

Standard Equality Impact Assessment Form

Question 1: Which Team, Department, or Project Board is responsible for carrying out the Standard Equality Impact Assessment?

Name	General Counsel Department
------	----------------------------

Question 2: Lead assessor's contact details

Name	Yvonne McKenna	Mobile No	
Job title	Head of litigation	Extension	30124
Department	General Counsel	Email	Yvonne.mckenna@london-fire.gov.uk

Question 3: Title of / policy (please include the policy number) / project / report / proposed change / initiative / decision

Report: Legal costs related to the Grenfell Tower Fire

Question 4: Is the work...

New		A complete redesign	
A small change or policy review		Other (e.g. reviewed as current)	This report relates to LFC's continued role in the Grenfell Tower Inquiry as a Core Participant

Question 5: Briefly outline the aim and the purpose of the work

Aim	<i>To seek authority to incur additional expenditure in relation to the Grenfell Tower Inquiry.</i>
Purpose	<i>LFC's response to the Grenfell Tower Inquiry.</i>

Question 6: Has an EIA been conducted previously? (please tick)

Yes		No	
If yes, attach a copy. If no, state the reason.	<p>An EIA form was not completed but the Public Sector Equality duty and the potential impact on those with protected characteristics has been considered throughout. (please see attached)</p> <p>Report LFC-0241y-D (which sought authority to incur expenditure in respect of legal costs for the Grenfell Tower public inquiry) concluded that there were no impacts upon those with a protected characteristic; no opportunities to advance equality of opportunity; nor an opportunity to foster good relations between those who share a protected characteristic and those who do not. It was recognised that whilst those opportunities may arise during the period of the considerations of matters arising from the Grenfell Tower fire, that decision was constrained to the effective legal support required by the Commissioner. Those conclusions apply equally to this report.</p>		

--	--

Question 7: Who is it intended to benefit / Who does the change affect?				
Staff		Wider public		Service users
Other (please state)	This report does not propose a change which will impact on either the public or service users but rather seeks authority to incur additional expenditure in respect of legal costs in relation to the LFC's response to the Grenfell Tower Inquiry.			

Initial Equality Impact Assessment – Screening Stage

Complete the table below to see whether you need to complete a full Equality Impact Assessment.

Question 8: Identifying the impacts	
Consider the relevance of the policy / project / decision on each group below and describe any impacts identified.	
NB: Some characteristics may attract multiple impacts e.g. age: positive impact on older people, adverse impact on younger people.	
Protected Characteristic	Level of Impact (Positive impact, neutral impact, adverse impact)
Age (younger, older or particular age group)	It is likely there are negligible impacts for this group as explained above in section 6.
Disability (physical, sensory, mental health, learning disability, long term illness, hidden)	It is likely there are negligible impacts for this group as explained above in section 6.
Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)	It is likely there are negligible impacts for this group as explained above in section 6.
Marriage / Civil Partnership (married as well as same-sex couples)	It is likely there are negligible impacts for this group as explained above in section 6.
Pregnancy and Maternity	It is likely there are negligible impacts for this group as explained above in section 6.
Race (including nationality, colour, national and/or ethnic origins)	It is likely there are negligible impacts for this group as explained above in section 6.
Religion or Belief (people of any religion, or no religion, or people who follow a particular belief (not political))	It is likely there are negligible impacts for this group as explained above in section 6.
Sex (men and women)	It is likely there are negligible impacts for this group as explained above in section 6.
Sexual Orientation (straight, bi, gay and lesbian people)	It is likely there are negligible impacts for this group as explained above in section 6.
Are there any other groups this work may affect? i.e. carers, non-binary	It is likely there are negligible impacts for this group as explained above in section 6.

<p>people, people with learning difficulties, neurodiverse people, people with dyslexia, ADHD, care leavers, ex-offenders, people living in areas of disadvantage, homeless people, people on low income / poverty?</p>	<p>NO</p>
---	-----------

Question 9: Has your assessment been able to demonstrate the following?	
<p>Positive impact</p>	
<p>Neutral impact</p>	<p>NEUTRAL – see above.</p>
<p>Adverse impact</p>	
<p>Any other comments</p>	

Question 10: Meeting the Public Sector Equality Duty under s149 Equality Act 2010	
<p>How have you considered whether this project / policy / decision does the following:</p> <ol style="list-style-type: none"> 1. Eliminates unlawful discrimination, harassment and victimisation 2. Advances equality of opportunity between different groups, and 3. Fosters good relations between different groups. 	
<p>What we must do under law</p>	<p>Provide a description or summary of how this will be achieved</p>
<p>Eliminate discrimination</p>	<p>The LFC is working with a number of external law firms and barristers chambers in preparing for Phase 2 of the Grenfell Tower public inquiry. Each of these firms/ chambers have Inclusion and Diversity policies in place, which have been considered and are compatible with the LFC's policies.</p>
<p>Advance equality of opportunity</p>	<p>SEE ABOVE</p>

Foster good relations	SEE ABOVE
Question 11: What data has been used to inform the Impact Assessment? (E.g. GLA Datastore, Census Data, Staff Monitoring Data, Staff Survey Data, Local Borough Population Demographics).	
Data Source	How it has been used
	n/a

Question 12: Have you consulted with staff, LFB support groups, trade unions, public / service users, and / or others to help assess for impacts? (please tick)			
Yes		No	N
If yes, who was involved and how were they involved? If not, why not?			
Who?			
How?			
If no consultation, why not?	Expenditure in respect of legal costs is not a matter for consultation.		
Question 13: How have you ensured your policy, project or proposal uses inclusive language that doesn't unintentionally discriminate against certain groups?			
Tools used to assess inclusive language e.g. gender bias screening tools , Stonewall toolkit on inclusive policies, speaking with Inclusion Team, Comms Style Guide , Policy 0370: Writing Policies and Procedures .	Outcome		
	This report does not use language which refers to gender specific terms. Have sought to avoid jargon in this report.		

Full Equality Impact Assessment Form

If you have identified **any** potential or actual adverse impacts, you must complete a full equality impact assessment form.

A full assessment helps you to decide what steps need to be taken to mitigate or justify the adverse impacts you have identified.



For guidance and support, please contact the Inclusion Team (Second Floor, Union Street, or email safertogether@london-fire.gov.uk) or a relevant Equality Support Group (list available [here](#))

Full EIA Form and Action Plan

Lead person responsible:	
Date the Action Plan will be reviewed:	

Protected Characteristic Group	What impact did you identify (positive, neutral, adverse)?	Do you plan to mitigate or justify this impact?	How will you mitigate or justify the impact? Outline the steps that will be taken	Who will be responsible?	When will this be reviewed?
Age					
Disability					
Gender reassignment					
Marriage / Civil Partnership					
Pregnancy and Maternity					
Race					
Religion or Belief					
Sex					
Sexual Orientation					
Other group e.g. carers, non-binary people, people with learning difficulties, neurodiverse people, people with dyslexia, ADHD, care leavers, ex-offenders, people living in areas of					



LONDON FIRE BRIGADE

disadvantage, homeless people, people on low income / poverty.					
--	--	--	--	--	--

Document Control

Signed (lead for EIA / action plan)		Date	
Sign off by Inclusion Team		Date	
Stored by			
Links			

Dates for action plan to be reviewed	Comments