measures to reduce carbon emission:
 - (a) Promote the optimisation of measures to decrease energy consumption via passive design, by optimising natural daylight and ventilation methods and by improving views and comfort for building occupiers.
 - (b) Reduce operational energy demand and consumption by improving performance in the building envelope to reduce heating, cooling and lighting demand and by introducing controls which allow occupants to adapt and control their own comfort.
 - (c) Reduce the use of fossil fuels by prioritising more sustainable fuel technologies such as air source or ground source heat pumps.
 - (d) Where possible provide onsite renewable energy, such as Photo Voltaic panels or roof cells.
 - (e) Limit initial embodied carbon by selecting materials which are friendly to the environment, are able to be locally sourced and which limit wate or which reduce manufacturing process.
 - (f) Consider whole life costing to ensure robust performance and that all capital purchase and operational carbon emissions are considered: including maintenance, refurbishment, deconstruction and reuse of the building or its materials.
 - (g) Publicly disclose building energy performance annually.

Comments and Climate Impact Assessment checked by:
Tammy Marrett, Climate Impact Team

Risk Management

46. As part of the programme implementation team a full risk register has been developed for the programme to identify, assess, respond, and review all foreseeable risks associated with the programme.

Consultations

47. Engagement with stakeholders will be key in this programme, a full stakeholder map has been developed and a communication plan has been established with OCC Communications. Stakeholder engagement meetings and workshops have been planned and started across CSS. Full employee consultation will be completed with Trade Union representatives as part of this programme.

Annex: [Appendix 1: Equality Impact Assessment](#)

Background papers: [OCC Property Strategy](#)

Other Documents:

- [OCC Property Strategy](#)
- [NFCC New Build Design Standards](#)
- [West Sussex Fire and Rescue Service Orange Guide For Fire Stations](#)
- [Fire and Rescue National Framework for England](#)
- [HALO \(High Absence Level Operating\) Procedure](#)
- [Government's Position Paper on Firefighters and Cancer](#)
- [Public Sector Decarbonisation Scheme - GOV.UK \(www.gov.uk\)](#)
- Climate Impact Assessment

Contact Officer: [ACO Matt Cook 07748417484](#)
September 2023

Appendix 1: Equality Impact Assessment

| | | | | | |
|---|-----------------|------------------|------------------|----|---|
| Has any EIA (Equality Impact Assessment) consultation with stakeholders occurred as part of screening this document, e.g., staff networks? (✓) | | Yes | | No | ✓ |
| If 'yes', record what consultation has been carried out here: <i>This document is subject to a full consultation.</i> | | | | | |
| Have any changes been made to this document in light of EIA consultation with stakeholders? (✓) | | Yes | | No | ✓ |
| If 'yes', record what changes have been made here in arriving at this version of the document here: <i>This document is subject to a full consultation.</i> | | | | | |
| Does this [insert type of document] have an adverse impact on any of the nine protected characteristics? (✓) | | | | | |
| Protected Characteristic: | Neutral Impact: | Positive Impact: | Negative Impact: | | |
| Sex (Men and Women) | | ✓ | | | |
| Race (All Racial Groups) | | ✓ | | | |
| Disability (Mental, Physical, and Carers of Disabled people) | | ✓ | | | |
| Religion or Belief | | ✓ | | | |
| Sexual Orientation (All diverse sexual orientations) | | ✓ | | | |
| Pregnancy and Maternity (Includes new mothers & those returning to workplace) | | ✓ | | | |
| Marital Status (Married and Civil Partnerships) | | ✓ | | | |
| Trans People (Inc. non-binary identities & all other gender identities/expressions) | | ✓ | | | |
| Age (People of all ages) | | ✓ | | | |
| People in different family circumstances (including those with caring responsibilities) | | ✓ | | | |
| Different employee groups (e.g., full/part-time, grades, contract status, volunteers, casual workers etc) | | ✓ | | | |
| As a result of this screening, is a full Equality Impact Assessment necessary? (✓) | | Yes | ✓ | No | |
| If an adverse impact has been identified but a full Equality Impact Assessment is not considered to be necessary, record a rationale here: <i>N/A</i> | | | | | |