DORSET & WILTSHIRE FIRE AND RESCUE

People Impact Assessment (PIA): Wilton Fire Station

Policy / Project / Function	RSP Station Review: Wilton Fire Station.				**Review Due Date***		01/07/2026	
Date of Analysis	01/07/2025				**Review Completed Date**		15/06/2026	
Analysis Rating: please tick 1 box ✓ *(The analysis rating is identified after the analysis has been completed – See Completion Notes).*	**RED**		**AMBER**	✓	**GREEN**		Proportionate means achieving a legitimate aim/can be objectively justified.	
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)	Community: Census 2021 People: HRMIS / Culture Dashboard. Staff. Unions. Public Consultation							
Please list any other policies that are related to or referred to as part of this analysis	People Management Principles 2024							
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	Members of the public: Community of Wilton and surrounding area Employees: On-call establishment at Wilton Fire Station							

What are the aims and intended effects of this proposal (policy/strategy/alignment of procedure(s)/new procedure/proposal/ option/decision)?

As part of the Resourcing and Savings Programme (RSP), eight one-pump on-call fire stations, including Wilton Fire Station, have been identified for further detailed analysis. This Station Review will further analyse the demand, risk, and vulnerability data applicable to the subject fire stations' response areas and determine the value each offers to both the local and broader fire cover arrangements within Dorset & Wiltshire Fire and Rescue Service (DWFRS).

The Station Review will provide the Dorset & Wiltshire Fire and Rescue Authority with the data, information, and assessments to enable them to make a decision in relation to the sustainability of each of the identified fire stations. If approved, this would result in the closure of Wilton Fire Station and removal of its pumping appliance.

This is part of a series of measures to strengthen the long-term financial sustainability of DWFRS, by reducing the base budget by £1.705m from 2028/29 and also strengthen the long-term financial viability of the capital programme.

The Service has two strategic risks that this project seeks to assist:

- Failure to secure financial sustainability that ensures and maintains effective service provision (Strategic Risk 6)
- Failure to have a robust and financially viable on-call duty system to meet the needs of the Service (Strategic Risk 9)

Is any Equality Data available relating to the use or implementation of this proposal (policy/strategy/alignment of procedure(s)/new procedure/proposal/ option/decision)? Please Tick ✔ (See Completion notes)

YES: ☑ **NO:**

List any Consultations e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this proposal (policy/strategy/alignment of procedure(s)/new procedure/proposal/ option/decision)?

*This date needs to align to the procedure review date

The decision to close Wilton Fire Station is that of the Dorset & Wiltshire Fire and Rescue Authority (the Authority). The case for closing the Station was initially considered by representatives of the Authority as part of a Members Working Group (MWG). The decision was made by this group that all stations under review would be progressed for a decision by the full Authority. Full Fire Authority Members gave approval for a 13-week public consultation from 13/2/26 to 15/05/2026 leading to a Fire Authority vote on the 30 June.

Community

A full public consultation was undertaken over a 13-week period. Two in person public meetings and one online consultation were held in Wilton after a decision was made by the full Fire Authority to undertake a robust consultation process. This aligns with the requirements set out in the Gunning Principles.

The consultation was run by an independent organisation who utilised the following engagement and feedback mechanisms.

- Leaflets
- Video
- Social Media
- Service Website
- In person and online public sessions
- Electronic and paper-based surveys
- Petitions
- Local media

Consultation Response

- 37.8% of responses aged 65 and over. 16-24 (2.3%) and 25-34 (6.8%)
- Female populations made up the majority of survey - all age groups. 56.9% female and 39.5% male
- 91.1% local residents, 2.1% DWFRS staff. 1.9% business owners, 1.0% elected officials

Channel	Format	Participation
Survey responses	Online	5818
	Paper	370
	Total	**6188**
Public meeting attendance	In person	1109
	Online	104
	Total	**1213**

People

Affected staff have been engaged with face-to-face updates with senior staff members. Wider staff members have been updated through Service comms and a Q and A session held with the Chief Fire Officer, SLT and members of the Resource and Savings Programme (RSP) of which over 200 staff members dialled in. The RSP team will continue to work closely with the Senior Leadership Team (SLT) and the Corporate Communications and Engagement team to review a full and thorough staff engagement strategy.

Financial Analysis If applicable, state any relevant cost implications (e.g. expenses, returns or savings) as a direct result of the implementation of this policy, project, or function.

	Wilton Fire Station
Estimated annual capital budget savings	£31,239
Estimated annual revenue budget savings	£202,525
Estimated one-off redundancy costs	£27,707

