

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic, together with care leavers / care experienced adults, as the Council treats this group like a protected characteristic.

1. Background

Directorate	Community Safety
Service area	Gloucestershire Fire and Rescue
Title of the proposed change being assessed i.e. the policy, service or other development	Move the whole-time night shifts from Cheltenham West and Stroud to Cinderford and Cirencester as whole-time day shifts.
Describe the purpose of the proposed change and the intended outcomes	
<p>Report summary Public Consultation on Gloucestershire Fire and Rescue Service (GFRS) Community Risk Management Plan (CRMP). Seek Cabinet approval to carry out a public consultation in respect of the preferred option outlined in this document to meet the priorities of the Community Risk Management Plan (CRMP) 2022-2026.</p> <p>Background GFRS Community Risk Management Plan (CRMP) 2023-2026 has clear strategic objectives to perform scenario modelling in reference to the current and future fire cover provision in line with the “Response Arrangements” Objective ensuring the Service has the right resources at the right time in the right place, mitigating risk and managing demand. Modelling was undertaken in November 2022 by Operational Research in Health (ORH), In addition, GFRS conducts regular reviews of its emergency response cover arrangements thorough risk analysis of previous incidents, fire safety audits, safe and well visits, and future risks that could lead to emergency incidents in the future.</p> <p>12-hour Shifts</p>	

To maximise opportunities for GFRS / GCC Prevention and Protection commitments whilst ensuring the health, safety, and welfare of our Firefighters, ORH modelled the options on a 12-hour day/night shift basis. 0900-2100 hrs. gave the best response time impacts.

Options

Based on the information from (ORH) 3 options have been put forward to Cabinet for consultation with the public and workforce.

Option 1

To move the Whole-time night shifts from Cheltenham West and Stroud to Cinderford and Cirencester as Whole-time day shifts.

Positive impacts Response

- Overall emergency response time would be quicker (**00:09 quicker** for 1st fire appliance and **00:17 quicker** for 2nd fire appliance).
- Cotswolds district (**01:00 quicker** for 1st fire appliance and **01:20 quicker** for 2nd fire appliance).
- Forest of Dean district (**01:21 quicker** for 1st fire appliance and **01:40 quicker** for 2nd fire appliance).
- The mean emergency response time would become more consistent across the six districts. The difference between the longest and shortest response time reduces from **05:38 to 04:58**.

Positive impacts Social Value Benefits

- Increase in Safe and Wells, 7,2D Visits and business safety checks.

Negative impacts and risks

- Stroud district (**00:31 slower** for 1st fire appliance and **00:12 slower** for 2nd fire appliance).
- Cheltenham district (**00:16 slower** for 1st fire appliance and **00:25 slower** for 2nd fire appliance).
- Tewkesbury district (**00:14 slower** for 1st fire appliance and **00:22 slower** for 2nd fire appliance).

Financial impacts

This option would require an estimated **£155,000 in capital** investment and an estimated uplift of **£214,617 in revenue** expenditure.

Who is affected by the proposals?

Service users

Wider community

Workforce

Other, please specify:

Decision to be taken and decision maker	Seeking permission from cabinet to carry out a phase of consultation on the chosen option within the cabinet report.
Person(s) responsible for completing this assessment	Nathaniel Hooton
Date of this assessment	08/01/24

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the potential or actual impact of the proposed change on those who share the protected characteristics and care leavers / care experienced adults (e.g. survey of services users, community focus groups, analysing service usage data, engaging with the council's staff networks etc.). The actual information and data that has been collected and analysed should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This doesn't mean that you can't complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Methods / Sources
Service Users / Wider Community	<p>A paper is being submitted to cabinet Jan 2024 for approval to consult with all stakeholders. The EQIA will be updated after this consultation has taken place.</p> <p>The consultation will include the following internal and external elements:</p> <p>Internal</p> <ul style="list-style-type: none"> • Meeting with all Firefighter Trade Unions (FBU, FRSA and FOA). • Face to face engagement events for all staff groups (SM and above, HQ staff, Station based staff at Gloucester, Cheltenham, Cirencester and Cinderford). • An intranet page outlining relevant information and FAQ's. • GFRS 'Ever Forward' internal newsletters. 	<ul style="list-style-type: none"> • Office for National Statistics • CENSUS 2021 • Operational Research in Health (ORH) Pump Modelling Data July 2023 • <u>Inform Gloucestershire</u>
Workforce		<ul style="list-style-type: none"> • EDI (Equality, Diversity, and Inclusion) (Equality, Diversity, and Inclusion) data held by GCC for Gloucestershire Fire & Rescue Service • <u>Workforce Equality and Diversity and Inclusion Report 2022</u> • Fire National Statistics 2022
Partners		

Other	External <ul style="list-style-type: none">• Emails and letters to key stakeholders.• Community social media releases.• Social media to publicise the Fire Cover Review and its consultation.• Facebook paid advertising.• Posters for libraries and Fire Stations.• Government delivery email.• Publications on GCC and GFRS websites.• Article in Councils Connected e-newsletters.• Articles in Members Matter and the members' weekly bulletin.• Articles in Talksmart and on Staffnet.• Public Consultation Events at Cheltenham, Gloucester, Stroud, Cinderford, Cirencester.	
--------------	--	--

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other methods / sources that were set out in section 2).

