

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

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| Directorate | Community Safety |
| Service area | Gloucestershire Fire and Rescue Service |
| Title of the activity being assessed i.e. the strategy, plan, policy or service | Gloucestershire Fire and Rescue Service Community Risk Management Plan 2022-2026 |
| Brief outline of the proposal(s) | <p>Under the Fire and Rescue National Framework for England (May 2018), it is a legal requirement that the Fire Authority (GCC) produce a Community Risk Management Plan (CRMP).</p> <p>The CRMP shows how Gloucestershire Fire and Rescue Service (GFRS) will manage safety risks for the next three years. The development process causes GFRS to consider the safety risks that all members of our community face and how GFRS can best manage those risks.</p> <p>Activity: Development and implementation of a four year CRMP 2022 – 2026.</p> <p>Aims: The aims of the CRMP are to deliver our Service Aims in the most efficient and effective way.</p> <p>GFRS Service Aims are:</p> <ul style="list-style-type: none"> • People: This supports a motivated and well developed workforce understanding, supporting and driving change for the Service. • Prevention and Protection: This gap analysis identifies many areas of Prevention and Protection we currently undertake and where we may need to focus in the future. • Response and Resilience: Response will |

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| | <p>be enhanced through greater understanding of governance, improved collaboration and shared resources.</p> <ul style="list-style-type: none"> • Performance: Promoting a better understanding of our legal responsibilities to provide continual improvement, collaboration in delivering services while demonstrating best value for money. <p>We would also expect the CRMP to consider the following issues:</p> <ul style="list-style-type: none"> • To identify existing and potential risks to the communities of Gloucestershire. • To evaluate the effectiveness of current prevention initiatives and emergency response arrangements. • To identify opportunities for improvement and determine our future approach to service delivery. • To determine future resource requirements needed to meet foreseeable risks. <p>Expected Outcome</p> <p>The expected outcome is to reduce risk and suffering to a degree that we can justifiably claim to have ‘delivered’ on our mission statement which is:</p> <p>“Working together we will provide the highest standard of community safety and emergency response services to the communities of Gloucestershire”</p> |
| Who is affected by the proposals? | <p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text" value="Partner Agencies"/></p> |
| Decision to be taken and decision maker | This is a Cabinet Decision seeking to approve the Fire Authorities Community Risk Management Plan 2022-2026. |
| Person(s) responsible for completing this assessment | Area Manager Clive Webber (clive.webber@glosifre.gov.uk) |
| Date of this assessment | January 2022 |

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

| Research, Consultation and Engagement | |
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| Service users | <p>In October and November 2021, the CRMP 2022 – 2026 went through a consultation with the public, partners and other stakeholders. This was done using both printed and electronic media to enable access to as many respondents as possible.</p> <p>The consultation focused on whether these groups agreed that the key objectives put forward are the right things for the Service to focus its efforts and resources across the four years.</p> <p>Following the consultation, the Service performed a conscientious review of the comments and observations that were made. This provided an opportunity to revise the content of the CRMP 2022 - 26 in line with public and stakeholder expectations before the final approval and implementation by GCC Cabinet in April 2022.</p> <p>The Service engaged and worked with different agencies to ensure that individuals identified in the priority groups are aware of the consultation and that they had the opportunity to participate in the process. There was also a dedicated phone line during the day where individuals could request paper copies of the consultation if they were unable to access the consultation online.</p> |
| Workforce | <p>Staff were informed of the CRMP via the bi-weekly briefings. There was a dedicated intranet page and all stations had copies of the CRMP. Posters were also put up on every GFRS site to ensure that staff knew how to access the consultation.</p> <p>CFO Mark Preece wrote a letter to all Representative Bodies i.e. Unions inviting them to comment on the CRMP.</p> |
| Partners | <p>Our partners and other stakeholders will be included in the consultation process.</p> |
| Other | <p>The surrounding six Fire and Rescue Services that border the County were consulted with under the terms of Section 13 and 16 arrangements laid down within the Fire and Rescue Services Act 2004.</p> |

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

| Protected Characteristic | Service Users and Workforce |
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| Age | <p>Age is a major factor when considering vulnerability to fire and other sources of risk. GFRS has made the elderly and the young very much a focus of our prevention work based on our current 2018-2022 CRMP. We have entered into valuable and effective partnerships with organisations such as Age Concern, GCC Adult and Social Care Teams and Schools (engaging with children on fire prevention) to help us access those we need to protect, in a way that will encourage them to change their behaviour.</p> <p>An objective of the CRMP 2022-2026 will be to review the data that we collect to ensure that we are tailoring our prevention work to the needs of different age groups.</p> |
| Disability | <p>Disability is a major factor when considering fire and other sources of risk. GFRS has been involved with directed prevention work in the homes of people with disabilities, for example, we work with The Deaf Association to fit specialised smoke alarms designed for people who have a hearing impairment. We also safeguard the interests of people with disabilities away from their homes, our Protection Team ensure that employers and other commercial establishments fulfil their responsibilities to disabled employees and visitors. Whilst being able-bodied is important in some aspects of delivering the services we provide, where that is not the case GFRS takes a positive approach to employing people with disabilities.</p> |
| Sex | <p>Our workforce are of mixed sex. GFRS has one of the highest proportions of female firefighters in any UK Fire and Rescue Service.</p> |
| Race | <p>When we undertake Prevention and Protection work in the community we are conscious of the need to be sensitive to cultural and language differences. The training given to staff undertaking home fire safety checks recognises the need to exercise</p> |