*This date needs to align to the procedure review date

How does this policy/strategy/alignment of procedure(s)/new procedure/proposal/ option/decision meet the Public-Sector Equality Duty? If you are unsure, please contact the Diversity & Inclusion Team directly to discuss any issues you may have.
The Equality Act 2010 introduced the Public Sector Equality Duty, which makes it a requirement for public authorities, in the exercise of their functions, to have due regard to the need to: • eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act, • advance equality of opportunity between people who share and people who do not share a relevant protected characteristic, and • foster good relations between people who share and people who do not share a relevant protected characteristic. This People Impact Assessment supports the Station Review decision-making process by identifying potential impacts of the proposal on staff and communities and ensuring that equality considerations inform both the Authority's decision and any subsequent implementation. **Eliminating discrimination** The proposal to review the sustainability of Wilton Fire Station does not target any group sharing a protected characteristic. However, it is recognised that changes to response arrangements and potential staff redundancies or redeployment could create indirect impacts for some individuals and groups. To ensure due regard is given to eliminating discrimination, the Service has and will continue to: • consider equality data alongside operational, financial and risk information when making decisions. • apply people management policies consistently and fairly to all affected staff. • ensure consultation and engagement processes are inclusive and accessible. • monitor for any emerging disproportionate impacts and take mitigating action where required. **Advancing equality of opportunity** The proposal itself does not inherently advance equality of opportunity. However, the decision-making and implementation process provides opportunities to mitigate potential disadvantage and support affected groups. The Service has and will continue to advance equality of opportunity by: • ensuring all groups have the opportunity to engage in consultation. • targeting prevention and protection activity toward potentially more vulnerable members of the community • supporting affected staff through fair redeployment processes, training and wellbeing support • considering equality impacts when designing mitigation measures and future service delivery arrangements **Fostering good relations** The Service recognises that proposals involving potential station closure may create uncertainty for staff and concern within the local community. To foster good relations, the Service has and will continue to: • communicate transparently with staff, representative bodies and communities. • provide clear opportunities for engagement and feedback. • ensure engagement approaches are respectful and inclusive. • support teams and individuals through organisational change. **Ongoing due regard** All protected characteristics have been considered within this assessment. Individual station data was included in the review, however due to the small numbers, it was felt that individual staff could be identified from the data and therefore data for all on-call staff has been documented in this assessment. The Dorset & Wiltshire Fire and Rescue Authority will take this analysis into account before making any decision. If the proposal progresses, equality considerations will continue to inform implementation planning, staff support arrangements and community risk mitigation activity. Through this approach, the Service will ensure ongoing due regard to the three aims of the Public Sector Equality Duty. The RSP team with collate and incorporate all available protected characteristic data, for both the community and our people, into the Station Review decision paper and supporting documents. The Dorset & Wiltshire Fire and Rescue Authority will give due consideration to all protected characteristic data when considering the closure of Wilton Fire Station, information for which was provided in the Fire and Rescue Authority papers and appendices for the February 2026 meeting. **Human Rights Considerations** The Human Rights Act 1998 requires public authorities to act compatibly with the rights contained within the European Convention on Human Rights (ECHR). As part of this People Impact Assessment, consideration has been given to whether this proposal could adversely affect the human rights of employees, members of the public, or other stakeholders.

Community Considerations
Article 2 – Right to Life
The Service recognises that any proposal which may affect emergency response arrangements requires consideration of Article 2. The assessment has therefore considered incident demand, operational risk, vulnerability data, response standards, and available mitigation measures to understand whether the proposal could have an adverse impact on public safety.
Where changes to service delivery are proposed, the Service will ensure that decisions are evidence-based, proportionate, and informed by data analysis. Any mitigation measures identified through the Station Review process will be implemented to minimise potential impacts on community safety.

Article 14 – Protection from Discrimination
Consideration has been given to whether the proposal could disproportionately affect individuals or groups who share protected characteristics. Protected characteristic data, community demographics, vulnerability information, and consultation feedback have been reviewed as part of this assessment.

Staff Considerations
Article 8 – Right to Respect for Private and Family Life
The Service recognises that organisational change, including potential redeployment, changes to working arrangements, or redundancy processes, may have implications for employees' private and family lives. Where such impacts are identified, they will be considered and managed through consultation, engagement, wellbeing support, and the application of People Management Principles.

Article 14 – Protection from Discrimination
The Service has considered whether the proposal could result in differential impacts on staff who share protected characteristics. Workforce demographic data has been reviewed and any resulting workforce changes will be managed fairly, consistently, and in accordance with employment legislation and Service policies.

Legitimate Aim and Proportionality
This proposal forms part of the Service's wider Resourcing and Savings Programme and seeks to support the legitimate aims of maintaining a financially sustainable, effective, and resilient Fire and Rescue Service. Human rights considerations have been balanced against these legitimate aims, with the intention of ensuring that any impacts identified are proportionate, evidence-based, and subject to appropriate mitigation measures.
The Dorset & Wiltshire Fire and Rescue Authority will take these considerations into account as part of its decision-making process.

People Impact Assessment (PIA)

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Sex (Men and Women)	✓			The Equality Act 2010 legislates against discrimination on the basis of being, or not being, a particular sex. **Community** The 2021 Census data details sex registered at birth. Table 1 provides a comparison of this 2021 Census data for residents within the Wilton Fire Station administration area, the Wiltshire local authority area and in England.

Proportion of Population by Sex			
Sex t Birth a	**Wilton**	**Wiltshire**	**England**
Female	52.03%	50.68%	51.04%
Male	47.97%	49.32%	48.96%

Table 1: Proportion of local population by sex at birth within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Census 2021 data shows a slightly higher proportion of female residents in the Wilton Fire Station administration area, which is marginally higher than both the Wiltshire local authority area and national averages.

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would result in an extended response time to all incidents currently attended by this resource. The Service's response to incidents is dependent on a number of factors including nature of the emergency and its associated predetermined response plans. Any response provided is available to everyone equally, without discrimination. Whilst it is acknowledged that slightly more female residents would be impacted by this change, compared to any other gender, this is due to the local demographic profile and is the status quo for the impacted community.

Conclusion:
No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this local demographic profile will be considered to ensure equitable and inclusive implementation of any necessary mitigation measures.

Staff
As part of the Service's Equality, Diversity and Inclusion (EDI) monitoring and assurance processes, EDI data is captured for all staff; this includes gender identity, which staff can detail as either female, male, other gender identity, or prefer not to say. Table 2 provides proportion of staff profile by gender identity of all DWFRS on-call staff

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✓ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Number of Staff by Gender Identity **Gender** / **All On-Call Staff** Female: 5.24% Male: 94.76% Other Gender Identity: 0.00% Prefer Not to Say: 0.00% Table 2: Proportion of staff profile by gender identity of all DWFRS on-call staff (DWFRS HRMIS May 2025) **Impacts:** The closure of Wilton Fire Station and removal of its pumping appliance would remove the need for its on-call staff and put these individuals at risk of redundancy or redeployment. Whilst across the on-call staff it is acknowledged that more male members of staff would be impacted by this change, compared to any other gender, this is due to the staff profile across the Service currently being a higher percentage of males. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic.
Race (All Racial Groups)	✓			The Equality Act 2010 legislates against discrimination on the basis of race; in the Equality Act, race can mean skin colour, nationality, citizenship, and ethnic or national origin. **Community** The 2021 Census provides two datasets that correlate with the Equality Act's definition of race: Ethnic Group data details the ethnic group the individual feels they belong to, based on their culture, family background, identity or physical appearance; and National Identity data details the individual's self-determined national identity, which could be based on the country or countries where they feel they belong or think of as home. Table 3 and Table 4 provide a comparison of these 2021 Census datasets for residents within the Wilton Fire Station administration area, the Wiltshire local authority area and in England.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Proportion of Population by Ethnic Group