Service Users						
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
Protected Character	Age		Neutral impact			<p>It is not believed that the proposed change would create a barrier to Service use for any age group.</p> <p>Community Fire Safety (Service Users) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to all age groups within those areas due to increased amounts of community fire safety activity. Fire safety work is targeted to vulnerable groups within the community, one of the characteristics used to identify vulnerable people is age. The proportion of the population within our target age groups in Cinderford and Cirencester is consistent with that of Cheltenham and Stroud, albeit with a lower total population. There would be no disadvantage to Cheltenham or Stroud in respect of the amount of community fire safety work being carried out, as both stations would still operate day crewing shifts (09:00 – 21:00). There is therefore a net positive effect on the amount of targeted prevention work that can be achieved.</p> <p>Response Times (Wider Community) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have</p>

					<p>a positive impact to all age groups within those areas due to the quicker response times. There would be a disadvantage to the population of Stroud after 21:00 when the day crew switch to On-Call with the slight increase in response times. Cheltenham would also see a slight increase in response time after 21:00. These small increases in response times are offset by the significant reduction in response times within the Cinderford and Cirencester areas overall. Due to the data held on attended incidents, it is not possible to analyse if this group will be disproportionately disadvantaged in respect of response to incidents.</p> <p>Consultation Different age groups may have varying levels of access or familiarity with digital technology. Younger individuals might be more technology minded, while older generations may face digital literacy barriers. All information sent via social media will be available via documentation i.e. Posters or newsletters. in-person meetings might favour the older population. Tailoring communication to suit different age groups is vital. Language, tone, and mediums used can significantly impact engagement. Younger individuals might prefer concise digital formats, while older demographics might appreciate more detailed written information. Age can intersect with socioeconomic status, influencing participation. For instance, older individuals may have retired and have more time available, while younger ones might be balancing work and family commitments, so a range of dates and times will be made available.</p>
	Disability		Neutral Impact		<p>It is not believed that the proposed change would create a barrier to Service use for any disability group.</p>

					<p>Community Fire Safety (Service Users) 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. For these reasons, the prevention work undertaken by GFRS targets those with disabilities and poor health. Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to all disability groups within those areas due to increased amounts of community fire safety activity. Fire safety work is targeted to vulnerable groups within the community, one of the characteristics used to identify vulnerable people is disability. The proportion of the population within this group in Cinderford and Cirencester is slightly higher than that of Cheltenham and Stroud, albeit with a lower total population. There would be no disadvantage to Cheltenham or Stroud in respect of the amount of community fire safety work being carried out, as both stations would still operate day crewing shifts (09:00 – 21:00). There is therefore a net positive effect on the amount of targeted prevention work that can be achieved</p> <p>Response Times (Wider Community) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to all disability groups within those areas due to the quicker response times. There would be a disadvantage to the population of Stroud after 21:00 when the day crew switch to On-Call with the slight increase in response times. Cheltenham would also see a slight increase in response time after 21:00. These small increases in response times are offset by the significant reduction in response times within the Cinderford and Cirencester areas overall.</p>
--	--	--	--	--	---

					<p>Due to the data held on attended incidents, it is not possible to analyse if this group will be disproportionately disadvantaged in respect of response to incidents.</p> <p>Consultation Physical accessibility of consultation venues and digital platforms is crucial. Ensuring that spaces and technologies cater to different physical abilities. Consultation will be held in venues that have disabled access and will be held on the ground floor. Information displayed to assist with neurodiversity. Provide various ways for participation, including online surveys, in-person meetings, phone consultations, and written submissions. Ensure these methods are widely communicated to reach individuals with disabilities. Consider transportation barriers for in-person events. Ensure venues are in accessible areas Information and surveys in alterative formats will be available at request</p>
	Sex		Neutral Impact		<p>It is not believed that the proposed change would create a barrier to Service use for either sex.</p> <p>Community Fire Safety (Service Users) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to both males and females within those areas due to increased amounts of community fire safety activity. Fire safety work is targeted to vulnerable groups within the community, one of the characteristics used to identify vulnerable people is older lone living males (65+). The proportion of the population within this target group in Cinderford and Cirencester is consistent with that of Cheltenham and Stroud, albeit with a lower total population. There</p>

