**Warwickshire County Council (WCC) Equality Impact Assessment (EIA) Form**

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](https://api.warwickshire.gov.uk/documents/WCCC-261130686-258).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or via [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk), or if it’s relating to health inequalities, please contact Ruby Dillon via [rubydillon@warwickshire.gov.uk](mailto:rubydillon@warwickshire.gov.uk).

**EIA**

* Having identified an EIA is required, ensure that the EIA form is completed before any work is started. This includes gathering evidence and / or engaging the relevant stakeholders to inform your assessment.

**Sign Off**

* Brief the relevant Assistant Director for sign off and upload the completed form here: [**Upload Completed Equality Impact Assessments.**](https://warwickshiregovuk.sharepoint.com/SitePages/HR/Equality-Impact-Assessments.aspx#completed-equality-impact-assessments) Please name it “EIA [project] [service area] [year]”
* Undertake further research / engagement to further understand impacts (if identified).
* Undertake engagement and / or consultation to understand if EIA has identified and considered impacts.
* Amend accordingly to engagement / consultation feedback and brief decision makers of any changes.

**Action**

* Implement proposed activity.
* Monitor impacts and mitigations as evidence of duty of care.

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| **Section One: Essential Information** |

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| **Service / policy / strategy / practice / plan being assessed** | Warwickshire Fire and Rescue Service (WFRS) Community Risk Management Plan (CRMP) 2022/2027 |
| **Business Unit / Service Area** | WFRS |
| **Is this a new or existing service / policy / strategy / practice / plan?**  If existing, please state date of last assessment. | New |
| **EIA Authors**  **N.B.** It is best practice to have more than one person complete the EIA to bring different perspectives to the table. | RM&I Team  FLT  Community Engagement Lead  EDI Leads |
| **Do any other Business Units / Service Areas need to be included?** | No |
| **Does this EIA contain personal and / or sensitive information?** | No |
| **Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?** | No |

1. **Please explain the background to your proposed activity and the reasons for it.**

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| The Fire and Rescue National Framework for England places a requirement on every Fire and Rescue Service to have an Integrated Risk Management Plan (IRMP).  Nationally, the term IRMP is no longer used and has been replaced with the term Community Risk Management Plan (CRMP). CRMP has been adopted nationally by the NFCC and Home Office and will now be adopted by WFRS.  Our CRMP consists of four component parts:   * **Risk Analysis** - An assessment of the Fire and Rescue related risk in the community * **WFRS Prevention, Protection and Response Strategy 2022 - 2027** - A strategy to reduce that risk through Prevention, Protection and Response activities * **Performance Measures** - A way to measure the impact of the strategy on reducing risk in the community * **Statement of Assurance** - Assurance of the process   During its recent inspection, HMICFRS identified that our CRMP did not have a suitable and sufficient strategy component. WFRS has now rectified this by producing a draft strategy that seeks to ensure our people and our communities have clarity on how WFRS will seek to reduce risk across Warwickshire.  The Fire and Rescue National Framework for England places a requirement on fire and rescue authorities to “reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners”. To this end WFRS will be seeking permission to conduct a formal consultation exercise on its Prevention, Protection and Response Strategy 2022 – 2027. |

1. **Please outline your proposed activity including a summary of the main actions.**

