

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

Directorate	Community Safety
Service area	Gloucestershire Fire & Rescue Service (GFRS)
Title of the activity being assessed i.e. the strategy, plan, policy or service	GFRS Improvement Plan in response to Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) inspection.
Brief outline of the proposal(s)	HMICFS undertook their inspection of GFRS in Sept/Oct 2021. The subsequent report was published on 27 th July 2022 and concluded that the overall effectiveness and efficiency of services required improvement; and its management of people was inadequate. Consequently, GFRS are required to submit an Improvement Plan to address the inspection findings to HMICFRS by 14 th October 2022.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	To seek Cabinet approval for the Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27 th July 2022), prior to its submission to Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) by 14 th October 2022.
Person(s) responsible for completing this assessment	Jean Cole, Assistant Chief Fire Officer
Date of this assessment	28th July 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	
Service users	The Improvement Plan will be subject to widespread consultation through our Service Website.
Workforce	The Improvement Plan will be subject to widespread consultation through our management team and representative bodies meetings.
Partners	Partners will be engaged and consulted through our revised Improvement Board arrangements and other key forums, such as the Fire Performance and Oversight Group (FPOG).
Other	

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	Workforce
Age	The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protective characteristics .The plan aims to improve our prevention, protection and response service wide to drive and	The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27 th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges

	<p>enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to the Service's aims and objectives.</p>
Disability	<p>The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to raising the awareness and understanding of disabilities including neurodiversity which contribute to the Service's aims and objectives.</p>
Sex	<p>The Improvement Plan highlights the role of cohesion / inclusion taking full account</p>	<p>The Improvement Plan developed in response to the inspection of Gloucestershire</p>

	<p>of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>Fire and Rescue (published 27th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to promoting and strengthening positive action within the Service's aims and objectives. This plan will enable opportunities for a more inclusive approach for a gender balanced workforce.</p>
<p>Race</p>	<p>The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework,</p>

		<p>which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to promoting and strengthening positive action, more diversity supporting the Service's aims and objectives. This will foster better relationships with communities and increase awareness and understanding of race and culture for the Service and workforce.</p>
<p>Gender reassignment</p>	<p>The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to promoting and strengthening positive action, more diversity supporting the Service's aims and objectives. This will foster better relationships with LGBTQ communities and increase</p>

		awareness and understanding of the trans community.
Marriage & civil partnership	The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.	The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27 th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to the Service's aims and objectives.
Pregnancy & maternity	The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.	The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27 th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework,

		<p>which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to the Service's aims and objectives.</p>
<p>Religion and/or belief</p>	<p>The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27th July 2022), will develop cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to promoting and strengthening positive action, more diversity supporting the Service's aims and objectives. This will foster better relationships with communities and increase awareness and understanding of religion / faith for the Service and workforce.</p>
<p>Sexual orientation</p>	<p>The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for</p>	<p>The Improvement Plan developed in response to the inspection of Gloucestershire Fire and Rescue (published 27th July 2022), will develop</p>

	<p>Gloucestershire Fire and Rescue Service and takes full account of protective characteristics. The plan aims to improve our prevention, protection and response service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>cohesion and inclusion across the Service to attract recruitment and retention and will develop an inclusive and highly skilled workforce which will enable us to meet the significant challenges highlighted in the HMICFRS inspection. The focus will be on developing a cohesive / inclusive workforce. The 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. The impact of improvement activity will make a positive contribution to promoting and strengthening positive action, more diversity supporting the Service's aims and objectives. This will foster a better relationship with LGBTQ communities and increase awareness and understanding.</p>
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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
<p>The existing Improvement Plan, QA and performance arrangements did not support the journey that was required. Since the most recent inspection a robust governance framework and revised Improvement Plan have been developed to support the improvement journey.</p>	<p>The previous Improvement Plan was very much focused on compliance and addressing the deficits identified in the 2017 inspection. The revised Improvement Plan takes account of the 2022 inspection findings and the wider programme of activity necessary to deliver sustainably good services.</p>

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
Positive	To improve and implement Gloucestershire Fire & Rescue Service Improvement Plan, which is required to be submitted to HMICFRS by 14 th October 2022.	October 2022	Mark Preece

6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
Progress against the Improvement Plan will be monitored by GFRS SLT, Corporate Leadership, Scrutiny and the refreshed Improvement Board, which will comprise of representatives from GCC CLT, HMICFRS, LGA and the NFCC. External scrutiny will also be conducted by the Fire Performance & Oversight Group.

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

Signature of Senior Officer	
Name of Senior Officer	Mark Preece
Date	8.9.2022

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.