					<p>would be no disadvantage to Cheltenham or Stroud in respect of the amount of community fire safety work being carried out, as both stations would still operate day crewing shifts (09:00 – 21:00). There is therefore a net positive effect on the amount of targeted prevention work that can be achieved.</p> <p>Response Times (Wider Community) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to both males and females within those areas due to the quicker response times. There would be a disadvantage to the population of Stroud after 21:00 when the day crew switch to On-Call with the slight increase in response times. Cheltenham would also see a slight increase in response time after 21:00. These small increases in response times are offset by the significant reduction in response times within the Cinderford and Cirencester areas overall. Due to the data held on attended incidents, it is not possible to analyse if this group will be disproportionately disadvantaged in respect of response to incidents.</p> <p>Consultation Ensure diverse representation of both sexes in the consultation process. Encourage participation from individuals of different sexes.</p>
	Race		Neutral Impact		<p>It is not believed that the proposed change would create a barrier to Service use for any ethnic group.</p> <p>Community Fire Safety (Service Users) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to all ethnic groups within those areas due to</p>

					<p>increased amounts of community fire safety activity. The proportion of minority groups in Cinderford and Cirencester is lower than Cheltenham and Stroud, albeit with a lower total population. There would be no disadvantage to Cheltenham or Stroud in respect of the amount of community fire safety work being carried out, as both stations would still operate day crewing shifts (09:00 – 21:00). There is therefore a net positive effect on the amount of targeted prevention work that can be achieved.</p> <p>Response Times (Wider Community) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to all ethnic groups within those areas due to the quicker response times. There would be a disadvantage to the population of Stroud after 21:00 when the day crew switch to On-Call with the slight increase in response times. Cheltenham would also see a slight increase in response time after 21:00. These small increases in response times are offset by the significant reduction in response times within the Cinderford and Cirencester areas overall. Due to the data held on attended incidents, it is not possible to analyse if this group will be disproportionately disadvantaged in respect of response to incidents.</p> <p>Consultation The proposed consultation exercise will be conducted over a 12-week period running from the start of March 2024. This consultation will include the following internal elements: Ensure diverse representation in the consultation process. Actively encourage participation from individuals belonging to various ethnic groups with communication in local areas. This could involve holding consultation in community centres using community leaders as liaison.</p>
--	--	--	--	--	--

					Information and surveys in alternative formats will be available at request
	Gender reassignment		Neutral Impact		<p>No impact from the proposed changes</p> <p>Consultation The proposed consultation exercise will be conducted over a 12-week period running from the start of March 2024. This consultation will include the following internal elements. Collaborate with groups to ensure feedback is included and accurately represented in the consultation process. Work with the service EDI manager to communicate with groups.</p>
	Marriage & civil partnership		Neutral Impact		<p>It is not believed that the proposed change would create a barrier to Service use for any marital status group.</p> <p>Community Fire Safety (Service Users) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholtime would have a positive impact to lone living groups within those areas due to increased amounts of community fire safety activity. Fire safety work is targeted to vulnerable groups within the community, one of the characteristics used to identify vulnerable people is lone living. The proportion of the population within this target group in Cinderford and Cirencester is consistent with that of Cheltenham and Stroud, albeit with a lower total population. There would be no disadvantage to Cheltenham or Stroud in respect of the amount of community fire safety work being carried out, as both stations would still operate day crewing shifts (09:00 – 21:00). There is therefore a net positive effect on the amount of targeted prevention work that can be achieved.</p>

					<p>Response Times (Wider Community) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to lone living groups within those areas due to the quicker response times. There would be a disadvantage to the population of Stroud after 21:00 when the day crew switch to On-Call with the slight increase in response times. Cheltenham would also see a slight increase in response time after 21:00. These small increases in response times are offset by the significant reduction in response times within the Cinderford and Cirencester areas overall. Due to the data held on attended incidents, it is not possible to analyse if this group will be disproportionately disadvantaged in respect of response to incidents.</p> <p>Consultation There are not likely to be significant barriers in relation to Marriage & civil partnership</p>
	Pregnancy & maternity		Neutral Impact		<p>No impact from the proposed changes</p> <p>Consultation There are not likely to be significant barriers in relation to pregnancy & Maternity</p>
	Religion and/or belief		Neutral Impact		<p>It is not believed that the proposed change would create a barrier to Service use for any religious group.</p> <p>Community Fire Safety (Service Users) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have</p>