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| | <p>sensitivity and to be able to overcome any language barriers. Similarly, race is not a barrier to employment within GFRS. We actively encourage and welcome applications from all sectors of the community so that our workforce is representative of the communities we serve.</p> <p>As part of our consultation, GFRS worked with GCC Communications team to ensure that our documents were accessible in different languages. The CRMP was available as a web version and this enabled the public the option to translate the content into their required language. In addition to this, there was also the option to make a request via a dedicated telephone line to have a translated hard copy mailed of both the CRMP and the Consultation.</p> |
| Gender reassignment | Gender re-assignment has no implication on whether a person could be a GFRS service user or employee. |
| Marriage & civil partnership | Marriage or Civil Partnerships have no implication upon whether a person could be a GFRS service user or employee. |
| Pregnancy & maternity | <p>Pregnancy or maternity has no implication for whether a person could be a GFRS service user or employee. In an operational situation the normal process of prioritisation of casualties may be affected by pregnancy in the interests of protecting the mother and her unborn child.</p> <p>GFRS maternity policies correspond with GCC policies and current law. GFRS also has clear policy on the removal of an expectant mother from an operational role for the duration of her pregnancy in the interests of protecting the unborn child.</p> |
| Religion and/or belief | Religion or beliefs carry no implication for whether a person could be a GFRS service user or employee. Where possible religious observance is accommodated within working arrangements; some of GFRS' more recently developed sites having dedicated prayer facilities. The training given to staff undertaking home fire safety checks and relating to diversity in general recognises the need to exercise sensitivity in relation to religion and belief. |
| Sexual orientation | As part of normal diversity training, GFRS staff are made aware of the need to be sensitive in relation |

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| | to sexual orientation. Support groups for people in same sex relationships are included in the prevention work undertaken by GFRS and as such, the Service maintains a productive relationship with gay, lesbian, bi-sexual and trans-gender support groups. |
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4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

| Change | Reason for Change |
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| N/A | N/A |

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

| Potential impact (positive or negative) | Action | By when | Owner |
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| Positive | Continued consultation with our workforce in order to maintain good industrial relations and ensure any aspects that may affect those with protected characteristics are suitably addressed. Continued work on our cultural improvement programme. | Ongoing | Area Manager Clive Webber |


6. Monitoring and review

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| The following processes/actions will be put in place to keep this 'activity' under review: |
| As progress is made with the CRMP Action Plan 2022 - 2026 reports will be made to the Lead Cabinet Member and Fire and Rescue Scrutiny Committee as and when required. |
| Any changes proposed under the CRMP that would have a significant impact on |

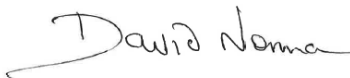
our workforce or local communities will invoke additional consultation with stakeholders to achieve a resolution acceptable to all parties.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

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| Signature of Senior Officer |  |
| Name of Senior Officer | Mark Preece Interim Community Safety Director and Chief Fire Officer Gloucestershire Fire and Rescue Service |
| Date | 16/03/2022 |

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

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| Signature of decision maker |  |
| Name of decision maker | Dave Norman Cabinet Member for Public Protection, Parking and Libraries |
| Date | 16/03/2022 |

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on

the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity. All data is drawn from Inform Gloucestershire - Population Profile 2021 Report unless otherwise stated.

| Protected Characteristic | Service User Data and Information |
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| <p>Age <i>percentage/profile of service user ages</i></p> | <p>In 2019, the resident population of Gloucestershire was estimated to be 637,070 people of which:</p> <ul style="list-style-type: none"> • 22.4 % were aged 0-19; • 56.0% were aged 20-64; • 21.6% were aged 65 and over. <p>Persons of all ages may potentially be service users although the Home Office Fire Statistics (April 2019 to March 2020). For every million people in England, there were 4.3 fire related fatalities in 2019/20. The fatality rate was highest among older people: 8.4 million per million for those aged 65 to 79 years old and 16.9 for those aged 80 years and over. The fatality rates for age bands within 54 years and younger were all below 5 fatalities per million population.</p> <p>As is the case in many parts of the UK, the number of older people in the county has steadily increased over the last 10 years. Projections suggest this trend will continue, with the number of people aged 65+ projected to increase by approximately 71,000 or 52.5% between 2018 and 2043.</p> <p>This information helps to inform our prevention work.</p> |