Ethnic Group	Wilton	Wiltshire	England
Asian			
Bangladeshi	0.06%	0.19%	1.11%
Chinese	0.13%	0.29%	0.76%
Indian	0.70%	0.55%	3.26%
Pakistani	0.09%	0.08%	2.78%
Other Asian	0.30%	1.03%	1.69%
Black			
African	0.80%	0.58%	2.60%
Caribbean	0.14%	0.31%	1.10%
Other Black	0.08%	0.24%	0.52%
Mixed or Multiple Ethnic Groups			
White and Asian	0.37%	0.53%	0.84%
White and Black African	0.18%	0.23%	0.43%
White and Black Caribbean	0.35%	0.48%	0.88%
Other Mixed or Multiple ethnic groups	0.38%	0.46%	0.80%
White			
English, Welsh, Scottish, Northern Irish or British	92.32%	90.05%	73.54%

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Irish	0.57%	0.51%	0.88%
Gypsy or Irish Traveller	0.22%	0.14%	0.11%
Roma	0.02%	0.05%	0.18%
Other White	2.96%	3.58%	6.35%
Other Ethnic Group			
Arab	0.07%	0.13%	0.57%
Any other ethnic group	0.25%	0.57%	1.61%

Table 3: Proportion of local population by ethnic group within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Proportion of Population by National Identity			
National Identity	**Wilton**	**Wiltshire**	**England**
British only identity	58.37%	57.52%	56.83%
Welsh only identity	0.46%	0.77%	0.34%
Welsh and British only identity	0.30%	0.38%	0.15%
English only identity	17.37%	16.98%	15.25%
English and British only identity	16.31%	16.67%	14.26%
Any other combination of only UK identities	1.30%	1.42%	1.15%
Non-UK identity only	4.21%	4.78%	9.97%
UK identity and non-UK identity	1.68%	1.47%	2.05%

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*? ✔ (See Completion notes)				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Table 4: Proportion of local population by national identity within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021) Census 2021 data shows that the Wilton Fire Station administration area has a predominantly White English, Welsh, Scottish, Northern Irish or British ethnic group profile, with 92.32% of residents identifying with this ethnic group compared to 90.05% across the Wiltshire local authority area and 73.54% nationally. Residents from Asian, Black, mixed, or other ethnic backgrounds represent a small minority of the local population, generally lower than regional and national averages but reflecting wider diversity patterns across the country. Data on national identity shows that 59.99% of residents in the Wilton Fire Station area identify as British only, similar to local and national figures. English-only and combined English and British identities account for a substantial share of the local population, together representing 33.68% of residents – similar to regional and national averages. Non-UK identities or combined UK and non-UK identities represent a small minority of the local population compared to national levels. Access to all groups would be enhanced by a station within the local facility. However, this is at the discretion of the Fire Authority and not a legislative Act that sits within the Fire Service requirements and must be balanced against a range of organisational requirements. Migrant populations and non-settled traveller communities were also considered although no statistics could be found to support any impact on these populations on Wilton. **Impacts:** The closure of Wilton Fire Station and removal of its pumping appliance would result in an extended response time to incidents currently attended by this resource. Emergency response is dependent on a number of factors including incident type, location and predetermined attendance arrangements, and any response provided is available to all members of the community without discrimination. The Service recognises that some communities may experience differing levels of vulnerability to fire and other emergencies, which can be influenced by a range of socio-economic and demographic factors, including ethnicity. While the local population profile indicates that the majority of residents identify as White British, all communities within the affected area will continue to receive an emergency response based on risk and need. To mitigate potential impacts, the Service will continue to target prevention and protection activity proportionately based on local risk and vulnerability data. This includes the use of targeted prevention initiatives, such as safe and well activity and partnership work, which may focus on communities identified as being at higher risk. These approaches will be kept under review should the station closure proposal progress, to ensure that vulnerable groups across all protected characteristics are appropriately supported.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				To mitigate potential impacts, the Service will continue to target prevention and protection activity proportionately based on local risk and vulnerability data. This includes the use of targeted prevention initiatives, such as safe and well activity and partnership work, which may focus on communities identified as being at higher risk. These approaches will be kept under review should the station closure proposal progress, to ensure that vulnerable groups across all protected characteristics are appropriately supported. Census information and risk profiles have been evaluated that include populations, building applications and risk sites such as care homes, tall buildings, areas of flooding, wildfires and others have been assessed as part of the risk assessment process. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this demographic profile will be considered to ensure equitable and inclusive implementation of any necessary mitigation measures. **People** As part of the Service's EDI monitoring and assurance processes, EDI data is captured for all staff; this includes ethnic origin, for which staff can select from a number of ethnic groups or prefer not to say. Table 5 provides proportion of all DWFRS on-call staff profile by ethnic origin.