					<p>a positive impact to all religious groups within those areas due to increased amounts of community fire safety activity. The proportion of the population within these groups in Cinderford and Cirencester is slightly lower than that of Cheltenham and Stroud, albeit with a lower total population. There would be no disadvantage to Cheltenham or Stroud in respect of the amount of community fire safety work being carried out, as both stations would still operate day crewing shifts (09:00 – 21:00). There is therefore a net positive effect on the amount of targeted prevention work that can be achieved.</p> <p>Response Times (Wider Community) Changing the staffing model of Cirencester and Cinderford during day hours (9:00 – 21:00) from on-call only to wholetime would have a positive impact to all religious groups within those areas due to the quicker response times. There would be a disadvantage to the population of Stroud after 21:00 when the day crew switch to On-Call with the slight increase in response times. Cheltenham would also see a slight increase in response time after 21:00. These small increases in response times are offset by the significant reduction in response times within the Cinderford and Cirencester areas overall. Due to the data held on attended incidents, it is not possible to analyse if this group will be disproportionately disadvantaged in respect of response to incidents.</p> <p>Consultation The proposed consultation exercise will be conducted over a 12-week period running from the start of March 2024. This consultation will include the following internal elements: Ensure consultation materials and information are available in languages understood by diverse religious communities.</p>
--	--	--	--	--	---

					There could be limited access to online platforms or technology among some religious groups, impacting participation in digital consultations. Face to face session would allow participation in the consultation process. Information and surveys in alterative formats will be available at request
	Sexual orientation		Neutral Impact		No impact from the proposed changes Consultation There are not likely to be significant barriers in relation to Sexual orientation
Additional Groups	Care leavers / care experienced adults		Neutral Impact		No impact from the proposed changes Consultation There are not likely to be significant barriers in relation to Care Leavers

Gloucestershire County Council Staff						
	Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
Pr ote cte	Age			Negative Impact		<p>12 Hour Shifts</p> <p>Moving to a 12-hour shift (09:00 – 21:00) could impact age groups that have dependants (i.e., Childcare/carers) due to the extended end time of the shift.</p> <p>Older staff may prefer 12-hour day shifts only rather than having to work 15-hour night shifts</p>

ics					<p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There may be some barriers associated with age to prevent people from responding to the engagement. Younger people may be less likely to attend face to face engagement sessions where consultations are carried out and may be put off by formal or complex language. Evidence shows that older people are more likely to lack internet access so could be disadvantaged if consultation is done solely online. To overcome the barriers engagement session will run parallel.</p>
	Disability		Neutral Impact		<p>12 Hour Shifts</p> <p>No impact from the proposed changes</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There are a number of sensory, learning and physical disabilities which could impact on a person's ability to engage.</p> <p>Access to face-to-face sessions will ensure the venue has full disabled access and access to lifts should the need arise.</p>

					<p>Printed copies of all documentation to support neurodiversity.</p> <p>Subtitles on any media played.</p>
	Sex			Negative Impact	<p>12 Hour Shifts</p> <p>There could be a negative effect for female members of staff that are the primary care giver within their family as the new shift end time could affect childcare. There is no data to that give details on the number of people within the service that would be affected by this change.</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There are not likely to be significant barriers between male and female respondents to engagement sessions.</p> <p>Face to Face engagement sessions to be run in line with shift work patterns to assist with childcare arrangements.</p>
	Race	Positive impact			<p>Due to wholetime staff working from Cirencester and Cinderford, this will create the opportunity to have a more diverse workforce in these areas due to the ability to recruit into these positions from the wider community rather than just the local community.</p> <p>12 Hour Shifts</p> <p>No impact from the proposed changes</p>

					<p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There are not likely to be significant barriers in relation to Race.</p>
	Gender reassignment		Neutral Impact		<p>12 Hour Shifts</p> <p>No impact from the proposed changes</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There are not likely to be significant barriers in relation to Gender Reassignment.</p>
	Marriage & civil partnership			Negative impact	<p>12 Hour Shifts</p> <p>There could be a negative impact of parents within the service that rely on childcare from childminders or parents. There is no data to give the actual number that would be affected.</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey

					There are not likely to be significant barriers in relation to Marriage & Civil Partnership
	Pregnancy & maternity		Neutral Impact		<p>Current policies relating to this characteristic will ensure that there is no impact from the proposed changes.</p> <p>12 Hour Shifts</p> <p>No impact from the proposed changes</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>Any staff member currently away from work due to maternity will be invited to attend any face-to-face sessions.</p>
	Religion and/or belief		Neutral Impact		<p>12 Hour Shifts</p> <p>No impact from the proposed changes</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There are not likely to be significant barriers in relation to Religion and or Belief</p>

	Sexual orientation		Neutral Impact		<p>12 Hour Shifts</p> <p>No impact from the proposed changes</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There are not likely to be significant barriers in relation to Sexual orientation.</p>
Additional Groups	Care leavers / care experienced adults		Neutral Impact		<p>12 Hour Shifts</p> <p>No impact from the proposed changes</p> <p>Internal Engagement</p> <ul style="list-style-type: none"> • Face to Face focus group sessions with staff • Digital communication with the use of SharePoint and staff survey <p>There are not likely to be significant barriers in relation to Care Leavers.</p>

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on those who share the protected characteristics and care leavers / care experienced adults (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Action plan to be created following public and staff consultation			01/06/24


5. Monitoring and Review

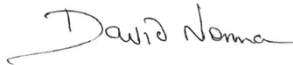
Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals afterwards. The Equality Duty is a continuing duty.