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| <p><i>Sex percentage/profile of service users who are male and who are female</i></p> | <p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%.</p> <p>Although there are slightly more males than females in the 0-19 year old age band, as age increases, females outnumber males by an increasing margin. In Gloucestershire in 2019, 52.8% of people aged 65-84 were female, whilst for people aged 85+ the difference is observed at district, regional and national level. As a result of this, 71% of single pensioner households are shown to be headed by a woman. However, the proportion of men in the older population is increasing as the life expectancy of men increases, thus amongst the population aged 85 and over in Gloucestershire, the proportion of men increased from 31.6% in 2009 to 36.1% in 2019.</p> <p>Home Office Fire Statistics (April 2019 to March 2020) reports that men have a greater likelihood of dying in a fire than women. The overall fatality rate per million population for males in 2019/2020 was 5.5 while the rate for females was 3.1 per million. For men aged 65 to 79 the fatality rate was 10.6 per million while the equivalent rate for women was 6.4 per million. For those aged 80 and over, the rate for men was 22.6 per million and for women was 13.1 per million.</p> <p>This information informs our targeted prevention work.</p> |
| <p><i>Disability percentage/profile of service users who have a disability</i></p> | <p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability; 7.3% reported that their activities were limited 'a lot' and 9.5% reported their activities were limited 'a little'. The equivalent national figures for England were 17.6%, 8.3% and 9.3%. At a household level, 24.2% of households had at least one person with a long-term limiting health problem or disability; this was slightly lower than the figure for England of 25.7%.</p> <p>Dementia is one of the major causes of disability in older people. Estimated projections suggest that in 2021 there will be approximately 10,076 people aged 65+ living with dementia in Gloucestershire. Incidents of dementia increase with age - people aged 65-69 account for 6.1% of dementia sufferers over 65 in Gloucestershire; this increases to 21.8% for the 85-89 age group. Given the ageing population the number of dementia sufferers is expected to increase in the future.</p> <p>Estimated projections suggest that in 2021 there will be approximately 12,095 people aged 18+ living with a</p> |

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| | <p>learning disability in Gloucestershire equating to 2.3% of the adult population. Of this group, about 2,473 are estimated to have moderate or severe learning disabilities, equating to 0.5% of the adult population. With regards to children, 5,190 school pupils in Gloucestershire (5.9% of school pupils) were known to have a learning disability in 2020. Of these children, 4,442 had a moderate learning disability and 612 had a severe learning disability.</p> <p>Long-term limiting health problems or disabilities, particularly amongst more elderly members of the community, are linked to vulnerability to fire from a variety of perspectives ranging from forgetfulness to susceptibility to injury and inability to escape unaided.</p> <p>For these reasons the prevention work undertaken by GFRS targets those with disabilities and poor health.</p> |
| <p><i>Race percentage/profile of service users who are from black and minority ethnic backgrounds</i></p> | <p>The 2011 Census found that 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2019/20 9.2% of Gloucestershire residents were born in another country.</p> <p>With regards to ethnic origin, the 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed/Multiple Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>The 2011 Census found that overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> |

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| | <p>According to the 2011 Census, 18,784 people in Gloucestershire (3.3% of the population) did not speak English as their main language. Amongst this group, Polish was the most common language (5,516 people), followed by Gujarati (1,065 people) and then a Chinese language (1,000 people). An EU language other than Polish was the main language of 5,993 people. At district level, Gloucester had the highest proportion of people who did not speak English as their main language (5.7%) followed by Cheltenham (5.3%). Some 82% of people, whose main language was not English, could speak English well or very well. Older people were less likely than younger people to be proficient in English; 29% of people aged 50 and over who did not speak English as a main language were not proficient in English compared with 17% of people aged under 50 who did not speak English as a main language.</p> <p>Persons from any ethnic origin may be Service users, the information and more detailed information from MAIDeN about population location is of value in identifying where we need to 'fit' our approach to prevention work to the needs of the local population.</p> |
| <p><i>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</i></p> | <p>Evidence suggests being married is associated with better mental health. There is less evidence on the benefits of being in a civil partnership; however, it is likely the benefits will also be experienced by people in similarly committed relationship such as civil partnerships.</p> <p>Among residents of Gloucestershire:</p> <ul style="list-style-type: none"> • 30.5% are single and have never married or registered a same-sex civil partnership • 50.2% are married; • 0.3% are in a registered same-sex civil partnership; • 2.3% are separated but still legally married or still legally in a same sex civil partnership; • 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved; • 7.2% are widowed or a surviving partner from a same sex civil partnership. |