Number of Staff by Ethnic Origin	
Ethnic Origin	**All On-Call Staff**
White - British	93.13%
White – Irish	0.18%
White – Any Other White Background	2.17%
Black or Black British	0.18%
Asian or Asian British	0.18%
Mixed	1.08%
Any Other Minority	0.00%

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*? ✓ (See Completion notes)				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Prefer Not to Say: 3.07% Table 5: Proportion of all DWFRS on-call staff profile by ethnic origin. (DWFRS HRMIS May 2025) **Impacts:** The closure of Wilton Fire Station and removal of its pumping appliance would remove the need for its on-call staff and place affected individuals at risk of redundancy or redeployment. The current on-call workforce profile across the Service is predominantly White British. While this means that a greater number of White British staff would be impacted numerically, it is recognised that the Service currently has relatively low representation from minority ethnic groups. As such, the potential loss of any staff from underrepresented ethnic backgrounds may have a negative impact on workforce diversity at a Service level. Although no disproportionate impact has been identified in relation to this protected characteristic, the Service acknowledges that workforce diversity is a strategic priority and is reflected within the Service Risk Register. Any workforce changes arising from this proposal will therefore be managed in line with agreed people management principles, with due regard given to maintaining and improving workforce diversity, balanced against the legitimate aim of ensuring financial sustainability and an effective on-call duty system. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.
Disability (Mental, Physical, and Carers of Disabled people)	✓			The Equality Act 2010 legislates against discrimination on the basis of having a disability; this is defined as a physical or mental condition which has a substantial and long-term impact on your ability to do normal day to day activities. **Community** The 2021 Census data details whether an individual has declared a disability that meets the definition of the Equality Act 2010. Table 6 provides a comparison of this 2021 Census data for residents within the Wilton Fire Station administration area, the Wiltshire local authority area and in England.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Proportion of Population by Disability Status

Disability Status	Wilton	Wiltshire	England
Disabled under the Equality Act	17.33%	16.95%	17.30%
Not disabled under the Equality Act	82.67%	83.05%	82.70%

Table 6: Proportion of local population by disability status within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Census 2021 data shows that 17.33% of the residents in the Wilton Fire Station administration area have declared themselves as disabled. This local proportion is slightly higher than the Wiltshire local authority area average of 16.95% but similar to the national average of 17.30%.

Impacts:

The closure of Wilton Fire Station, and removal of its pumping appliance, would result in an extended response time to all incidents currently attended by this resource. The Service's response to incidents is dependent on a number of factors including nature of the emergency and its associated predetermined response plans. Any response provided is available to everyone equally, without discrimination. Whilst it is acknowledged that more residents who have not declared a disability would be impacted by this change, this is due to the local demographic profile and is the status quo for the impacted community.

The Service recognise that any reduction is response time may impact community members with a disability. Full premises risk assessments have been undertaken to assess the number of care homes, tall buildings, hospitals and higher risk residential facilities in which a person with a disability may find it hard to evacuate to a place of safety. Whilst this may be unknown in some residential properties, recent changes in law have made it mandatory for the responsible person to ensure personal evacuation plans are in place within commercial properties. Safe and Well visit have been researched and vulnerable list groups identified to the best of our ability to access any known residential risk.

Conclusion:

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Prevention and protection activity will continue to be targeted toward individuals and communities identified as being at higher risk, including disabled residents and those with additional support needs. This targeted approach forms part of the Service's ongoing mitigation to reduce risk and support vulnerable groups should the proposal progress. **People** As part of the Service's EDI monitoring and assurance processes, EDI data is captured for all staff; this includes disability status which staff can detail as either disabled as defined under the Equality Act 2010, no disabled as defined under the Equality Act 2010, or prefer not to say. Table 7 provides Proportion of staff profile by disability status DWFRS on-call staff.

Number of Staff by Disability Status	
Disability Status	**All On-Call Staff**
Disabled as defined under the Equality Act 2010	2.89%
Not disabled as defined under the Equality Act 2010	94.94%
Prefer Not to Say	1.81%
Not Captured	0.36%

Table 7: Proportion of staff profile by disability status DWFRS on-call staff (DWFRS HRMIS May 2025)

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would remove the need for its on-call staff and put these individuals at risk of redundancy or redeployment. Across the on-call workforce, 2.89% of staff have declared a disability as defined under the Equality Act 2010. The Service recognises that any organisational change may have a greater impact on individuals with disabilities, particularly in relation to redeployment or role requirements. Equality considerations will therefore inform any workforce planning and support arrangements.

No record of those that provide careers responsibilities could be located. Whilst this has little impact on a possible station closure programme other programmes under review will require access to this information.

Conclusion:

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*? ✓ (See Completion notes)				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Carer profiles should be requested at the earliest opportunity to enable a full assessment of this element. No further disproportionate or differential impact has been identified in relation to this protected characteristic. However, this staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures. Although no disproportionate impact has been identified in relation to this protected characteristic, the Service acknowledges that workforce diversity is a strategic priority and is reflected within the Service Risk Register. Any workforce changes arising from this proposal will therefore be managed in line with agreed people management principles, with due regard given to maintaining and improving workforce diversity, balanced against the legitimate aim of ensuring financial sustainability and an effective on-call duty system. The Service recognises that disabled residents may be more vulnerable to delayed emergency response or evacuation challenges. Prevention and protection activity will continue to be targeted toward individuals and communities identified as being at higher risk, including disabled residents and those with additional support needs. This targeted approach forms part of the Service's ongoing mitigation to reduce risk and support vulnerable groups should the proposal progress. No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.
Religion or Belief	✓			The Equality Act 2010 legislates against discrimination on the basis of religion or philosophical belief. **Community** The 2021 Census data provides details of religions that an individual identifies with or is connected to, irrespective of whether they practise or have belief in it. Table 8 provides a comparison of this 2021 Census data for residents within the Wilton Fire Station administration area, the Wiltshire local authority area and in England.

Proportion of Population by Religion			
Religion	**Wilton**	**Wiltshire**	**England**
No religion	35.28%	41.27%	36.67%
Christian	57.44%	50.20%	46.32%

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Buddhist	0.37%	0.49%	0.46%
Hindu	0.31%	0.52%	1.81%
Jewish	0.10%	0.09%	0.48%
Muslim	0.37%	0.69%	6.73%
Sikh	0.02%	0.09%	0.92%
Other religion	0.48%	0.63%	0.59%
Not answered	5.64%	6.02%	6.02%

Table 8: Proportion of local population by religion within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Census 2021 data shows that the Wilton Fire Station administration area has a broadly similar religious profile to national patterns. Locally, 35.28% of residents identify as having no religion, 57.44% as Christian, and 5.64% did not answer the question. Other religious groups, including Buddhism, Hinduism, Judaism, Islam, Sikhism, each represent a very small share of the local population, similar to regional and national trends.