Lead officer(s):	Nathaniel Hooton
Frequency of the monitoring and review:	<ul style="list-style-type: none"> • Progress will be tracked, monitored and supported through the Portfolio Management Board comprising a selection of County Council Directors and GFRS Heads of Service. • The Fire and Rescue Scrutiny Committee will scrutinise progress bi-monthly • His Majesty’s Inspectorate of Constabulary’s and Fire and Rescue Services (HMICFRS) will scrutinise progress during their inspections of the Service.

<p>How the impact of the policy, service or development will be measured, including the data and information that will be used:</p>	<ul style="list-style-type: none"> • Consultation report • Response times • Community engagement figures (Safe and Well, Business fire safety etc.) • Change to Risk profile data • Incidents • Staff survey
<p>Stakeholders who will be involved:</p>	<ul style="list-style-type: none"> • GFRS Business Planning team • GFRS Response and Resilience team • GFRS Prevention and Protection team • GCC Comms team

6. Approval

<p>Signature of Senior Officer</p>	
<p>Name of Senior Officer</p>	<p>CFO Mark Preece</p>

Date	08/01/24
Signature of Decision Maker	
Name of Decision Maker	Cllr. Dave Norman
Date	18/01/24

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information				
Age	Age	Cinderford Population (11,900)	Cirencester Population (21,900)	Stroud Population (51,400)	Cheltenham West Population (142,300)
	Aged 0 to 4	607 - 5.1%	1,007 – 4.6%	2,261 – 4.4%	7,394 – 5.2%
	Aged 5 to 9	714 – 6%	1,095 – 5%	2,672 – 5.2%	7,963 – 5.6%
	Aged 10 to 14	702 – 5.9%	1,139 – 5.2%	3,084 – 6%	8,389 – 5.9%
	Aged 15 to 19	559 – 4.7%	1,205 – 5.5%	2,827 – 5.5%	7,821 – 5.5%
	Aged 20 to 24	571 – 4.8%	1,358 – 6.2%	2,261 – 4.4%	8,816 – 6.2%
	Aged 25 to 29	750 – 6.3%	1,205 – 5.5%	2,518 – 4.9%	9,385 – 6.6%
	Aged 30 to 34	762 – 6.4%	1,205 – 5.5%	2,775 – 5.4%	9,954 – 7%
	Aged 35 to 39	714 – 6%	1,270 – 5.8%	2,827 – 5.5%	9,811 – 6.9%
	Aged 40 to 44	690 – 5.8%	1,270 – 5.8%	3,084 – 6%	9,100 – 6.4%
	Aged 45 to 49	750 – 6.3%	1,445 – 6.6%	3,598 – 7%	8,958 – 6.3%
	Aged 50 to 54	845 – 7.1%	1,599 –	4,163 –	9,385 –

In the			7.3%	8.1%	6.6%	2021,
	Aged 55 to 59	904 – 7.6%	1,599 – 7.3%	4,163 – 8.1%	9,669 – 6.8%	
	Aged 60 to 64	750 – 6.3%	1,314 – 6%	3,495 – 6.8%	7,963 – 5.6%	
	Aged 65 to 69	750 – 6.3%	1,226 – 5.6%	3,135 – 6.1%	6,825 – 4.8%	
	Aged 70 to 74	702 – 5.9%	1,380 – 6.3%	3,186 – 6.2%	7,110 – 5%	
	Aged 75 to 79	500 – 4.2%	1,007 – 4.6%	2,261 – 4.4%	5,403 – 3.8%	
	Aged 80 to 84	345 – 2.9%	745 – 3.4%	1,542 – 3%	4,123 – 2.9%	
	Aged 85 +	274 – 2.3%	898 – 4.1%	1,490 – 2.9%	4,408 – 3.1%	

resident population of Cinderford and Cirencester was estimated to be 33,800 people of which:

- 20.7% were aged 0-19;
- 56.2% were aged 20-64;
- 23.1% were aged 65 and over.