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| The CRMP is based on extensive research of the risks that exist within our communities, including socio economic status and groups with protected characteristics.  The CRMP aims to mitigate both current and future community risk by targeting our prevention and protection activities in the community at the most vulnerable residents. We will offer targeted and specialist support through collaborative working with all partners including the NHS, Social Care and the Third Sector. Our CRMP will provide greater social value and will contribute to improved community health and well-being. The ‘hospital to home service and our support to the NHS during the Covid 19 pandemic is evidence of the impact we have on providing greater social value and contributing to our overall mission:   * Keeping people safe in their homes * Keeping people safe whilst at work * Keeping people safe as they travel in and through Warwickshire * Keeping people safe in the environment   Keeping our communities safe is at the heart of everything we do. As previously stated, the CRMP consists of 4 components all of which will be easily accessible and available for the public consultation:   * Risk Analysis * Strategy * Performance measures * Statement of Assurance   **Risk Analysis**  As part of our CRMP process. We are continually reviewing our risk by analysing our external and internal operating environments.  The Risk Analysis underpins our CRMP by ensuring that our risk management process drives decision making within WFRS. It provides us with an in-depth knowledge of the challenges that we and our communities face and where we need to act to address these challenges. Whilst the strategy highlights some of the thematic risks that we face as a fire and rescue service, it is our risk analysis that provides the detailed profile for Warwickshire.  **WFRS Prevention, Protection and Response Strategy 2022 - 2027**  The Strategy captures the priorities across the statutory functions of Prevention, Protection and Response. It identifies what is going to be prioritised and achieved, and how we are going to meet our responsibility to ‘mitigate the risks’ to the communities of Warwickshire in the form of our universal, targeted and specialist offer.  The Strategy also describes the approach that will be taken to achieve these priorities. This approach is based upon four key areas:   * Risk – we will take an evidence and risk-based approach to everything we do * Ethics – we will ensure that all we do is ethical (linked to the NFCC Core Code of Ethics) * People – we will ensure we value our people in our approach as our people look after our communities * Sustainability – we will take a sustainable approach to all we do   In terms of responsibility, The Chief Fire Officer is accountable for the overarching delivery of the strategy, the Area Managers are accountable for the delivery of the priorities and the Assistant Chief Fire Officers for the approach we take to delivering those priorities.  **Performance Measures**  We will measure the impact of the Strategy on reducing risk in the community through measuring our performance across four key areas:   * Keeping people safe in their homes * Keeping people safe whilst at work * Keeping people safe as they travel in and through Warwickshire * Keeping people safe in the environment   Statement of Assurance  The annual Statement of Assurance document outlines how the Fire authority and the Fire Service has had regard for the National Framework and the CRMP. It provides financial, governance and operational assurance to the community and government |

1. **Who is this going to impact and how?**

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| **Customers** | **Members of the Public** | **Employees** | **Job Applicants** |
| The CRMP will impact everybody who lives and works in Warwickshire. | The CRMP will impact everybody who lives and works in Warwickshire. | The CRMP will impact everybody who lives and works in Warwickshire. | The CRMP will impact everybody who lives and works in Warwickshire. |
| **Other, please specify:**  **Partners** | The CRMP will impact everybody who lives and works in Warwickshire. | | |

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| **Section Two: Evidence**  Please include any evidence or relevant information that has influenced the decisions contained in this EIA. This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups and additional groups outlined in Section Four. |