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would result in an extended response time to all incidents currently attended by this resource. The Service's response to incidents is dependent on a number of factors including nature of the emergency and its associated predetermined response plans. Any response provided is available to everyone equally, without discrimination.

Whilst it is acknowledged that more residents of either Christian or no religion would be impacted by this change, compared to any other religion or faith, this is due to the local demographic profile and is the status quo for the impacted community.

Conclusion:
No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this local demographic profile will be considered to ensure equitable and inclusive implementation of any necessary mitigation measures.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✓ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				People As part of the Service's EDI monitoring and assurance processes, EDI data is captured for all staff; this includes any religion or belief, which staff can select from a number of religions, no religion, or prefer not to say. Table 9 provides proportion of staff profile by religion or belief at all DWFRS on-call staff.

Number of Staff by Religion or Belief	
Religion or Belief	**All On-Call Staff**
Christian	25.86%
Muslim	0.36%
Buddhist	0.18%
Hindu	0.00%
Other	1.27%
No Religion	60.04%
Prefer Not to Say	11.21%
Not Captured	1.08%

Table 9: Proportion of staff profile by religion or belief at all DWFRS on-call staff (DWFRS HRMIS May 2025)

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would remove the need for its on-call staff and put these individuals at risk of redundancy or redeployment. The Service recognises that organisational change must be implemented in a way that is respectful of religious belief and practice. Equality considerations will inform consultation and workforce support arrangements.

Individual Station data was reviewed, however due to small data set all on-call staff data was used to prevent GDPR breaches.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✓ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Conclusion: No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			The Equality Act 2010 legislates against discrimination on the basis of sexual orientation; this includes being heterosexual, gay, lesbian or bisexual. **Community** The 2021 Census data provides estimates that classify residents aged 16 years or over by sexual orientation. This data is only available at a local authority area level and cannot be further broken down to represent the Wilton Fire Station administration area. Table 10 provides a comparison of this 2021 Census data for residents within the Wiltshire local authority area and in England.

Proportion of Population by Sexual Orientation			
Sexual Orientation	**Wilton**	**Wiltshire**	**England**
Straight or Heterosexual	Not Available	90.94%	89.37%
Gay or Lesbian	Not Available	1.13%	1.54%
Bisexual	Not Available	1.12%	1.29%
All other sexual orientations	Not Available	0.24%	0.34%
Not answered	Not Available	6.57%	7.46%

Table 10: Proportion of local population by sexual orientation within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Census 2021 data for the Wiltshire local authority area shows that 90.94% of residents identify as straight or heterosexual, with 1.13% as gay or lesbian, 1.12% as bisexual, and 0.24% identifying with another sexual orientation; a further 6.57% did not answer the question. These figures are broadly similar to the national averages.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Impacts: The closure of Wilton Fire Station, and removal of its pumping appliance, would result in an extended response time to all incidents currently attended by this resource. The Service's response to incidents is dependent on a number of factors including nature of the emergency and its associated predetermined response plans. Any response provided is available to everyone equally, without discrimination. Whilst it is acknowledged that significantly more straight or heterosexual residents would be impacted by this change, compared to any other sexual orientation, this is due to the local demographic profile and is the status quo for the impacted community. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this demographic profile will be considered to ensure equitable and inclusive implementation of any necessary mitigation measures. **People** As part of the Service's EDI monitoring and assurance processes, EDI data is captured for all staff; this includes sexual orientation, which staff can select from heterosexual, gay / lesbian, bisexual, other sexual orientation, or prefer not to say. Table 11 provides proportion of staff profile by sexual orientation of all DWFRS on-call staff.

Number of Staff by Sexual Orientation	
Sexual Orientation	**All On-Call Staff**
Heterosexual	86.44%
Gay / Lesbian	0.54%
Bisexual	1.45%
Other sexual orientations	0.00%
Prefer Not to Say	9.58%
Not Captured	1.99%

Table 11: Proportion of staff profile by sexual orientation of all DWFRS on-call staff (DWFRS HRMIS May 2025)

Impacts:

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*? ✓ (See Completion notes)				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				The closure of Wilton Fire Station, and removal of its pumping appliance, would remove the need for its on-call staff and put these individuals at risk of redundancy or redeployment. Whilst it is acknowledged that significantly more heterosexual members of staff would be impacted by this change, compared to any other sexual orientation, this is due to the staff profile, which is broadly comparable with the wider on-call staff group. Work will continue to be carried out via operational crews when attending incidents. Information, education and home fire safety referrals will continue to be compiled though our website and partnership arrangements and will be addressed accordingly. In addition to assessing operational outcomes, the Service have provided confidential information to demonstrate that should redundancies occur, whilst there is a clear personal impact upon our staff members, the impact upon this characteristic is not inversely affected. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.
Pregnancy and Maternity	✓			The Equality Act 2010 legislates against discrimination on the basis of pregnancy or maternity; this includes being treated unfavourably during pregnancy or the 26-week period following birth. **Community** Due to the fluctuating levels of pregnancy and maternity, no meaningful data has been collated for this protected characteristic for the residents of Wilton Fire Station or the wider community. **Impacts:** The closure of Wilton Fire Station, and removal of its pumping appliance, would result in an extended response time to all incidents currently attended by this resource. The Service's response to incidents is dependent on a number of factors including nature of the emergency and its associated predetermined response plans. Any response provided is available to everyone equally, without discrimination. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this protected characteristic will be considered to ensure equitable and inclusive implementation of any necessary mitigation measures. **People**