The Home Office Fire Statistics (April 2019 to March 2023) show that for every million people in England, there were 4.7 fire related fatalities in 2022/23 and that the fatality rate was highest among older people:

- 9.9 per million aged 65 to 79
- 16.4 per million aged 80 and over
- Less than 4 per million for age all bands 54 years and younger

The Non – Fatal Casualty rate was also highest among older people:

- 18.3 per million aged 80 and over

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.

Disability		Cinderford Population (11,900)	Cirencester Population (21,900)	Stroud Population (51,400)	Cheltenham West Population (142,300)	According to the 2021 Census 16.8% of Gloucestershire residents reported having a
	Disabled under the Equality Act	2,244 – 20.5%	3,833 – 17.5%	8,943 – 17.4%	22,467 – 15.8%	
	Not disabled under the Equality	9,461 – 79.5%	18,067 – 82.5%	42,457 – 82.6%	119,833 – 84.2%	
<p>disability compared to the England rate 17.3%. Dementia is one of the major causes of disability in older people. As of 2020 there are an estimated 9,900 people aged over 65+ in Gloucestershire with Dementia. Estimated projections suggest that in 2030 there will be approximately 13,400 people aged 65+ living with dementia in Gloucestershire. Of these 3,911 were aged 16-64 years and 3,610 were 65 or over Given the ageing population the number of dementia sufferers is expected to increase in the future. In 2021 there were approximately 12,095 people aged 18+ living with a 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. Of these children, 4,442 had a moderate learning disability and 612 had a severe learning disability.</p>						
Sex		Cinderford Population (11,900)	Cirencester Population (21,900)	Stroud Population (51,400)	Cheltenham West Population (142,300)	
	Male	49.5 %	47.9%	48.8%	48.9%	
	Female	50.5%	52.1%	51.2%	51.1%	

	<p>The overall population split by sex in Gloucestershire is males 48.9% of the population and females accounting for 51.1%. Home Office Fire Statistics (2022/23) reports that men have a greater likelihood of dying in a fire than women. The overall fatality rate per million population for males in 2022/23 was 5.9 while the rate for females was 3.3 per million. For men aged 65 to 79 the fatality rate was 14.4 per million while the equivalent rate for women was 5.5 per million. For those aged 80 and over, the rate for men was 18.4 per million and for women was 15.1 per million.</p>																																				
<p>Race</p>	<p>The Census that of</p>	<table border="1"> <thead> <tr> <th data-bbox="616 512 1077 655">Ethnic Groups</th> <th data-bbox="1086 512 1279 655">Cinderford Population (11,900)</th> <th data-bbox="1288 512 1480 655">Cirencester Population (21,900)</th> <th data-bbox="1489 512 1682 655">Stroud Population (51,400)</th> <th data-bbox="1691 512 1883 655">Cheltenham West Population (142,300)</th> </tr> </thead> <tbody> <tr> <td data-bbox="616 662 1077 730">Asian, Asian British or Asian Welsh</td> <td data-bbox="1086 662 1279 730">119 – 1%</td> <td data-bbox="1288 662 1480 730">416 – 1.9%</td> <td data-bbox="1489 662 1682 730">565 – 1.1%</td> <td data-bbox="1691 662 1883 730">5,545 – 3.9%</td> </tr> <tr> <td data-bbox="616 737 1077 805">Black, Black British, Black Welsh, Caribbean or African</td> <td data-bbox="1086 737 1279 805">24 – 0.2%</td> <td data-bbox="1288 737 1480 805">153 – 0.7%</td> <td data-bbox="1489 737 1682 805">205 – 0.4%</td> <td data-bbox="1691 737 1883 805">1,279 – 0.9%</td> </tr> <tr> <td data-bbox="616 812 1077 880">Mixed or Multiple ethnic groups</td> <td data-bbox="1086 812 1279 880">143 – 1.2%</td> <td data-bbox="1288 812 1480 880">372 – 1.7%</td> <td data-bbox="1489 812 1682 880">1028 – 2%</td> <td data-bbox="1691 812 1883 880">3,412 – 2.4%</td> </tr> <tr> <td data-bbox="616 887 1077 957">White</td> <td data-bbox="1086 887 1279 957">11,531 – 96.9%</td> <td data-bbox="1288 887 1480 957">20,849 – 95.2%</td> <td data-bbox="1489 887 1682 957">49,344 – 96%</td> <td data-bbox="1691 887 1883 957">130,681 – 91.9%</td> </tr> <tr> <td data-bbox="616 963 1077 1034">Other ethnic group</td> <td data-bbox="1086 963 1279 1034">83 – 0.7%</td> <td data-bbox="1288 963 1480 1034">110 – 0.5%</td> <td data-bbox="1489 963 1682 1034">205 – 0.4%</td> <td data-bbox="1691 963 1883 1034">1,279 – 0.9%</td> </tr> </tbody> </table>	Ethnic Groups	Cinderford Population (11,900)	Cirencester Population (21,900)	Stroud Population (51,400)	Cheltenham West Population (142,300)	Asian, Asian British or Asian Welsh	119 – 1%	416 – 1.9%	565 – 1.1%	5,545 – 3.9%	Black, Black British, Black Welsh, Caribbean or African	24 – 0.2%	153 – 0.7%	205 – 0.4%	1,279 – 0.9%	Mixed or Multiple ethnic groups	143 – 1.2%	372 – 1.7%	1028 – 2%	3,412 – 2.4%	White	11,531 – 96.9%	20,849 – 95.2%	49,344 – 96%	130,681 – 91.9%	Other ethnic group	83 – 0.7%	110 – 0.5%	205 – 0.4%	1,279 – 0.9%					<p>2021 found 93.1%</p>
Ethnic Groups	Cinderford Population (11,900)	Cirencester Population (21,900)	Stroud Population (51,400)	Cheltenham West Population (142,300)																																	
Asian, Asian British or Asian Welsh	119 – 1%	416 – 1.9%	565 – 1.1%	5,545 – 3.9%																																	
Black, Black British, Black Welsh, Caribbean or African	24 – 0.2%	153 – 0.7%	205 – 0.4%	1,279 – 0.9%																																	
Mixed or Multiple ethnic groups	143 – 1.2%	372 – 1.7%	1028 – 2%	3,412 – 2.4%																																	
White	11,531 – 96.9%	20,849 – 95.2%	49,344 – 96%	130,681 – 91.9%																																	
Other ethnic group	83 – 0.7%	110 – 0.5%	205 – 0.4%	1,279 – 0.9%																																	
<p>Gender reassignment</p>	<p>Overall, from the 2021 census, 94.8% of residents in Gloucestershire aged 16 and over answered the question. Of these, almost 2,200 people (0.4%) regarded their gender identity to be different from the sex registered at birth. This is slightly lower than the national average of 0.5%. The 2021 Census found that within Gloucestershire the most common gender identity other than ‘gender identity different from sex registered at birth’ was ‘no specific identity given’. Around 780 people (0.1%) fall</p>																																				