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| **A – Quantitative Evidence**  This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service. |
| * [WFRS Demand Report 2021/2022](https://warwickshiregovuk.sharepoint.com/sites/CRMPEIA/Shared%20Documents/General/WFRS%20Demand%20Report.pdf) * [WFRS STATISTICAL HIGHLIGHTS 2020-21](file:///C:/Users/rhol3/Downloads/Year%20End%20Infographic%202020-21%20FINAL.pdf)[WFRS 3 Year Fire Injuries Report](file:///C:/Users/rhol3/Downloads/FINAL%203yr%20Fire%20Related%20Injuries%20270421.pdf) * [Operational benchmarking performance report of Warwickshire Fire and Rescue Service 2020/21](file:///C:/Users/rhol3/Downloads/2020-21%20Operational%20Performance%20of%20Warwickshire%20Fire%20%26%20Rescue%20Service%20FINAL.pdf) * [Opera onal Performance WFRS 2020/21 - Benchmarking](file:///C:/Users/rhol3/Downloads/FINAL%20WFRS%20Operational%20Performance%20Shires%202020_21%20Summary.pdf) * [Performance Report of WFRS Activity -2020/2021](file:///C:/Users/rhol3/Downloads/2020-21%20Performance%20Report%20of%20Warwickshire%20Fire%20and%20Rescue%20Service%20Activity%20FINAL.docx) * [WFRS Statistical Highlights 2020-21](https://warwickshiregovuk.sharepoint.com/sites/CRMPEIA/Shared%20Documents/General/Year%20End%20Infographic%202020-21%20FINAL.pdf) * [WFRS 3 Year Fire Injuries Report](https://warwickshiregovuk.sharepoint.com/sites/CRMPEIA/Shared%20Documents/General/FINAL%203yr%20Fire%20Related%20Injuries%20270421%20(1).pdf) * [Operational benchmarking performance report of Warwickshire Fire and Rescue Service 2020/21](https://warwickshiregovuk.sharepoint.com/sites/CRMPEIA/Shared%20Documents/General/2020-21%20Operational%20Performance%20of%20Warwickshire%20Fire%20&%20Rescue%20Service%20FINAL.pdf) * [Operational Performance WFRS 2020/21 - Benchmarking](https://warwickshiregovuk.sharepoint.com/sites/CRMPEIA/Shared%20Documents/General/FINAL%20WFRS%20Operational%20Performance%20Shires%202020_21%20Summary.pdf) * [Performance Report of WFRS Activity -2020/2021](https://warwickshiregovuk.sharepoint.com/sites/CRMPEIA/Shared%20Documents/General/2020-21%20Performance%20Report%20of%20Warwickshire%20Fire%20and%20Rescue%20Service%20Activity%20FINAL.docx) * Risk Analysis * [Demographic Data, Deprivation Data etc. for local communities](https://data.warwickshire.gov.uk/) |

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| **B – Qualitative Evidence**  This is data which describes the effect or impact of a change on a group of people, e.g., some information provided as part of performance  reporting. |
| * Risk Analysis * [Fire matters](https://firematters.warwickshire.gov.uk/march-2022-issue-164/compulsory/operational-bulletin-ob-06-22-crash-data-availability-on-mdts) – Contains articles relating to community engagement |

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| **Section Three: Engagement**  Engagement with individuals or organisations affected by the proposed activity must take place. For further advice and support with engagement and consultations, click [here](https://warwickshiregovuk.sharepoint.com/SitePages/How%20to/Consultation,-surveys-and-engagement-guidance.aspx). |

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| **Has the proposed activity been subject to engagement or consultation with those it’s going to impact, taking into account their protected characteristics and socio-economic status?** | WFRS will conduct a public consultation on the Strategy and will take steps to ensure that the views of those members of the community that are most vulnerable (including protected characteristics and socio-economic status) are taken into account | |
| **If YES, please state who with.** | The whole community will be included in the consultation | |
| **If NO engagement has been conducted, please state why.** | The consultation will be open from July to September 2022 | |
| **How was the engagement carried out?** | **Yes / No** | **What were the results from the engagement? Please list…** |
| **Focus Groups** |  | **To be completed post consultation** |
| **Surveys** |  |  |
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| **Public Event** |  |  |
| **Displays / Exhibitions** |  |  |
| **Other (please specify)** |  |  |
| **Has the proposed activity changed as**  **a result of the engagement?** |  | **To be completed post consultation** |
| **Have the results of the engagement been fed back to the consultees?** |  | **To be completed post consultation** |
| **Is further engagement or consultation recommended or planned?** |  | **To be completed post consultation** |
| **What process have you got in place to review and evaluate?** | The findings of the consultation will be reviewed, analysed and presented to FLT and the Portfolio Holder with recommendations/ proposals | |

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| **Section Four: Assessing the Impact** |

**Protected Characteristics and other groups that experience greater inequalities**

What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposed activity? This section also allows you to consider other impacts, e.g., health inequalities such as deprivation, socio-economic status, vulnerable groups such as individuals who suffer socio-economic disadvantage, armed forces, carers, homelessness, people leaving prison, young people leaving care etc.

