

# Community Impact Assessment

This Impact Assessment supports the County Council in meeting its legal obligations under the **Public Sector Equality Duty**. The Equality Duty ensures that public bodies consider the needs of *all* individuals whether developing policies, delivering services, or in relation to an organisation's own employees.

The Equality Duty has three aims. It requires public bodies to have *due regard* to:

- eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity** between people who share a protected characteristic and people who do not share it; (*section 8 lists the protected characteristics*)
- foster good relations** between people who share a protected characteristic and people who do not share it.

Having ***due regard to*** means consciously thinking about the three aims of the Equality Duty as part of the process of decision making. This means that consideration of equality issues must influence the decisions reached by public bodies.

It is important to understand and consider how different people will be affected by the decisions the Council makes, so that policies and services are appropriate and accessible to all and meet different people's needs.

This assessment will help you to think about the potential impact your proposals will have on all sections of the community. Recognising these impacts early on in the process of developing policies will assist good decision making and ensure that the County Council delivers services appropriate to people's needs.

## 1. Person responsible for undertaking this assessment:

<b>Name: Derek Cross</b>	<b>Telephone: 01452 753273</b>
<b>Service: Fire &amp; Rescue</b>	<b>E-Mail: derek.cross@glosfire.gov.uk</b>
	<b>Date of Assessment: 25<sup>th</sup> January 2012</b>

## 2. Name of the policy, service, strategy, procedure or function: (indicate whether new or revised)

Gloucestershire Fire & Rescue Service Draft IRMP 2012 - 2015
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## 3. Briefly describe its aims and objectives

All Fire & Rescue Service's have to produce a local IRMP that sets out their plan for: Reducing the number and severity of fires, road traffic accidents and other emergency incidents occurring in the area for which it is responsible; Reducing the severity of injuries due to fires, road traffic accidents and other emergency incidents; Reducing the commercial, economic and social impact of fires and other emergency incidents; Safeguarding the environment and heritage (both built and natural); providing value for money.
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However, as an organisation which is part of the County Council, Gloucestershire Fire & Rescue Service uses the IRMP to plan for risks well beyond the remit of a traditional fire service. Our IRMP is also about us working with our partners to tackle a much wider range of community safety issues - for example, safety in and around the home, medical emergency cover and environmental protection.

#### **4. What outcomes are expected?**

The outcomes expected are a more efficient Service providing better response to RTC's Animal Rescue and Water related Incidents and to maintain an effective service keeping all of its appliances and stations operational.

#### **5. Provide Details of Consultation and evidence of the outcome/s of this**

The consultation process has involved both internal and external consultation. The consultation started with staff on the 26<sup>th</sup> October 2011 and the public consultation went live on the 16<sup>th</sup> November 2011.

A number of public events have been held around each of the districts some directly to councillors and also dedicated public meetings. Parish councils have all received a letter and consultation document to get to as many people as possible. Consultation closes on 18<sup>th</sup> January 2012.

There has also been extensive media coverage and use of the Services web and social media

#### **6. Describe how this policy will impact on the Councils Duty to:**

- **Eliminate unlawful discrimination**
- **Advance equality of opportunity**
- **Foster good relations**

There is a neutral impact if the proposals are adopted as they are not detrimental to the existing levels of service currently being delivered and in the case of medical assistance, water and animal rescue there is an enhanced provision. In the case of medical assistance the inclusion of the more urban areas will give a more equitable service across the county when assisting the ambulance service. Water rescue proposal will provide the platform to enhance the relationship with the voluntary sector in the resolution and management of water related incidents.

#### **7. Is this Policy affected by, or will it have an impact on other Meeting the Challenge proposals? Yes/No. (If yes please specify relevant project and indicate how it is affected.)**

Yes the proposals within the IRMP are to make efficiencies within the Service in line with a proposed budget allocation of £1.5M less.

#### **8. Could any particular group be affected differently in either a negative or a positive way?**

	Negative	Positive	Neutral	Evidence
<b>Age</b>			✓	The proposals put forward within the IRMP do not have a particular affect on this group as they are not specific to any age related issues. The group is not significantly represented in the numbers of incidents that the Service attends where we use the aerial platform or rescue appliances.
<b>Disability</b>			✓	The proposals put forward within the IRMP do not have a particular affect on this group as they are not specific to any gender related issues. The group is not significantly represented in the numbers of incidents that the Service attends. The aerial ladder platform is not used specifically for incidents with disability but has helped the Ambulance Service with bariatric patients. The proposals would not detrimentally affect the response as it would not be requested in the first instance and fire service attendance is only requested by ambulance staff once they have assessed the situation.
<b>Gender</b>			✓	The IRMP proposals do not relate to any gender related issues with regards to incidents and in terms of employment in the retained duty system, the review will look at specific cover arrangements for each station area and will be based on the ability to respond. If recruitment takes place all applicants would receive equal status but females would be actively encouraged prior to any recruitment process.
<b>Pregnancy and Maternity</b>			✓	The proposals do not have any impact on this group as above.
<b>Race (including Gypsy &amp; Traveller)</b>			✓	The proposals do not impact a particular group on race related grounds as the Service responds to the relevant emergency without regard to whom is involved. With regards to employment in the retained service the review will look at specific cover arrangements for each station area. If recruitment takes place all applicants would receive equal status but those of under represented groups would be encouraged prior to any recruitment process.
<b>Religion or Belief</b>			✓	The proposals within the IRMP do not impact on an individuals belief or religion with regards to incidents or recruitment or retention. The only area where there may be any relevance is within medical emergencies where particular religions may dictate certain behaviours or actions. This is the same at present with existing schemes and is managed by good practice in patient management. The reality is that service only responds to category A life threatening incidents and it would be down to consent or undertaking actions if no contrary instructions were present.
<b>Sexual Orientation</b>			✓	The proposals do not impact a particular group on orientation related grounds as the Service responds to the relevant emergency without regard to whom is involved. With regards to employment in the retained service the review will look at specific cover arrangements for each station area. If recruitment takes place all applicants would receive equal status but those of under represented groups would be encouraged prior to any recruitment process.