within this category. The next most common identity was 'trans woman' (423 people, 0.1%), followed by 'trans man' (380 people, 0.1%), non-binary (355 people, 0.1%), and 'all other gender identities' (229 people, 0.0%).

Marriage & civil partnership

	Cinderford Population (11,900)	Cirencester Population (21,900)	Stroud Population (51,400)	Cheltenham West Population (142,300)
One person household	32.8%	36.2%	34.7%	35%
Single family household	62.4%	59.1%	60.7%	59.2%
Other household types	4.9%	4.7%	4.6%	5.9%

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. Within Gloucestershire 30.4% of the population have One Person Household states with 64.7% stating Single Family Household states & 4.9% Other Household States.

Pregnancy & maternity

There were 6,138 live births in Gloucestershire in 2021. 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 above the age of 30 account for a slightly higher proportion of total births in Gloucestershire than they do nationally, whilst those to mothers aged under 30 account for a lower proportion.

Table 11: Live births by age of mother, Gloucestershire, 2021⁴⁶

	Total number of live births	% of total births by age of mother						
		under 20	20-24	25-29	30-34	35-39	40-44	45+
Cheltenham	1,153	2.0	9.3	18.5	38.2	26.1	5.2	0.7
Cotswold	753	1.6	7.7	19.7	40.2	23.4	6.9	0.5
Forest of Dean	775	2.6	13.9	29.0	34.6	15.1	4.4	0.3
Gloucester	1,452	2.6	15.1	28.5	32.0	18.5	3.0	0.3
Stroud	1,022	1.3	8.7	23.5	41.5	19.3	5.3	0.5
Tewkesbury	983	1.3	9.0	28.1	37.6	19.1	4.5	0.3
Gloucestershire	6,138	1.9	10.9	24.7	37.0	20.3	4.7	0.4
England	595,948	2.2	11.9	26.0	34.8	20.2	4.6	0.3

Source - 46 ONS, Live births in England and Wales down to local authority local area <https://www.nomisweb.co.uk> Accessed 26/10/2022