On the basis of evidence, has the potential impact of the proposed activity been judged to be positive (+), neutral (=), negative (-), or positive and negative (+&-), for each of the protected characteristic groups below and in what way?

**N.B** In our Guidance to EIAs we have provided you with potential questions to ask yourself when considering the impact of your proposed activity. Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at Section Six.

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|  | **Impact type**  **(+) (=) (-) or (+&-)** | **Nature of impact** |
| **Age** | The number of people aged over 65 is increasing significantly across Warwickshire. People are living longer but live with poor health for longer. | People in this group are likely to fall into our vulnerable category. Our targeted/specialist prevention, protection and response activity is aimed at protecting vulnerable residents including this group with protected characteristics.  We will work with our expert partners to ensure we reach as many people as possible to enable them to engage in our consultation process. The consultation will be primarily conducted via a on line survey and will be advertised via social media, newsletters and news release, however we will provide the option to complete a hard copy of the survey, send comments by post, e mail, or phone. |
| **The Disability**  Consider:   * Physical disabilities * Sensory impairments * Neurodiverse conditions (e.g. dyslexia) * Mental health conditions (e.g., depression) * Medical conditions (e.g., diabetes) | Living with a disability may increase the chances of experiencing poor health and social isolation | Social media will be used as an engagement tool. However, we recognise that some people or communities do not have and/or do not wish to have access. Our targeted/specialist prevention, protection and response activity is aimed at protecting vulnerable residents and focuses on engagement through visits. This helps build trust and is predicted to have a positive impact for groups at risk of fire."  People with long term health conditions, mental health conditions, physical disabilities or sensory impairments may have barriers to engagement. There is a need for a mixed approach to communication, education and raising awareness  We will work with our expert partners to ensure we reach as many people as possible to enable them to engage in our consultation process. |
| **Gender Reassignment** | There is neutral impact identified for this group | Hate crimes have risen against transgender communities. Social media and influential individuals spreading transphobic messages can lead to social isolation and greater mental health concerns among this group. A range of engagement opportunities will benefit those experiencing social isolation as a result of hostile environments so that they can engage in a way that is safe for them. Employees carrying out home checks are aware that they need to be sensitive to individual needs and circumstances. |
| **Marriage and Civil Partnership** | There is no impact identified for this group | There is no impact identified for this group. Any impacts raised in consultation will be address and added to the Equality Impact Assessment. |
| **Pregnancy and Maternity** | There is neutral impact identified for this group, however, it is important to keep in mind that once the child is born, this group will become part of the’ Young People’ (under 5s and under 11) group as defined below. | There is neutral impact identified for this group. Any impacts raised in consultation will be address and added to the Equality Impact Assessment, however once the child is born, this group will become part of the ‘Young People (under 5s and under 11)’ group and the following statement will apply to them.  ‘People in this group are likely to fall into our vulnerable category. Our targeted/specialist prevention, protection and response activity is aimed at protecting vulnerable residents including this group with protected characteristics.  We will work with our expert partners to ensure we reach as many people as possible to enable them to engage in our consultation process and we will take steps to ensure we reach out and seek the views of young families’. |
| **Race**  Including:   * Colour * Nationality * Citizenship * Ethnic or national origins | There is no impact identified for this group | There is a growing migrant/refugee population in Warwickshire (4.3% of the population have another language as their main language) which means that some people will have English as a second language. This could create a barrier to engagement. All materials produced will be in simple English. Engaging with community leaders will give us an understanding of which languages we should publish our materials in. |
| **Religion or Belief** | There is neutral impact identified for this group | Inclusion calendar raises awareness of events so staff have a better understand and are more sensitive to the individual needs of our service users. This will help us plan engagement activities and make sure they do not take place during religious holidays.  Candles are used in many religious events. Overcrowding may occur religious venues during holidays. If there is no escape plan, delayed response could be an issue. Religious dress in some faiths can be flowing which when combined with cooking and candles could be a potential issue. Our prevention team and community engagement officer will work to ensure people understand fire risks during these times. We are also exploring the option of engaging the services of Equip for our consultation. |
| **Sex** | There is no impact identified for this group | The CRMP applies to all regardless of sex |
| **Sexual Orientation** | There is neutral impact identified for this group | Experiences and fear of discrimination, along with perceived heteronormative preconceptions may prevent LGBT people from accessing mainstream services. A range of engagement opportunities will benefit those experiencing social isolation as a result |
| **Vulnerable People:**   * Individuals who suffer socio-economic disadvantage * Armed Forces (WCC signed the [Armed Forces Covenant](https://www.warwickshire.gov.uk/support-armed-forces/covenant) in June 2012) * Carers * Homelessness * People leaving Prison * People leaving Care | Our Risk Analysis has identified the following groups of vulnerable people that are not covered elsewhere in this document   * Number of One Person households (Census Data) * Fuel Poverty * Number of Hospital to Home collections * Index of Multiple Deprivation Score (IMD * Number of active service users (Adult Social Care) | There are some personal barriers to engagement, such as access to technology (internet or mobile signal), physical isolation, personal willingness to ask for help, being housebound either due to health or Covid-19, or fear of raising an alarm and panic. It is recognised that different methods of engagement are needed for different communities. Social media and digital engagement will happen. However, distribution of information within some communities will be via the telephone or face to face, and engagement will take place with the support of community leaders. The service aims to be a visible and regular presence to build trust and engagement. |
| **Health Inequalities (HI)**  Many issues can have an impact on health is it an area of deprivation, does every population group have equal access, unemployment, work conditions, education, skills, our living situation, rural, urban, rates of crime etc. | * Our Risk Analysis has identified the ‘Number of people with a long-term health problem or disability’’ as one of the hazard groups | There are some personal barriers to engagement, such as access to technology (internet or mobile signal), physical isolation, personal willingness to ask for help, being housebound either due to health or Covid-19, or fear of raising an alarm and panic. It is recognised that different methods of engagement are needed for different communities. Social media and digital engagement will happen. However, distribution of information within some communities will be via the telephone or face to face, and engagement will take place with the support of community leaders. The service aims to be a visible and regular presence to build trust and engagement. |
| **Other Groups**  If there are any other groups | Young People (under 5s and under 11). | People in this group are likely to fall into our vulnerable category. Our targeted/specialist prevention, protection and response activity is aimed at protecting vulnerable residents including this group with protected characteristics.  We will work with our expert partners to ensure we reach as many people as possible to enable them to engage in our consultation process and we will take steps to ensure we reach out and seek the views of young families. |

