

EQUALITY IMPACT ASSESSMENT (EIA)

Rugby South Fire Station

Service/policy/strategy/practice/plan being assessed	Rugby South Fire Station – New Build Within the current Draft IRMP Action Plan 2019-20, objective 2.1 is specific in that we have a need to look ahead to the impact that future housing will have on the capability and location of our resources; namely our fire stations. In particular we have identified the need for a new fire station to the south of Rugby.
Business Unit/Service Area	Fire & Rescue
Is this a new or existing service/policy/strategy/practice/plan? <i>If an existing service/policy/strategy/practice/plan please state date of last assessment</i>	New
EIA Review team – list of members	Ade Mallaban, Rosemarie Holme
Do any other Business Units/Service Areas need to be included?	No
Date of assessment	April 2019
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees? <i>If yes please let your Assistant Director and the Customer Relations Team know as soon as possible</i>	No

Details of service/policy/strategy/practice/plan

Scoping and Defining	
(1) What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan ?	The development in the South West Rugby area will see significant employment provision, as well as 5400 new homes, built in the coming years. This development will not only increase the population in the area that requires WFRS prevention and protection services, but will widen the populated geographical area in which we are expected to provide an emergency response within current performance requirements. WFRS has an agreed performance standard to provide a response to life risk incidents (such as building fires and road traffic collisions) within ten minutes.
(2) Who are the customers?	People who live or work in the Rugby area or throughout Warwickshire.
(3) How has equality been considered in the development or review so far?	<p>Equality has been considered in the EIA carried out for the IRMP in November 2016.</p> <p>During the evidence gathering process we have considered:</p> <ul style="list-style-type: none"> ● Demographic predictions from the Insight Team (including Warwickshire Challenges 2019) ● WFRS Risk Profile 2016 ● Service demand information ● Census data ● Other Fire and Rescue Services' Risk Management Plans ● Local and national performance information ● Warwickshire County Council's One Organisational Plan ● WFRS Outturn Report, National Risk Assessment

	<ul style="list-style-type: none"> • The National Framework and CFOA Operational Assurance <p>As part of the planned consultation process, we are ensuring that all groups with protected characteristics are able to contribute their views via various methods. These include on-line surveys, paper copies if requested, email, telephone, using our network of WCC partners, charities, community development teams and the Community Engagement officer.</p>
(4) What is the reason for the change/development?	A changing risk profile of the Rugby area, and the large scale new developments taking place, means that we have to consider how and where our resources are deployed to deal with emergency incidents and community prevention activities.
(5) How does it fit with Warwickshire County Council's wider objectives?	<p>The One Organisational Plan 2020 outlines WCCs core purpose to make Warwickshire the best it can be. This is supported by two outcomes:</p> <ul style="list-style-type: none"> • Warwickshire's communities and individuals are supported to be safe, healthy and independent • Warwickshire's economy is vibrant and supported by the right jobs, training, skills and infrastructure
(6) Why might it be important to consider equality and the protected characteristics?	<p>As a universal service that ensures the safety of all communities across Warwickshire, it is imperative to identify the impact of how our services are delivered to individuals with protected characteristics who may use them. By identifying and mitigating any negative impacts and maximising the positive ones, it helps us to achieve WCC's Equality and Diversity Objective; 'WCC provides fair and accessible services to the citizens of Warwickshire'.</p> <p>WFRS works closely with other partners (eg health professionals) to increase the</p>

	social value of our services, and as a direct result of these partnerships, and our consideration of equality, we adapt our services to meet the needs of vulnerable groups. This is illustrated by the Hospital to Home service that has recently been introduced.
Information Gathering	
<p>(7) What sources of data have you used?</p> <p><i>You must keep a record of any data you have currently used as supporting evidence</i></p>	<ul style="list-style-type: none"> ● Demographic data from the Insight Team (Warwickshire Challenges 2019) ● WFRS Risk Profile 2016 ● Service demand information (used to support the IRMP consultation survey) ● Census data ● Local and national performance information ● WFRS Outturn Report ● JSNA place-based needs assessments
<p>(8) What does the data you have tell you about your customers and about protected equality groups?</p>	<p>It informs us of current and future demographic changes for all groups, including those with protected characteristics. This assists us when considering both current and future resource planning, in terms of staff and future locations.</p>
<p>(9) What do you need to know more about?</p>	<p>Nothing identified currently.</p> <p>We intend to seek the views of the community on the impacts of our plans by a formal consultation process, therefore ensuring: ‘Warwickshire residents are informed, are involved in the decision and are able to make their view heard’ (<i>WCC’s vision for consultation and engagement</i>)</p>

(10) How could you find this out and who could help you?	As part of the planned consultation process, we are ensuring that all groups with protected characteristics are able to contribute their views via various methods. These include on-line surveys, paper copies if requested, email, telephone, using our network of WCC partners, charities, community development teams and the Community Engagement officer.
Engagement and Consultation	
(11) Who have you consulted with from protected equality groups?	All groups to be involved in the formal consultation exercise. We will ensure the views of residents captured is representative of the demographic of Rugby by collecting equality monitoring data as part of the process and comparing it to local demographic data available.
(12) Who else could you consult with?	Key business partners, including local representatives, businesses and other public sector services.
(13) Who can help you to do this?	We have completed a stakeholder plan and will be working through the network of partners to ensure that we continue to reach all groups.
Monitor and Evaluate	
(14) How will you monitor and evaluate the service/policy/strategy/practice/plan?	At the end of the consultation period, an analysis report will be presented to Cabinet in September 2019, and will be used as evidence in the ongoing planning and build of the Fire Station.

Please note: Further information and advice about the corporate consultation process can be found [here](#).

(15) Analysis of impact and potential actions:				
Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> ● Eliminate discrimination/mitigate negative impact ● Advance equality of opportunity ● Foster good relations
		Positive impacts identified (actual and potential)	Negative impacts identified (actual and potential)	
Age	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
Disability	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p>

				<p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
Sex	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
Race	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p>



				<p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
Religion or belief	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
Gender Reassignment	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p>

				<p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
Pregnancy and Maternity	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
Sexual orientation	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p>

				<p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>
<p>Marriage and Civil Partnership</p>	<p>From our data analysis, there are no specific identified impacts for this group</p>			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>

(16) Outcomes of Equality Impact Assessment		
Action	Timescale	Responsibility
Seek the views of the community on the impacts of our plan by a formal consultation process.	6 May 2019 – 16 June 2019	Service Improvement Team
Present Consultation Analysis report to Cabinet	Sept 2019	Service Improvement Team
Utilise evidence gathered as part of the Consultation in the ongoing planning and build of the Fire Station	June 2019 – Dec 2022	Service Improvement Team
Review the impact and potential actions on protected groups (listed in Q15)	June 2019	Service Improvement Team

Date of Next Review	June 2019
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Name and signature of Officer completing the EIA	Ade Mallaban
Name and signature of Assistant Director	DCFO Barnaby Briggs 
Name and signature of Directorate Equalities Champion	Barnaby Briggs 

If you would like any equalities support or advice on this completed document, please contact the Equalities Team on 01926 412370 or equalities@warwickshire.gov.uk

NEXT STEPS ONCE COMPLETED:

- 1. Go to File – Rename, and enter a new document name (e.g. Title of the EIA followed by - EIA)**
- 2. Go to Share (top right hand corner) Add Assistant Director and the Directorate Equalities Champion with ‘can edit’ option to gain their signatures and for recording purposes**
- 3. Once signed off, ensure the completed EIA is saved in a secure place**