

## Appendix 8 - Warwickshire County Council 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](#).

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 [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk)

<b>Service / policy / strategy / practice / plan being assessed</b>	WFRS IRMP 2020/2025
<b>Business Unit / Service Area</b>	Warwickshire Fire and Rescue Service
<b>Is this a new or existing service / policy / strategy / practice / plan? If an existing service / policy / strategy / practice / plan please state date of last assessment</b>	New Plan – (Reviewed after consultation)
<b>EIA Review team – list of members</b>	Ade Mallaban – IRMP Manager Rose Holme – IRMP Support Officer
<b>Do any other Business Units / Service Areas need to be included?</b>	No
<b>Does this EIA contain personal and / or sensitive information?</b>	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.**

Section 21 of the Fire and Rescue Services Act 2004 states that Fire Authorities must comply with the Fire and Rescue National Framework, which requires each Fire and Rescue Service (FRS) to produce an Integrated Risk Management Plan. The plan must

- reflect up to date risk analyses including an assessment of all foreseeable fire and rescue related risks that could affect the area of the authority;
- demonstrate how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on its communities, through authorities working either individually or collectively, in a way that makes best use of available resources;
- outline required service delivery outcomes including the allocation of resources for the mitigation of risks;
- set out its management strategy and risk-based programme for enforcing the provisions of the Regulatory Reform (Fire Safety) Order 2005 in accordance with the principles of better regulation set out in the Statutory Code of Compliance for Regulators, and the Enforcement Concordat;
- cover at least a three-year time span and be reviewed and revised as often as it is necessary to ensure that the authority is able to deliver the requirements set out in this Framework;
- reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners; and be easily accessible and publicly available.

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

The IRMP 2020 - 2025 sets out the Fire Authority's vision and priorities for the next five years and the actions WFRS will take to ensure Warwickshire's communities and individuals are supported, to be safe, healthy and independent. The plan fulfils the requirements of the Fire and Rescue National Framework for England, which sets out the government's expectations for all FRSs. The framework recognises that FRSs are best placed to identify, prepare for and address the risks within the communities they serve.

Our plan reflects up to date risk analyses and demonstrates how the Service assesses and manages foreseeable risks within our communities. It allows us to ensure that Warwickshire remains a safe place to live and work and it describes how we mitigate risks through our activities and the effective and efficient use of our people, resources and equipment.

Our approach to developing the IRMP consists of incorporating and coordinating a number of elements to form a continuous and interactive process. It will continue to evolve and adapt to address and mitigate emerging national and local community risks and will reflect effective consultation throughout its development and at all review stages. In this way, our methodology allows us to review and revise our plan as often as it is necessary to ensure that we are able to deliver the requirements set out within it.

The IRMP therefore includes the following components all of which will be easily accessible and available for the public consultation:

- IRMP 20-25 Summary Document (includes the proposals)
- Warwickshire Risk Profile 2020
- Local Area Profiles
- Community Risk Register
- Warwickshire Insights (includes our performance)
- Annual Action Plans
- Our Annual Review
- Annual Statement of Assurance

The service intends to consult on the following IRMP proposals:

- Ensure our workforce and ethos reflect the diverse communities we serve
- Assess our capabilities to improve our ways of working in response to any future pandemics
- Assess our overall resource capacity to ensure our personnel and physical assets are in the right place and at the right time to deliver our statutory duties
- Develop further opportunities to support the wider community health outcomes and help to protect Social Care and the NHS
- Implement digital solutions to enhance our service delivery

These proposals will inform and influence our future annual action and business plans over the five year period of the IRMP, and in this way, will support WCC outcomes and objectives as outlined in the Council Plan 2020/2025.

The action planning process will detail how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on our communities in a way that will make best use of available resources.

It is proposed that an 8-week consultation exercise takes place between Monday 14 September 2020 and Friday 6 November 2020.

### 3. Who is this going to impact and how? (customers, service users, public and staff)

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see [more](#).**

We have a legal duty to consult. The IRMP will impact everybody who lives and works in Warwickshire.

The WFRS IRMP Survey Results 2020 report produced by BI can be viewed [here](#).

The consultation sought the views of the community on the 5 proposals that will form the strategic framework for WFRS over the next 5 years. The consultation did not identify any further issues in relation to inclusivity or compliance with PSED.