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✓ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Data captured from the HRMIS details the number of staff currently on maternity leave. Within DWFRS, members of staff are entitled to up to 52 weeks Maternity leave, which the individuals can choose to commence anytime from 11 weeks prior to the expected birth date, but no later than the actual birth date. Table 12 provides a comparison of the number of members of staff on maternity leave both at Wilton Fire Station and across all on-call fire stations within DWFRS. **Number of Staff on Maternity Leave** **Wilton** / **All On-Call Staff** Staff on Maternity Leave: 0.00% / 0.00% Table 12: Proportion of staff profile on Maternity Leave within Wilton Fire Station and all DWFRS on-call staff (DWFRS HRMIS May 2025) There are currently no members of staff at Wilton Fire Station, or within the wider on-call staff group, on maternity leave. **Impact:** The organisation has confirmed that whilst there are no members of our on-call workforce are on maternity leave, updates to the maternity leave procedure have been made following the recent updates in employment law and the Service are compliant and actively looking to support these. Should station closures be voted upon those on Maternity would need to be reviewed to ensure all procedures and rights are complied with. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this local staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.
Marital Status (Married and Civil Partnerships)	✓			The Equality Act 2010 legislates against discrimination on the basis of being married or in a civil partnership. **Community** The 2021 Census data details an individual's legal marital or civil partnership status on 21 March 2021. Table 13 provides a comparison of this 2021 Census data for residents within the Wilton Fire Station administration area, the Wiltshire local authority area and in England.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Proportion of Population by Marital and Civil Partnership Status

Marital or Civil Partnership Status	Wilton	Wiltshire	England
Never married or in registered civil partnership	27.30%	30.26%	37.93%
Married or in a registered civil partnership	53.65%	51.10%	44.69%
Separated, but still married or in civil partnership	2.20%	2.23%	2.25%
Divorced or civil partnership dissolved	9.66%	9.97%	9.07%
Widowed or surviving civil partnership partner	7.19%	6.44%	6.06%

Table 13: Proportion of local population by marital or civil partnership within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Census 2021 data shows that 53.65% of residents in the Wilton Fire Station administration area are married or in a registered civil partnership, with 27.30% never married or in a civil partnership. The proportion of residents in the Wilton Fire Station administration area who are married or in a civil partnership is higher than both the local authority and regional averages, while the proportion of those never married or in a civil partnership is lower than both. The proportions of separated, divorced, or widowed individuals are broadly similar to regional trends.

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would result in an extended response time to all incidents currently attended by this resource. The Service's response to incidents is dependent on a number of factors including nature of the emergency and its associated predetermined response plans. Any response provided is available to everyone equally, without discrimination. Whilst it is acknowledged that more residents who are either married or in a civil partnership would be impacted by this change, compared to any other marital or civil partnership status, this is due to the local demographic profile and is the status quo for the impacted community.

Conclusion:
No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this local demographic profile will be considered to ensure equitable and inclusive implementation of any necessary mitigation measures.

People

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✓ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				As part of the Service's EDI monitoring and assurance processes, EDI data is captured for all staff; this includes partnership status, which staff can select from married, civil partnership, divorced, widowed, single, separated, co-habiting, or prefer not to say. Table 14 provides data of staff across all on-call fire stations within DWFRS.

Number of Staff by Partnership Status	
Partnership Status	**All On-Call Staff**
Married	42.86%
Civil Partnership	7.05%
Divorced	2.53%
Widowed	0.18%
Single	33.63%
Separated	0.18%
Co-habiting	0.54%
Prefer Not to Say	5.42%
Not Captured	7.59%

Table 14: Proportion of staff profile by partnership status of DWFRS on-call staff (DWFRS HRMIS May 2025)

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would remove the need for its on-call staff and put these individuals at risk of redundancy or redeployment. Whilst it is acknowledged that significantly more married and single on-call staff would be impacted by this change, compared to any other partnership status, this is due to the demographic profile.

Conclusion:
No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.

Gender Reassignment (Includes non-binary)	✓			The Equality Act 2010 legislates against discrimination on the basis of gender reassignment; this includes proposing to undergo, undergoing or having undergone a process to reassign sex.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✓ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Community
The 2021 Census data provides estimates that classify residents aged 16 years or over by gender identity. This data is only available at a local authority area level and cannot be further broken down to represent Wilton Fire Station administration area. Table 15 provides a comparison of this 2021 Census data for residents within the Wiltshire local authority area and in England.

Proportion of Population by Gender Identity			
Gender Identity	**Wilton**	**Wiltshire**	**England**
Same as sex registered at birth	Not Available	94.73%	93.47%
Unspecified, different from sex registered at birth	Not Available	0.12%	0.25%
Trans woman	Not Available	0.07%	0.10%
Trans man	Not Available	0.08%	0.10%
All other gender identities	Not Available	0.08%	0.10%
Not answered	Not Available	4.92%	5.98%

Table 15: Proportion of local population by gender identity within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Census 2021 data for the Wiltshire local authority area shows that 94.73% of residents identify with the same sex registered at birth, similar to the rest of England. A small proportion of individuals identify as trans men, trans women, or other gender identities not aligned with sex registered at birth, collectively.

People
The Service is committed to supporting staff who are undergoing or considering gender reassignment, and currently offers a range of support options. While workforce data relating to this protected characteristic is not routinely collected, support is available through the Trans and Gender Identity Support Procedure, and the FirePride (LGBTQIA+) staff network, which welcomes both members and allies. Additional guidance and support can also be accessed via People Partners, DWFRS Guardians, and through the Safe To portal.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*? ✓ (See Completion notes)				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				We recognise that there may be areas where our current approach could be strengthened or where the needs of staff are not yet fully understood or anticipated. As such, we remain open to learning and improvement. The forthcoming publication of the Equality and Human Rights Commission (EHRC) Code of Practice is expected to provide further clarity and direction, and we will use this to review and enhance the support we offer, ensuring it remains appropriate, inclusive, and responsive to the needs of our people. **Impacts:** The closure of Wilton Fire Station, and removal of its pumping appliance, would remove the need for its on-call staff and put these individuals at risk of redundancy or redeployment. Whilst it is acknowledged that significantly more members of staff who identify with the same sex as birth would be impacted by this change, should a member of staff at any of the stations under review identify as a separate identity as birth, this group could be disadvantaged because of their minority status. To analyse this further, confidential workforce analysis has been reviewed by report authors and demonstrates no disproportionate impact(s) at this time. **Conclusion:** No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this local staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.
Age (People of all ages)	✓			The Equality Act 2010 legislates against discrimination on the basis of being, or not being, a certain age or within a certain age group. **Community** The 2021 Census data allocates individuals to an age bracket based on their declared age on 21 March 2021. Table 16 provides a comparison of this 2021 Census data for residents within the Wilton Fire Station administration area, the Wiltshire local authority area and in England.