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| | <p>Gloucestershire has a lower proportion of people who are single or separated when compared to the national figure. In contrast the proportion of people who are married, divorced or widowed exceeds the national figures.</p> <p>Marital status or cohabitation do not have a direct impact on ability to access GFRS services although there is a projected increase in single person households (57% increase by 2033). Living alone does make people more vulnerable to fire, particularly when combined with low income and the higher age bracket.</p> |
| <p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p> | <p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population.</p> <p>Gloucestershire has a higher proportion of people who are Christian, have no religion or have not stated a religion than the national figures. In contrast it has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the county.</p> <p>Other religions made up the following percentages: Muslim 1.0%, Hindu 0.4%, Buddhist 0.3%, Jewish 0.1%, Sikh 0.1%, other religion 0.5% and 7.5% religion not stated.</p> <p>It is not believed that religion and/or religious belief would be a barrier to Service use.</p> |
| <p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p> | <p>There are no official estimates of gender reassignment at either national or local level. In the next Census (2021) there will be a new question around gender, asking “is your gender the same as the sex you were registered at birth?” It is directed only at people aged 16 and over, and answers will be voluntary. A separate, individual form can also be requested and submitted by any household member, should confidentiality be a concern. It is hoped that more accurate data around gender will help equality monitoring in the future.</p> <p>It is not believed that gender reassignment would be a barrier to Service use.</p> |

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| <p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p> | <p>There were 6,124 live births in Gloucestershire in 2019. The highest proportion of deliveries were to women aged 30 to 34 continuing the trend of later motherhood. Births to mothers in all age bands between the ages of 25 and 44 account for a slightly higher proportion of total births in Gloucestershire than they do nationally, whilst those to mothers aged under 25 account for a lower proportion. At district level:</p> <ul style="list-style-type: none"> • Gloucester has a higher proportion of births to mothers aged under 20 (3.2%) than Gloucestershire and England. • Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ than Gloucestershire and England. <p>All pregnant women are potential service users in a similar manner to those who aren't pregnant.</p> |
| <p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p> | <p>Estimates on sexual orientation used by the Department of Trade and Industry in 2003, and quoted by Stonewall, suggest around 5-7% of the population aged 16 and over are lesbian, gay or bisexual. If this figure were applied to Gloucestershire it would mean somewhere between 26,100 and 36,500 people in the county are LGB. A more recent estimate from the 2018 ONS Annual Population Survey (APS) suggests that 2.3% of the England population aged 16 and over is LGB: if this figure were applied to Gloucestershire it would mean that there are approximately 12,000 LGB people in the county.</p> <p>It is not believed that sexual orientation would be a barrier to Service use.</p> |

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

| Protected Characteristic | Total number of GCC staff affected: |
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| Age | <p>The CRMP includes all staff irrespective of age. Those employed by the Service are spread across all age groups providing a blend of youth and experience.</p> <p>Due to terms and conditions of service, primarily related to pension schemes, the normal pensionable age for operational staff now ranges between 50 and 60; the numbers that retire before 55 are rapidly diminishing due to the implementation of a new 'CARE' scheme. Individuals can opt to retire earlier (55) under the 'CARE' scheme with a reduced pension.</p> <p>All other staff fall within a different set of conditions of service applicable to local government employees with pensionable age set by HM Government; this now ranges between 65 and 67 although individuals can opt to retire earlier and take a reduced pension. The Service currently employs individuals that fall within this group working a mix of full and part time contracts.</p> <p>Fire Control operators have the same general terms and conditions as operational staff but a local government employee pension scheme. Again, pensionable ages ranges between 65 and 67 although individuals can opt to retire earlier and take a reduced pension.</p> |
| Disability | <p>Staff notifying as having a disability equate to less than 5% of the workforce.</p> |
| Sex | <p>The notified gender balance across all staff groups is:</p> <p>Female staff 19.87%.</p> <p>Male staff 80.13%.</p> |

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| Race | The diversity across all staff groups is recorded as being: Black and other minority ethnicity groups - less than 5%. White British 77.87%. Remainder unstated. |
| Gender reassignment | Staffing returns provide a nil return regarding this protected characteristic. |
| Marriage & civil partnership | Staff notified as being 'single' (to include never married, divorced and widowed) equates to less than 5%. Staff notified as having a partner (both married and civil partnerships) equates to 13.19%. The remainder are unstated. |
| Pregnancy & maternity | Individuals notified for this characteristic equates to less than 5. |
| Religion and/or belief | Accurate information for this group is not available at this time. We will continue to work with GCC HR to establish figures and include as and when available. |
| Sexual orientation | The notified balance across all staff groups is: Lesbian, Bisexual, Gay or Transgender less than 5%. Heterosexual 34.68%. Remainder unstated. |

