

What equalities legislation is there?

The [Equality Act 2010](#) is a single legal framework that seeks to provide a clear basis upon which to tackle disadvantage and discrimination. Most of the provisions of the Act came into force in October 2010, replacing and consolidating nine pieces of legislation. The Act seeks to ensure people are not discriminated against because they **share certain ‘protected characteristics’¹**, are **assumed to share** those characteristics or **associate with other people** that share a protected characteristic. It also aims to increase equality of opportunity and foster good relations between groups.

In the Act the Government created a [Public Sector Equality Duty](#). This Duty seeks to ensure public authorities play their part in making society fairer by requiring them to have ‘due regard’ to the need to:

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

The Act covers both direct and indirect discrimination². The Act also extended protection to those experiencing associative discrimination. This occurs when a victim of discrimination does not have a protected characteristic but is discriminated against because of their association with someone who does e.g. the parent of a disabled child. It also extended the concept of discrimination by perception, where a victim of discrimination is presumed to have a protected characteristic, whether they do have it or not.

What does ‘due regard’ mean?

Having ‘due regard’ means giving an appropriate level of consideration to equalities issues. The Equality Act 2010 explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

¹ The ‘protected characteristics’ defined in the Act are: age; disability; gender reassignment; pregnancy and maternity; race (including ethnic or national origins, colour or nationality); religion or belief (including lack of belief); sex and sexual orientation. Marriage and civil partnerships is also protected but only with regards to the need to eliminate discrimination.

² Equality Law provides [useful summaries](#) of different types of discrimination.

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The Act also states that meeting different needs involves taking steps to take account of disabled people's disabilities. It also describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. Further, it states that compliance with the duty may involve treating some people more favourably than others.

The issue of 'due regard' has been considered in a number of Court cases³. It has been emphasised that there are no "prescribed" steps that public bodies must take to demonstrate due regard. In addition there are no particular outcomes that authorities must achieve for those that share protected characteristics as a result of having had 'due regard'. Rather the test of whether an authority has given due regard is a test of substance not "of mere form or box ticking". The duty therefore must be performed "with rigour and with an open mind" and where it forms part of a decision to be made by Members it is important for officers to "be rigorous in enquiring and reporting to them".

Surrey County Council demonstrates how it has applied 'due regard' to equalities by developing Equality Impact Assessments (EIAs) and incorporating the findings from these assessments into changes it makes to services, functions or policies.

Surrey County Council has also made a wider commitment to fairness and respect, which underpins everything we do. Our [One Council One Team Fairness and Respect Strategy 2012-2017](#) sets out our equality objectives for the organisation. It also demonstrates our commitment to deliver these objectives in partnership with local organisations and public bodies that are best placed to improve services for Surrey's residents.

What is this guidance and template for?

This guidance and template seeks to support staff when they are developing an EIA by:

- asking a series of questions that will ensure the equalities implications of any policy, function or service are considered in a robust fashion;
- ensuring that an action plan is produced to address any impacts that are identified; and
- ensuring that decision makers are provided with clear information about the potential impact of decisions on people with protected characteristics.

Do I need to complete an Equality Impact Assessment?

As a first step you will need to determine whether you need to complete an EIA for the policy, function or service you are developing or changing. The key question is whether any aspect of a new policy, function or service, or changes to an existing one, will have an impact on residents or staff, particularly people sharing protected characteristics. If it will then it is likely that an EIA will need to be completed⁴. **Very few of our policies, functions or services will have no equalities implications for either our residents or our staff.**

³ The Equality and Human Rights Commission has produced a summary of the implications of these cases in [The Public Sector Equality Duties and financial decisions](#).

⁴ The Equality and Human Rights Commission publication [Meeting the equality duty in policy and decision-making](#) includes useful guidance on what should be assessed.

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However, the level of detail within the EIA should be proportionate to the issue being considered and the scale of the impact. This means that the range of data used and the extent of community engagement undertaken should be proportionate to the issue being considered. For example, changes to an adult social care service that supports vulnerable elderly residents are likely to require a detailed EIA. However, changes to highway verge maintenance are likely to require either a light touch EIA or no EIA at all. **It is for Directorates to decide the level of detail required in their EIAs.**

If you decide not to complete an EIA, you must make a record of this decision. This might take the form of minutes of a meeting, an internal email or a record in a service plan. Most importantly, it must make clear **why you have concluded that an EIA is unnecessary**

When should I complete an Equality Impact Assessment?

Consideration of equalities is an ongoing process. Your assessment should start early in the development of a new or amended policy, service or function. **It is vital that your consideration of equalities issues is not a one-off exercise undertaken at the end of a project.** You need only publish your final EIA. However, you should keep previous versions of your EIA as a record of how the proposals changed as a result of your analysis.

What if I identify negative impacts that can't be mitigated?

The outcome of your equality analysis is only one factor in the overall decision making process. Other factors (such as financial issues or legal matters) may have equal or greater influence over the decision. Further, the new or amended policy, service or function may have to proceed even though not all of the negative equality impacts can be mitigated. The important thing is that decision makers are aware of the equalities implications of the new or amended policy, service or function when making their decision and these implications are considered alongside all other factors.

How should I finalise my Equality Impact Assessment?

All EIAs should be approved by an appropriate level of management in accordance with equalities processes in your Directorate. This may include consideration of your EIA by your Directorate Equality Group, if you have one. Your Strategic Director, Leadership Team and/or Cabinet Member may also wish to approve your EIA.

Once your EIA is approved, you should send it to the Chief Executive's Policy Team (Equality and Diversity/CEO/SCC) for publication on the Council's website. It is important that we publish our EIAs as this is one of the ways that we demonstrate how we have paid 'due regard' to the equalities issues identified in the Equality Act.