Signature of decision maker	
Name of decision maker	Cllr Mark Hawthorne
Date	8.9.22

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 - **GFRS Workforce information as at 1 July 2022**

Protected Characteristic	Service User Data and Information															
<p>Age <i>percentage/profile of service user ages</i></p>	<table border="1"> <thead> <tr> <th data-bbox="472 555 916 622">Age</th> <th data-bbox="920 555 1123 622">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="472 629 916 696">16-25</td> <td data-bbox="920 629 1123 696">6.24%</td> </tr> <tr> <td data-bbox="472 703 916 770">26-35</td> <td data-bbox="920 703 1123 770">26.28%</td> </tr> <tr> <td data-bbox="472 777 916 844">36-45</td> <td data-bbox="920 777 1123 844">23.83%</td> </tr> <tr> <td data-bbox="472 851 916 918">46-55</td> <td data-bbox="920 851 1123 918">32.96%</td> </tr> <tr> <td data-bbox="472 925 916 992">56+</td> <td data-bbox="920 925 1123 992">10.69%</td> </tr> <tr> <td data-bbox="472 999 916 1066">Grand Total</td> <td data-bbox="920 999 1123 1066">100.00%</td> </tr> </tbody> </table>		Age	%	16-25	6.24%	26-35	26.28%	36-45	23.83%	46-55	32.96%	56+	10.69%	Grand Total	100.00%
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Grand Total	100.00%															
<p>Disability <i>number/profile of service users who have a disability</i></p>	<table border="1"> <thead> <tr> <th data-bbox="472 1122 916 1189">Disability</th> <th data-bbox="920 1122 1123 1189">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="472 1196 916 1263">Disabled</td> <td data-bbox="920 1196 1123 1263">1.78%</td> </tr> <tr> <td data-bbox="472 1270 916 1337">Not Disabled</td> <td data-bbox="920 1270 1123 1337">58.57%</td> </tr> <tr> <td data-bbox="472 1344 916 1411">Unstated</td> <td data-bbox="920 1344 1123 1411">39.64%</td> </tr> <tr> <td data-bbox="472 1417 916 1485">Grand Total</td> <td data-bbox="920 1417 1123 1485">100.00%</td> </tr> </tbody> </table>		Disability	%	Disabled	1.78%	Not Disabled	58.57%	Unstated	39.64%	Grand Total	100.00%				
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<p>Sex <i>number/profile of service users who are male and who are female</i></p>	<table border="1"> <thead> <tr> <th data-bbox="472 1538 916 1606">Gender</th> <th data-bbox="920 1538 1123 1606">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="472 1612 916 1680">Female</td> <td data-bbox="920 1612 1123 1680">27.17%</td> </tr> <tr> <td data-bbox="472 1686 916 1753">Male</td> <td data-bbox="920 1686 1123 1753">72.83%</td> </tr> <tr> <td data-bbox="472 1760 916 1827">Grand Total</td> <td data-bbox="920 1760 1123 1827">100.00%</td> </tr> </tbody> </table>		Gender	%	Female	27.17%	Male	72.83%	Grand Total	100.00%						
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<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<table border="1"> <thead> <tr> <th data-bbox="472 271 914 342">Ethnic origin</th> <th data-bbox="914 271 1142 342">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="472 342 914 414">BAME</td> <td data-bbox="914 342 1142 414">2.45%</td> </tr> <tr> <td data-bbox="472 414 914 486">White</td> <td data-bbox="914 414 1142 486">77.28%</td> </tr> <tr> <td data-bbox="472 486 914 557">Unstated</td> <td data-bbox="914 486 1142 557">20.27%</td> </tr> <tr> <td data-bbox="472 557 914 629">Grand Total</td> <td data-bbox="914 557 1142 629">100.00%</td> </tr> </tbody> </table>	Ethnic origin	%	BAME	2.45%	White	77.28%	Unstated	20.27%	Grand Total	100.00%
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<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>No specific information has been disclosed regarding gender reassignment.</p>										
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<table border="1"> <thead> <tr> <th data-bbox="472 954 914 1025">Marital Status</th> <th data-bbox="914 954 1142 1025">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="472 1025 914 1097">Stated</td> <td data-bbox="914 1025 1142 1097">22.27%</td> </tr> <tr> <td data-bbox="472 1097 914 1169">Unstated</td> <td data-bbox="914 1097 1142 1169">77.73%</td> </tr> <tr> <td data-bbox="472 1169 914 1240">Grand Total</td> <td data-bbox="914 1169 1142 1240">100.00%</td> </tr> </tbody> </table>	Marital Status	%	Stated	22.27%	Unstated	77.73%	Grand Total	100.00%		
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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>GFRS workforce have indicated they are either pregnant or on maternity leave. Due to the low number any further statistical breakdown by protected characteristic could risk identifying individuals; therefore no further summary statistics is presented.</p>										