Proportion of Population by Age			
Age Bracket	**Wilton**	**Wiltshire**	**England**
Aged 15 years and under	15.18%	17.88%	18.56%

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Aged 16 to 24 years	7.28%	8.98%	10.60%
Aged 25 to 34 years	9.70%	11.66%	13.57%
Aged 35 to 49 years	17.39%	18.34%	19.43%
Aged 50 to 64 years	23.11%	21.29%	19.42%
Aged 65 years and over	27.34%	21.85%	18.41%

Table 16: Proportion of local population by age bracket within Wilton Fire Station administration area, local authority area and England (Office of National Statistics 2021)

Census 2021 data shows that the Wilton Fire Station administration area has a notably older population profile compared to both the local authority area and national averages. Residents aged 65 and over account for 27.34% of the local population, significantly above the regional and national averages. Representation of residents within other age bands is broadly similar to the local authority and national averages.

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would result in an extended response time to all incidents currently attended by this resource. The Service's response to incidents is dependent on a number of factors including nature of the emergency and its associated predetermined response plans.

Whilst any response provided is available to everyone equally, without discrimination the Service recognise that Wilton has a high percentage of their demographic who are older. The Service recognises that an older population profile may increase vulnerability to the effects of delayed emergency response, particularly in incidents involving reduced mobility, health conditions or fire risk within the home. Fires and rescues, falls, mobility issues, or welfare-related incidents are all highlighted as higher risks within the population and Service activities.

Intersectionality (Disabled older residents, older women living alone, Elderly carers, Disabled people in rural communities, Ethnic minority elderly residents for example) has been considered in this analysis however the depth of analysis required for these assessments are not accessible within available data. Therefore, this assessment is inconclusive in regards these matters

The rurality of the area has also been assessed as part of the assessment process. Age, disability and rurality have been assessed as part of the process. Whilst Wilton has effective transport provision, emergency accessibility and

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✓ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				Internet/digital provision, these may not be as accessible in surrounding areas where local residents cannot depend on the local emergency infrastructure in the same way. To mitigate this, vulnerability mapping takes place to target our resources of prevention and protection at higher-risk and more vulnerable residents, including older people, using risk-based data and partnership working. These interventions will be reviewed and adjusted as required should the proposal progress. Safe and Well data, Vulnerability data, Deprivation data, Incident history, Care home locations and a range of other risk assessment tools were used to formulate the station review paper published in February 2026. **Conclusion:** Risk based assessments have been completed to identify risk profiles and population numbers/growth. These have been presented as part of the initial information in February 2026 to the Fire Authority. **People** As part of the Service's EDI monitoring and assurance processes, EDI data is captured for all staff; this includes age in years. Table 17 and Table 18 provide a comparison of this data for affected staff at Wilton Fire Station and staff across all on-call fire stations within DWFRS.

Number of Staff by Age Band		
Age Band	**Wilton**	**All On-Call Staff**
Aged 17 to 24 years	0.00%	7.05%
Aged 25 to 35 years	33.33%	28.21%
Aged 36 to 45 years	58.33%	35.62%
Aged 46 to 55 years	8.33%	19.53%
Aged 56 to 65 years	0.00%	9.04%
Aged 66 years and over	0.00%	0.54%

Table 17: Proportion of staff profile by age band at Wilton Fire Station and all DWFRS on-call staff (DWFRS HRMIS May 2025)

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who share characteristics protected by *The Equality Act 2010*?
✔ (See Completion notes)

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

Average Age		
	Wilton	**All On-Call Staff**
Average age of staff	37.8 years	40.1 years

Table 18: Average age of staff at Wilton Fire Station and all DWFRS on-call staff (DWFRS HRMIS May 2025)

Analysis of staff data shows that the age profile at Wilton Fire Station is weighted towards individuals aged between 36 to 45 years, with 58.33% within this age band compared to 35.62% within the wider on-call staff group. There are no staff at Wilton Fire Station aged under 25 years or over 55 years. The average age of staff at this station is 37.8 years, which is younger than the average of 40.1 years across the on-call staff group.

Impacts:
The closure of Wilton Fire Station, and removal of its pumping appliance, would remove the need for its on-call staff and put these individuals at risk of redundancy or redeployment. Whilst it is acknowledged that there will be more members of staff in some age groups impacted by this change, compared to other age groups, this is due to the local staff profile, which is broadly comparable with the wider on-call staff group.

Workforce planning has provided access to workforce and internal demographic evaluation that demonstrate future planning assumptions and business needs. This alongside published data demonstrates that there is due consideration given across the Service but must be managed carefully to ensure skills sets and competence are maintained across the Service, should the station be closed.

Conclusion:
No disproportionate or differential impact has been identified in relation to this protected characteristic. However, this local staff profile will be considered to ensure equitable and inclusive implementation of any resulting project delivery plan and mitigation measures.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who are impacted by and / or local factors that sit outside the Equality Act 2010 (non-legislative). Please consider any impact that the implementation of this proposal will have on our On-Call members of staff. Examples of other local factors include social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✔ (See Completion notes)				
Identified impact non-legislative factor.	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Staff Morale			✓	It is anticipated that there will be a reduction in staff morale at fire stations being considered for closure. Subject to individual fire stations being progressed for consideration for closure by the full Dorset & Wiltshire Fire and Rescue Authority, impacted station teams will be engaged with at the earliest opportunity, and communication channels and support mechanisms established and maintained throughout the remainder of the process. The RSP team, working closely with the SLT and the Media and Communications team, will share all appropriate information and data with impacted teams throughout the Station Reviews, promoting transparency and trust in the process. The agreed people management principles, and associated policies and procedures, will be applied consistently to all those impacted staff, ensuring all individuals are treated equally and fairly across the project.
On-Call Availability			✓	It is anticipated that individual and, consequently, on-call resource availability may be negatively impacted at fire stations being considered for closure, as a result of reduced morale and engagement of staff. As per above, all appropriate measures will be taken to mitigate the anticipated reduction in staff morale and potential resulting loss of engagement from on-call staff. Existing policies and procedures will be applied by District Management teams to promote and maintain individual and appliance availability. In addition to potential reductions in appliance availability, the uncertainty associated with proposed station closures may also impact workforce competence maintenance, development and progression. This may manifest through reduced engagement with training activities, lower attendance at drills or mandatory refresher training, and reduced motivation amongst affected on-call staff. There is also a risk that individuals may delay or decline development opportunities, including promotion and incident command training, due to uncertainty regarding the future sustainability of their station or role. This has the potential to affect both individual career progression and the Service's wider operational resilience, including future availability of competent personnel and local fire cover arrangements. Evidence of this emerging impact has already been identified, with the Incident Command team reporting that some individuals are considering delaying or withdrawing from attendance on Level 1 Incident Command courses pending the outcome of the station review process.