Religion and/or belief

Religion	Cinderford Population (11,900)	Cirencester Population (21,900)	Stroud Population (51,400)	Cheltenham West Population (142,300)
No religion	5,319 – 47.7%	8,716 – 39.8%	24,004 – 46.7%	62,568 – 44%
Christian	5,581 – 46.9%	11,279 – 51.5%	22,616 – 44%	65,554 – 46.1%
Buddhist	48 – 0.4%	88 – 0.4%	308 – 0.6%	568 – 0.4%
Hindu	24 – 0.2%	110 – 0.5%	103 – 0.2%	1,422 – 1%
Jewish	0 – 0%	44 – 0.2%	51 – 0.1%	284 – 0.2%
Muslim	48 – 0.4%	110 – 0.5%	206 – 0.4%	1,848 – 1.3%
Sikh	12 – 0.1%	0 – 0%	51 – 0.1%	284 – 0.2%
Other	95 – 0.8%	110 – 0.5%	463 – 0.9%	711 – 0.5%

religion				
Not answered	789 – 6.6%	1,467 – 6.7%	3,598 – 7%	8,958 – 6.3%

According to the 2021 Census, 49.2% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 41.4% of the total population. Other religions made up the following percentages: Muslim 1.4%, Hindu 0.6%, Buddhist 0.4%, Jewish 0.1%, Sikh 0.1%, other religion 0.5% and 6.2% religion not stated.

Sexual Orientation in Gloucestershire

- Straight or Heterosexual – 90.4%
- LGB+ - 2.8%
- Not Answered – 6.8%

Table 18: Gloucestershire Residents aged 16+ by Sexual Orientation, 2021⁶⁷

Sexual orientation	Straight or Heterosexual		Gay or Lesbian		Bisexual		All other sexual orientations		Not answered	
	Number	%	Number	%	Number	%	Number	%	Number	%
Cheltenham	87,790	89.2	1,581	1.6	1,812	1.8	443	0.5	6,810	6.9
Cotswold	69,820	91.5	876	1.1	649	0.9	143	0.2	4,826	6.3
Forest of Dean	66,188	90.6	747	1.0	705	1.0	210	0.3	5,197	7.1
Gloucester	96,058	89.8	1,487	1.4	1,450	1.4	378	0.4	7,564	7.1
Stroud	90,493	90.3	1,246	1.2	1,153	1.2	315	0.3	6,989	7.0
Tewkesbury	70,842	91.6	875	1.1	663	0.9	170	0.2	4,802	6.2
Gloucestershire	481,191	90.4	6,814	1.3	6,432	1.2	1,660	0.3	36,188	6.8
England	41,114,478	89.4	709,704	1.5	591,690	1.3	158,357	0.4	3,432,728	7.5

Note: Figures may not sum due to rounding

Care leavers/ care experienced adults	The information around this group is limited. We know about our care leavers (who may or may not be living in Gloucestershire) but can't tell you about Care Leavers who have moved into the county from elsewhere. In addition, data is only collected about those care leavers whose 19 th , 20 th or 21 st birthday fell between 1 st April and 31 st March of the reporting year. For 2022 there were 314 people that fell into that category (Source: LAIT)
--	---

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of Gloucestershire County Council staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	Wholetime staff within Gloucestershire Fire & Rescue Service has a breakdown of (National Statistics 2022): <ul style="list-style-type: none"> • Age 17-35 – 55 – 29% • Age 36-45 – 54 – 28% • Age 46 + - 81 - 43%
Disability	Community Safety & Fire <ul style="list-style-type: none"> • Not Disabled – 96.55% • Disabled – 3.45% source Performance Metrics Data Collection – Workforce Q2 23/24
Sex	Wholetime staff within Gloucestershire Fire & Rescue Service has a breakdown of (National Statistics 2022):

	<ul style="list-style-type: none"> • 75% Male Staff • 25% Female Staff
Race	<p>Staff within Gloucestershire Fire & Rescue Service has a breakdown of (Workforce Equality and Diversity and Inclusion Report 2022):</p> <ul style="list-style-type: none"> • 2.67% BAME • 21.56% Unstated • 75.78% White
Gender reassignment	No data Available
Marriage & civil partnership	<ul style="list-style-type: none"> • Divorced/Dissolved - 5.62% • Married / Civil Partnership – 64.05% • Rather Not State – 4.49% • Separated – 2.25% • Single / Never Married – 22.47% • Widowed – 1.12% <p>Community safety data use as GFRS data not available</p>
Pregnancy & maternity	No data Available
Religion and/or belief	<ul style="list-style-type: none"> • Buddhish – 0.5% • Christian – 6.8% • Hindu – 0.0% • Jewish – 0.5% • Muslim –0.5% • Sikh –0.0% • No Religion – 3.2%

	<ul style="list-style-type: none">• Not Stated –87.9% Wholetime Data from FRS Digital Analysis Pack 21/22 - People V4.3 - Power BI
Sexual orientation	% of Wholetime firefighters that identify as lesbian, gay, bi, or as another self defined sexual orientation other than straight (as a % of wholetime firefighters who stated their sexual orientation) 23/24 Q2 – 6.52% - source Performance Metrics Data Collection Workforce
Care leavers/ care experienced adults	No Data Available