<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<table border="1" data-bbox="475 241 1139 568"> <thead> <tr> <th data-bbox="475 241 914 353">Religious Denomination Key</th> <th data-bbox="914 241 1139 353">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="475 353 914 421">Stated</td> <td data-bbox="914 353 1139 421">12.69%</td> </tr> <tr> <td data-bbox="475 421 914 488">Unstated</td> <td data-bbox="914 421 1139 488">87.31%</td> </tr> <tr> <td data-bbox="475 488 914 568">Grand Total</td> <td data-bbox="914 488 1139 568">100.00%</td> </tr> </tbody> </table> <p data-bbox="475 607 1385 792">GFRS workforce who have disclosed their religion and belief include Christian, Jewish, Muslim, Buddhist, other religion and no religion. Due to the low number any further statistical breakdown by protected characteristics could risk identifying individuals; therefore no further summary statistics is presented.</p>	Religious Denomination Key	%	Stated	12.69%	Unstated	87.31%	Grand Total	100.00%				
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<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<table border="1" data-bbox="475 853 1142 1279"> <thead> <tr> <th data-bbox="475 853 914 920">Sexual Orientation</th> <th data-bbox="914 853 1142 920">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="475 920 914 987">LGB+</td> <td data-bbox="914 920 1142 987">2.00%</td> </tr> <tr> <td data-bbox="475 987 914 1055">Heterosexual</td> <td data-bbox="914 987 1142 1055">49.44%</td> </tr> <tr> <td data-bbox="475 1055 914 1122">Unstated</td> <td data-bbox="914 1055 1142 1122">43.43%</td> </tr> <tr> <td data-bbox="475 1122 914 1189">Would rather not state</td> <td data-bbox="914 1122 1142 1189">5.12%</td> </tr> <tr> <td data-bbox="475 1189 914 1279">Grand Total</td> <td data-bbox="914 1189 1142 1279">100.00%</td> </tr> </tbody> </table>	Sexual Orientation	%	LGB+	2.00%	Heterosexual	49.44%	Unstated	43.43%	Would rather not state	5.12%	Grand Total	100.00%
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Appendix 2 – Service User Data

Details of service users affected by the proposed activity:

Source: Mid-2020 Population Estimates, Office for National Statistics

Protected Characteristic	Service User Data and Information
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<i>Age percentage/profile of service user ages</i>	Gloucestershire
	All persons 640,650
	0-19 142,868
	20-64 358,362
	65 and over 139,420
	All Males 314,175
	0-19 72,773
	20-64 177,588
	65 and over 63,814
	All Females 326,475
	0-19 70,095
	20-64 180,774
	65 and over 75,606
<i>Disability number/profile of service users who have a disability</i>	Challenge group Gloucestershire
	Day to day activities not limited 497,238
	Total Day to day activities limited 99,746
	Day to day activities limited a little 56,454
	Day to day activities limited a lot 43,292
<i>Sex number/profile of service users who are male and who are female</i>	Gender Key Gloucestershire
	All persons 640,650
	0-19 142,868
	20-64 358,362
	65 and over 139,420
	All Males 314,175
	0-19 72,773
	20-64 177,588
	65 and over 63,814
	All Females 326,475
	0-19 70,095

	20-64	180,774	
	65 and over	75,606	
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	Ethnic origin	Gloucestershire	%
	English/ Welsh? Scottish/ Northern Irish / British	546,99	91.6
	Irish	3,759	0.6
	Gypsy Irish Traveller	731	0.01
	Other White	18,558	3.8
	Mixed Multiple Ethnic Groups	8,661	1.5
	Asian / British Asian	12,433	2.1
	Black /African Caribbean		
	Black British	5,150	0.9
	Other Ethnic Groups	1,093	0.2
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	Sexual Orientation	Gloucestershire	%
	Gay, Lesbian or Bisexual	14,200	2.7
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	Marital Status Key	Gloucestershire	%
	Single (never married or never registered a same sex civil partnership)	149,732	30.5
	Married	245,879	50.2
	In registered same sex civil partnership	1,326	0.3
	Separated (but still legally married or still legally in a same sex civil partnership)	11,515	2.3
	Divorced or formally in same sex partnership which is now legally dissolved	46,452	9.5
	Widowed or surviving partner from same sex civil partnership	35,329	7.2
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	Maternity	Gloucestershire	%
	Total number of live births	5,800	
	Under 20		2.1
	20 - 24		12.4
	25 - 29		30.5
	30 -34		34.5
	35 - 39		19.5
	40 - 44		4.5
45+		0.5	

Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	Religious Denomination Key	Gloucestershire	%
	Buddhist	1,722	0.3
	Christian	379,144	63.5
	Jewish	539	0.1
	Muslim	5,741	1.0
	Sikh	449	0.1
	Other Religion	2,940	0.5
	No Religion	159,496	26.7
Religion not stated	44,681	7.5	
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Sexual Orientation	Gloucestershire	%
	Lesbian, gay and bisexual people	14,200	2.7