*This date needs to align to the procedure review date

What impact will the implementation of this proposal have on people who are impacted by and / or local factors that sit outside the Equality Act 2010 (non-legislative). Please consider any impact that the implementation of this proposal will have on our On-Call members of staff. Examples of other local factors include social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✔ (See Completion notes)				
Identified impact non-legislative factor.	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
				To mitigate this risk, the Service will continue to engage transparently with affected staff, promote access to development opportunities, and work with local managers to support continued competence maintenance and workforce progression throughout the review period.
Redundancy / Loss of Earnings (including impact on pensions)			✓	Closure of the fire station will likely require redundancies for the on-call staff, resulting in loss of earnings and impact on pensions. The agreed people management principles, and associated policies and procedures, will be applied consistently to all those impacted staff, ensuring all individuals are treated equally and fairly across the project.
Increased Response Times to Incidents			✓	Response modelling has indicated that there will be an increase in the average response times to all incidents currently resourced by Wilton Fire Station. The station appendix document provides a full analysis of this data, illustrating the number of incidents this is likely to impact and the average increase in response time. The risk associated with this increase in response time will be considered as part of the decision to be taken by the full Dorset & Wiltshire Fire and Rescue Authority. Existing policies and procedures will be applied by District Management teams to promote the resilience of appliance availability at adjacent fire stations, to mitigate the impact of increased response times. The Prevention and Protections teams will target the impacted community, using existing intervention activities to drive down the risk and demand in the area.

*This date needs to align to the procedure review date

This People Impact Analysis was completed by: Resourcing and Savings Programme (RSP) Team

Action Plan Owner:	Commencement date:		**Sign off date:**	
As a result of performing this analysis, what actions are proposed to remove or reduce any negative impact of adverse outcomes identified on people (employees, applicants customers, members of the public etc) who share characteristics protected by *The Equality Act 2010 or are non-legislative characteristics* ?				
Action Planning				
Identified Impact Protected Characteristic or local non-legislative factor	Recommended Actions	Responsible Lead	Completion Date	Review Date
	Detailed action plan to be developed subject to progression of closure of Wilton Fire Station and ahead of staff engagement.	Project Lead	TBC	
	Continued stakeholder engagement programme	Project Lead	Ongoing	
	To be confirmed and commenced	Project Lead	1/7/2026	
Disability	Carer information to be considered	HR	Ongoing	

*This date needs to align to the procedure review date

Completion Notes:	
Analysis Ratings:	The analysis rating is located at the top of the document so that if you have several impact assessments you will be able to determine priority impact status. To assure the analysis determines the rating, the rating should not be determined before the analysis has been completed. **Red:** As a result of performing this analysis, it is evident a risk of discrimination exists (direct, indirect, unintentional, or otherwise) to one or more of the nine groups of people who share *Protected Characteristics (and / or local non-legislative factors).* In this instance**, it is recommended that the use of the activity or policy be suspended** until further work or analysis is performed. If it is considered this risk of discrimination (is *objectively justified*, and/or the use of this proposal (policy, activity, function) is a *proportionate means of achieving a legitimate aim*; this should be indicated and further professional advice taken. **Amber:** As a result of performing this analysis, it is evident a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning s*ection of this document. **Green:** As a result of performing this analysis, no ***adverse effects*** on people who share Protected Characteristics *and / or local non-legislative factors* are identified - no further actions are recommended at this stage.
Equality Data:	Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine Protected Characteristics *and / or local non-legislative factors*. Examples of *Equality Data* include: (this list is not definitive) 1: Application success rates by *Equality Groups* 2: Complaints by *Equality Groups* 3: Service usage and withdrawal of services by *Equality Groups* 4: Grievances or decisions upheld and dismissed by *Equality Groups*
Legal Status:	This document is designed to assist organisations in *"Identifying and eliminating unlawful Discrimination, Harassment and Victimisation"* as required by *The Equality Act Public Sector Duty 2011.* The NFCC/FRSs may be keen to extend "due regard" to local/non-legislative factors such as social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✔ (See Completion notes). **What impact will the implementation of this proposal have on people for which there is no legal requirement**? (consider each local non-legislative factor separately). Doing this analysis may also identify opportunities to *foster good relations* and *advance opportunity* between those who share Protected Characteristics *and / or local non-legislative factors* and those that do not. *An EqIA is not legally binding and should not be used as a substitute for legal or other professional advice.*
Objective And/or Proportionate	Certain discrimination may be capable of being defensible if the determining reason is: (i) *objectively justified* *(ii)* *a proportionate means of achieving a legitimate aim* of the organisation For *objective justification*, the determining reason must be a real, objective consideration, and not in itself discriminatory. To be *'proportionate'* there must be no alternative measures available that would meet the aim without too much difficulty that would avoid such a discriminatory effect. Where (i) and/or (ii) is identified it is recommended that professional (legal) advice is sought prior to completing an Equality Impact Analysis.

*This date needs to align to the procedure review date