**Public Sector Equality Duty (PSED)**

Public Authorities must have ’due regard͛’ to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please evidence how your proposed activity meets our obligations under the PSED.

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|  | **Evidence of Due Regard** |
| **Eliminate unlawful discrimination**  **(Harassment, victimisation and other**  **prohibited conduct):** |  |
| **Advance equality of opportunity:**  This involves   * removing or minimising disadvantages suffered by people due to their protected characteristics. * taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people, for example, taking steps to take account of people with disabilities. * encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low. | In relation to responding to emergencies, preventing emergencies and protecting the public, and supporting and developing our staff, WFRS services are intended to benefit all. Through our CRMP we plan and maintain our service to all members of the public including those who share a protected characteristic and those who do not. We actively continue to target the more vulnerable members of our communities, (who may have a protected characteristic) through our prevention and protection work. This has been demonstrated by the introduction of the hospital to home service and our response to the Covid 19 pandemic, which supports our most vulnerable residents and helps protect the NHS. |
| **Foster good relations:**  This means tackling prejudice and promoting understanding between people from different groups and communities. | WFRS will be conducting a public consultation on the CRMP and using WCC’s consultation platform and WFRS and WCC’s social media to connect with communities, staff, partners, and representative bodies.  WFRS’s Community Engagement officer will be actively involved to ensure we reach a diverse and wide-ranging audience including those groups with protected characteristics. The CRMP is a continuous and evolving process and through the work of our community engagement officer and our station network we will continue to foster good relations with all our communities. |

