

## EQUALITY AND DIVERSITY IMPACT ASSESSMENT RECORDS

### Part 1 – Screening [One form to be used per policy or procedure]

**Policy Sponsor/Lead:** Fleet DNPERS DNPD  
**Name, Post Title & Contact No:** Lt CdrXXXXXXXXRN, SO2PEd  
XXXXXXXXXX  
**Policy title:** Royal Navy Fitness Test  
**Type:** Review of Existing Policy  
**Next Review Date:**

Age	Yes
Disability	No
Gender	Yes
Gender Reassignment	Yes
Marital Status or Civil Partnership	No
Race, Colour, Nationality, Ethnic or National Origins	No
Religion or Belief	No
Sexual Orientation	No
Community Background (NI only)	N/A
Other (please specify)	N/A

If you have determined that there is no adverse impact in your policy you must sign the statement below.

I have identified no adverse impact in this policy.  
Signed:

Name:

Date:

If you have identified an adverse impact you must conduct a full equality and diversity impact assessment and complete Part 2 of this form.

For new policies and those that are being reviewed or updated, and in relation to which an adverse impact has been identified, you must conduct a full impact assessment immediately by completing Part 2 of this form.

For existing policies in relation to which an adverse impact has been identified you must decide when to undertake a full impact assessment by taking account of proportionality and deciding on priority by completing the box below.

What Priority have you afforded this policy and why?

When will you complete Part 2?

**Part 2 – Full Impact Assessment [One form to be used per policy or procedure]**

**Policy Sponsor/Lead:** Fleet DNPERS DNPD  
**Name, Post Title & Contact No** Lt CdrXXXXXXXXXXRN, SO2PEd  
**Policy title** XXXXXXXXXXXX  
Royal Navy Fitness Test

**Type** Review of Existing Policy  
**Next Review Date**

Age	Yes
Disability	No
Sex	Yes
Gender Reassignment	Yes
Marital Status or Civil Partnership	No
Race, Colour, Nationality, Ethnic or National Origins	No
Religion or Belief	No
Sexual Orientation	No
Community Background (NI only)	N/A
Other (please specify)	N/A

**ADVERSE IMPACT IDENTIFIED:** If the policy was amended to mitigate or remove the adverse impact, include a brief explanation, including measures taken to mitigate the impact. Alternatively, if the adverse impact remains, provide a full justification and confirm that you have taken legal advice.

*The RNFT is an age and gender fair test that is based on the physiological demands needed to undertake basic fire fighting tasks at sea. The RNFT was developed by the Institute of Naval Medicine (INM) and takes into account the 'equality' of effort required by males and females regardless of age. This Policy has been in existence since 1998 and was developed in conjunction with advice from the EOC (latterly EHRC), Fleet Legal and E&D. Their input and approval of the policy, protocols and procedures provides full mitigation from any negative impact.*

*Similarly, the impact of the RNFT on personnel who have undergone Gender Reassignment has been extensively staffed by Tri-Service Legal and E&D. The results of this are now articulated at paragraph 53 of 2009DIN01-007.*

**EVIDENCE:** What information has been gathered and used in conducting this assessment? If none, provide a brief explanation.

*Age and Gender fair RNFT: Historical data, Reports, Papers and INM Studies into the effects of physical training and male/female physiology. Additionally, the recently released RNFT DIN (2010DIN01-024) which reaffirms the policy, protocols and procedures of previous RNFT DINs and DCIs.*

*Gender Reassignment RNFT: 2009DIN01-077*

**INVOLVEMENT:** Which stakeholders did you consult and involve in developing or reviewing this policy and assessing its impact on diversity groups? If you did not consult involve any stakeholders provide a brief explanation.

**INM**  
**Fleet Legal**  
**Tri-Service E&D Leads**  
**DGTE**  
**Fleet MedDiv-DACOS**

**Gender Reassignment Act 2004**

**PROMOTING EQUALITY AND DIVERSITY:** Does the policy promote equality of opportunity and/or good relations between diversity groups and their counterparts (i.e. women and men, disabled people and others, and people of different racial or age groups, faiths or sexual orientations)? Does it do anything to eliminate harassment? If so, how? Use this section to promote good news and details of any favourable or positive impact on one or more of the diversity groups that the policy might have. Have you done anything to improve representation of one or more diversity groups when formulating this policy?

***RNFT Policy has been developed to allow equality of effort, regardless of age or gender. It is a measure of the aerobic demands (rate of oxygen uptake,  $VO^2$ ) needed to complete basic RN fire-fighting tasks. As the level of maximum oxygen uptake ( $VO^2$ Max) declines with age, and is also generally lower for females, the test takes into account the physiological differences between the sexes (achieving gender equivalence) whilst also reflecting the average rate of performance decline associated with age. It is therefore a test that recognises the diversity of the RN population, enabling physical fitness to remain an important element of naval life for all personnel.***

Signed: \XXXXXXXX

Date: 19 March 2010

Name: Lt Cdr.XXXXXXXXX, RN

Branch:

File No:

Please forward a copy to your TLB focal point or follow local instructions and also attach a copy to the final version of the policy.