<p><b>Marriage or Civil Partnership</b></p>			<p>✓</p>	<p>The proposals do not impact a particular group on grounds of relationship related grounds as the Service responds to the relevant emergency without regard to whom is involved. With regards to employment in the retained service the review will look at specific cover arrangements for each station area. If recruitment takes place all applicants would receive equal status but those of under represented groups would be encouraged prior to any recruitment process.</p>
<p><b>Transgender</b></p>			<p>✓</p>	<p>The proposals do not impact a particular group on grounds of transgender related grounds as the Service responds to the relevant emergency without regard to whom is involved. With regards to employment in the retained service the review will look at specific cover arrangements for each station area. If recruitment takes place all applicants would receive equal status but those of under represented groups would be encouraged prior to any recruitment process.</p>
<p><b>Other groups: eg Rural Isolation, Long term unemployed, Health Inequality, Carers.</b></p>		<p>✓</p>		<p>The continuing rollout of the strategically placed pump rescues carrying the necessary enhanced equipment and reduction of specialist rescue appliances gives a much better response to RTC's in the rural areas of the county without waiting for a specialist appliance based at the urban stations.</p> <p>The review of the retained stations staffing allows the Service to manage the staffing based on risk keeping the stations and appliances available rather than losing community assets especially in some of the larger rural towns.</p> <p>The extension of medical emergency cover provides a more equitable approach across the county, with regards to attending medical emergencies where ambulance cover cannot provide an immediate response. As this would be across the major urban centres and areas which do not provide cover on a more regular basis.</p> <p>The improvement on water rescue working with SARA and DEFRA has allowed the Service to improve the response to areas of the Cotswolds with appropriate equipment and skills where staff may be deployed more quickly to those areas where traditionally this equipment would not have been available.</p> <p>Large animal rescue improvements will benefit the rural station areas in particular as equipment, training and partnerships bring about a safer, quicker and more humane resolution to large animal rescues.</p>
<p><b>Community Cohesion</b></p>	<p><b>Provide details of any ways in which the proposed activity would promote equality in the community between those who share a protected characteristic and those who do not , and how it would promote good relations between such groups.</b></p>	<p>Within the water rescue proposal the Service will be working more closely with the voluntary sector and the wider engagement with these groups will provide another avenue to engage with groups which the Service / County may not have otherwise had contact. This will enable us to promote messages and undertake actions through a third party.</p>		

	<ul style="list-style-type: none"> <li>• <b>Is there equality between those who will and won't benefit from the proposal?</b></li> <li>• <b>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</b></li> <li>• <b>Does the proposal bring groups / communities into increased contact with each other</b></li> </ul>	<p>This is also similar with the animal rescue as the Service builds relationships within the veterinary and farming community.</p> <p>Medical emergency response will also give further opportunities to identify those with wider needs within our communities and can be referred through the community safety teams to other agencies to provide positive outcomes for the communities we serve.</p>
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**9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake, including consideration of any alternative proposals, to lessen or negate this impact and indicate whether this features in your Operational Business Plan, and whether it is recorded on Performance Plus**

Negative Impact	Mitigating Action(s):	How will action be Monitored/Evaluated	When will policy be reviewed?	O.B. P.	Performance Plus
				Y/N	Y/N
				Y/N	Y/N
				Y/N	Y/N
				Y/N	Y/N
				Y/N	Y/N

**Declaration**

**We are satisfied that an Assessment has been carried out and where a negative impact has been identified, actions have been developed to lessen or negate this impact.**

**We understand that the Community Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment**

**Completed by: Derek Cross**

**Date: 25<sup>th</sup> January 2012**

**Role: Senior Operations Risk Manager**

**Countersigned by Head of Service**

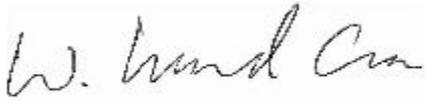


**Date:**

**Name of relevant Portfolio Holder / Cabinet Member**

**Cllr Will Windsor Clive.....**

I confirm that I have examined and understood the potential impact of the proposed policy and confirm that I have taken account of the Council's Public Sector Equalities Duty.



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Portfolio Holder / Cabinet Member. Date.

**Please forward an electronic copy to the Equalities Team by emailing**

**equalities@gloucestershire.gov.uk**