### 4. Please analyse the potential impact of your proposed activity against the protected characteristics.

**N.B** 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 question 7.

	What information do you have? What information do you still need to get?	Positive impacts	Negative impacts
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<b>Age</b>	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 prevention activity is aimed at protecting vulnerable residents including this group with protected characteristics.	<a href="#">Please click here to view the Council Report, which contains full details of the consultation process and outcome.</a> No further issues were identified from the consultation for this group. We will continue to work with our expert partners to ensure we address any issues that may arise from our future action plans
<b>Disability</b> Consider <ul style="list-style-type: none"> <li>• Physical disabilities</li> <li>• Sensory impairments</li> <li>• Neurodiverse conditions (e.g. dyslexia)</li> <li>• Mental health conditions (e.g. depression)</li> <li>• Medical conditions (e.g. diabetes)</li> </ul>	Living with a disability may increase the chances of experiencing poor health and social isolation	People in this group are likely to fall into our vulnerable category. Our targeted prevention activity is aimed at protecting vulnerable residents including this group with protected characteristics.	<a href="#">Please click here to view the Council Report, which contains full details of the consultation process and outcome.</a> No further issues were identified from the consultation for this group. We will continue to work with our expert partners to ensure we address any issues that may arise from our future action plans
<b>Gender Reassignment</b>	There is no impact identified for this group		
<b>Marriage and Civil Partnership</b>	There is no impact identified for this group		
<b>Pregnancy and Maternity</b>	There is no impact identified for this group		
<b>Race</b>	There is a low representation of people from the BAME community in our workforce	Our recruitment strategies and policies will be aimed at ensuring our workforce reflects more accurately all our communities.	

		Proactively engage BAME communities within their neighbourhoods and build on the community engagement work with existing relationships and networks.	
<b>Religion or Belief</b>	There is no impact identified for this group		
<b>Sex</b>	There is an under representation of women in our workforce	Our recruitment strategies and policies will be aimed at ensuring our workforce is more balanced in terms of gender.	
<b>Sexual Orientation</b>	There is no impact identified for this group		

**5. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?**

**Community / Customer Impact.**  
 Our proposals are based on extensive research on the risks that exist within our communities, including groups with protected characteristics.

The proposals are aimed at mitigating both current and future community risk identified and in improving our prevention and protection work in the community, by targeting our services at the most vulnerable residents and by widening our role to increase the range of preventative services we offer through collaborative working with all partners including the NHS, Social Care and the Third Sector. Our proposals will provide greater social value and will contribute to improved community health and well-being. The introduction of the new service ‘hospital to home’ service and our support to the NHS in the Covid 19 pandemic is evidence of the impact we are currently having on providing greater social value and contributing to the overall objective of protecting the NHS and Social Care.

**6. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:**

- the elimination of discrimination, harassment and victimisation
- creating equality of opportunity between those who share a protected characteristic and those who do not
- fostering good relationships between those who share a protected characteristic and those who do not

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 IRMP and extensive community risk profile 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.

WFRS will be conducting a public consultation on the draft proposals 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 set up and co-ordinate focus groups to ensure we reach a diverse and wide-ranging audience including those groups with protected characteristics. The IRMP 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.

We are aware that the Covid 19 pandemic will curtail our face to face consultations however we intend to address this by making use of technology and holding virtual meetings e.g a closed Facebook group, virtual focus groups etc. and will work through our network of partners and colleagues to ensure we reach as many people as possible.

'The IRMP 2020 Consultation Report' produced by BI contains the outcome of the consultation and can be viewed [here](#)

Full Council will consider any responses to the consultation and approve the new IRMP at their meeting on 16<sup>th</sup> March 2021.

The IRMP will be implemented from April 2021.

## 7. Actions – what do you need to do next?

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 for protected groups
- Whether you could do more to fulfil the aims of PSED
- Anything else you can think of!

Action	Timescale	Name of person responsible
Portfolio - Permission to Consult	By August 2020	Ade Mallaban
Formal Public Consultation with communities, partners, etc.	Sept to November 2020	Ade Mallaban
Formal Consultation with staff and rep bodies.	Sept to November 2020	Ade Mallaban
Cabinet/Council Approves Draft IRMP	February/March 2021	Ade Mallaban
IRMP Implemented	By April 2021	

### 8. Sign off.

<b>Name of person/s completing EIA</b>	Ade Mallaban
<b>Name and signature of Assistant Director</b>	Kieran Amos
<b>Date</b>	July 2020 - reviewed Dec 2020.
<b>Date of next review and name of person/s responsible</b>	April 2021 Once IRMP proposals approved – Ade Mallaban