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| **Section Five: Partners / Stakeholders** |

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| **Which sectors are likely to have an interest in or be affected by the proposed activity?** | **Yes / No** | **Describe the interest / affect** |
| **Businesses** | Yes | In relation to responding to emergencies, preventing emergencies and protecting the public, WFRS services are intended to benefit all sections of the community by increasing public safety and protecting businesses. All stakeholders in this list will have an interest in and be impacted in how the Fire Service discharges its statutory functions in Warwickshire |
| **Councils** | Yes |
| **Education Sector** | Yes |
| **Fire and Rescue** | Yes |
| **Governance Structures** | Yes |
| **NHS** | Yes |
| **Police** | Yes |
| **Voluntary and Community Sector** | Yes |
| **Other(s): please list and describe the nature of the relationship / impact** | |  |

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| **Section Six: Action Planning**  If you have identified impacts on protected characteristic groups in Section Four, please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact, you should complete the No Mitigating Actions section below instead. |

**Mitigating Actions**

Consider:

* Who else do you need to talk to? Do you need to engage or consult?
* How you will ensure your activity is clearly communicated
* Whether you could mitigate any negative impacts or build on positive impacts for protected groups or health inequalities
* Whether you could do more to fulfil the aims of the PSED
* How you will monitor and evaluate the effect of this work
* Anything else you can think of!

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| **Identified Impact** | **Action(s)** | **Timescale incl. evaluation and review date** | **Name of person responsible** |
|  | Develop a range of engagement activities that are accessible to all.  Identify key community leaders and build on pre-existing relationships with local community groups.  Explore incidents and engagement activities by diversity data to ensure everyone in Warwickshire has an opportunity to voice their views. |  |  |
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**No Mitigating Actions**

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| **Please explain why you do not need to take any action to mitigate or support the impact of your proposed activity.** |
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| **Section Seven: Assessment Outcome** |

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| **Only one of following statements best matches your assessment of this proposed activity. Please select one and provide your reasons.** | | |
| **No major change required** |  |  |
| **The proposal has to be adjusted to reduce impact on protected characteristic groups and/or health inequalities** |  |  |
| **Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups and/or health inequalities** | X | The Fire service actively reviews and manages community risk; however, it is not possible to remove all risk |
| **Stop the proposal as it is potentially in breach of equality legislation** |  |  |

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| **Section Eight: Sign Off**  **N.B** To be completed after the EIA is completed but before the area of work commences. |

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| **Name of person/s completing EIA** | Sal Waldron on behalf of WFRS FLT |
| **Name and signature of Assistant Director** | Signed by Sal Waldron on behalf of Ben Brook and WFRS FLT |
| **Date** | 11.05.2022 |
| **Date of next review and name of person/s responsible** | November 2022 / RM&I Team on behalf of FLT |

**Once signed off, please ensure the EIA is uploaded using the following form. Please name it “EIA CRMP] [WFRS] [2022]”:** [**Upload Completed Equality Impact Assessments**](https://warwickshiregovuk.sharepoint.com/SitePages/HR/Equality-Impact-Assessments.aspx#completed-equality-impact-assessments)

**These will be stored on a** [**Sharepoint library**](https://warwickshiregovuk.sharepoint.com/sites/WCCEqualityImpactAssessments?CT=1641385772505&OR=OWA-NT&CID=179f7983-15bf-6ac6-09a2-365137da1251) **which WCC colleagues can access.**