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1. Topic of assessment

EIA title:	Changes to fire engine deployment in the north of Reigate and Banstead borough
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EIA author:	Gregory Finneron, Policy Officer, Customers and Communities
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2. Approval

	Name	Date approved
Approved by⁵	Russell Pearson	13/2/14

3. Quality control

Version number	1	EIA completed	13/2/14
Date saved	12/02/14	EIA published	25/2/14

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Greg Finneron Julia McDonald	Policy Officers	SCC	EIA authors
Doug Feery	Barrister		External advisor
David Kelly Allan Wells	Legal Services Manager	SCC	Internal advisor

5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	<p>The functions being considered are those of the Council as a fire services authority. The Council's SFRS Public Safety Plan 2011-20 (PSP) outlines 12 outcomes to be achieved by 2020. These include improving the balance of service provision across Surrey and improving the provision and use of property.</p> <p>In March 2013, Surrey County Council Cabinet approved Surrey Fire and Rescue Service's (SFRS) proposal to operate a chain of single fire engine stations running through the boroughs of Epsom and Ewell (E&E) and Reigate and Banstead (R&B). With this move, SFRS proposed to rebalance its resources in the area to ensure their efficient use and continuity of fire cover for local communities and county wide against the Surrey Response Standard.</p>
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⁵ Refer to earlier guidance for details on getting approval for your EIA.

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<p>What proposals are you assessing?</p>	<p>Part of the plan was to create a new fire station within the Burgh Heath area; however no site could be secured in this area. SFRS are therefore asking Cabinet to approve the provision of a new fire station within a wider area (a three mile radius) around Burgh Heath. Until this permanent site is identified SFRS intend to relocate to a temporary location within the same area, which will still deliver an improvement in the response standard as defined by the supporting map in Annex 1. This is in order to enable SFRS to meet its response targets, which has become an operational imperative due to a reduction in the reliability of the fire cover in that part of the County due in part to London Fire and Emergency Planning Authority closing Purley Fire Station for a period of 18-24 months from summer 2014.</p> <p>Proposal:</p> <ul style="list-style-type: none"> • Officers should identify and deliver a permanent site for a single fire engine station within a three miles radius of Burgh Heath, to serve the north of Reigate and Banstead • Until such time as a permanent site is available to relocate the second fire engine from Epsom to a temporary fire station within the same geographical area, to deliver improvements against the Surrey Response Standard • Delegate authority to the Strategic Director for Adult Social Care to assess the options to relocate the second fire engine from Epsom and to identify an available location which meets the requirements identified in this report <p>The proposal to find a site within the Burgh Heath area was the subject of a previous EIA produced for the March 2013 decision.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The potential impact of this move is likely to be on residents and businesses in the area of north Reigate and Banstead, the remainder of Reigate & Banstead and Epsom & Ewell, as well as staff (re-location).</p> <p>The most significant impact derives from the original plan to relocate a second fire engine from Epsom, and will be experienced by those involved in incidents requiring the attendance of a second fire engine, particularly in parts of Epsom & Ewell. Approximately 67% of incidents are resolved with only one fire engine in attendance.</p> <p>Modelling undertaken for this proposal (i.e. widening of the search area) has confirmed that the benefits of moving a fire engine into north Reigate and Banstead would create a more efficient use of resources across the County with the first fire engine for two appliance incidents reaching emergencies more quickly on average than they do now and should minimise the impact on the Surrey response standard.</p> <p>The impact on residents is outlined in section 7</p>

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7 6. Sources of information

Engagement carried out

The proposal to widen the search area, including Banstead, has been shared with the public and partners during the consultation phase (6 weeks, starting 16/12/13).

Consultation activities included:

- A widely publicised on-line survey,
- Postal questionnaires (including to Care Homes Managers),
- Presentations at public meeting, Police Panel meeting, meetings with Residents Associations and at a library event in Banstead
- Targeted emails to Voluntary, Community and Faith Sector (VCFS)
- Targeted letters and emails to stakeholders and partner agencies, (including Resident Panels, Surrey Local Committees and Surrey MPs, Police, NHS and Ambulance)
- Staff and trade union consultation.
- Distribution of consultation material through the External Equality Advisory Group, borough councils' community officers' mailing lists and business associations.
- The consultation was publicised in local schools, churches, fire stations, Post Offices, libraries, Citizens Advice Bureaux, community centres, Hubs in Redhill and Epsom.
- Local media has also been utilised, eg. SCC media and social media (see consultation plan, Annex 3).

Data used

To inform the EIA, the project used:

- Impact modelling to ensure we understand the effects of different options
- High risk group analysis using MOSAIC and Surrey-i data to understand the demographic make up of the affected areas
- Consultation and engagement with residents and businesses from affected areas
- Feedback from partners and politicians
- [SFRS Community Risk Profile 2011-12](#)
- [SFRS & ASC Briefing Document for Frontline Staff](#)

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7.a Impact of the new/amended policy, service or function

7.1 Impact of the proposals on residents and service users

The key impact of any proposal looking to reconfigure emergency response cover is how response times to incidents will be affected. An increase in response times will affect residents negatively as they have to wait longer for services to arrive.

Surrey Fire and Rescue Services (SFRS) produced a response standard that they aim to adhere to, in order to minimise damage to life and property. SFRS set targets for itself against a set of outcomes which are reported monthly. The current target is one fire engine at critical incidents within 10 minutes and a second one (where required) within 15 minutes on 80% of occasions. Approximately, 33% of incidents are resolved with two or more fire engines in attendance.

Also, while the response standards aim to ensure that the emergency cover arrives in adequate time, some residents require more support and benefit from quicker response times, and in return are affected proportionally more, when response times increase: See section 7.3 and 7.4.

Distribution of incidents and response times in E&E and R&B:

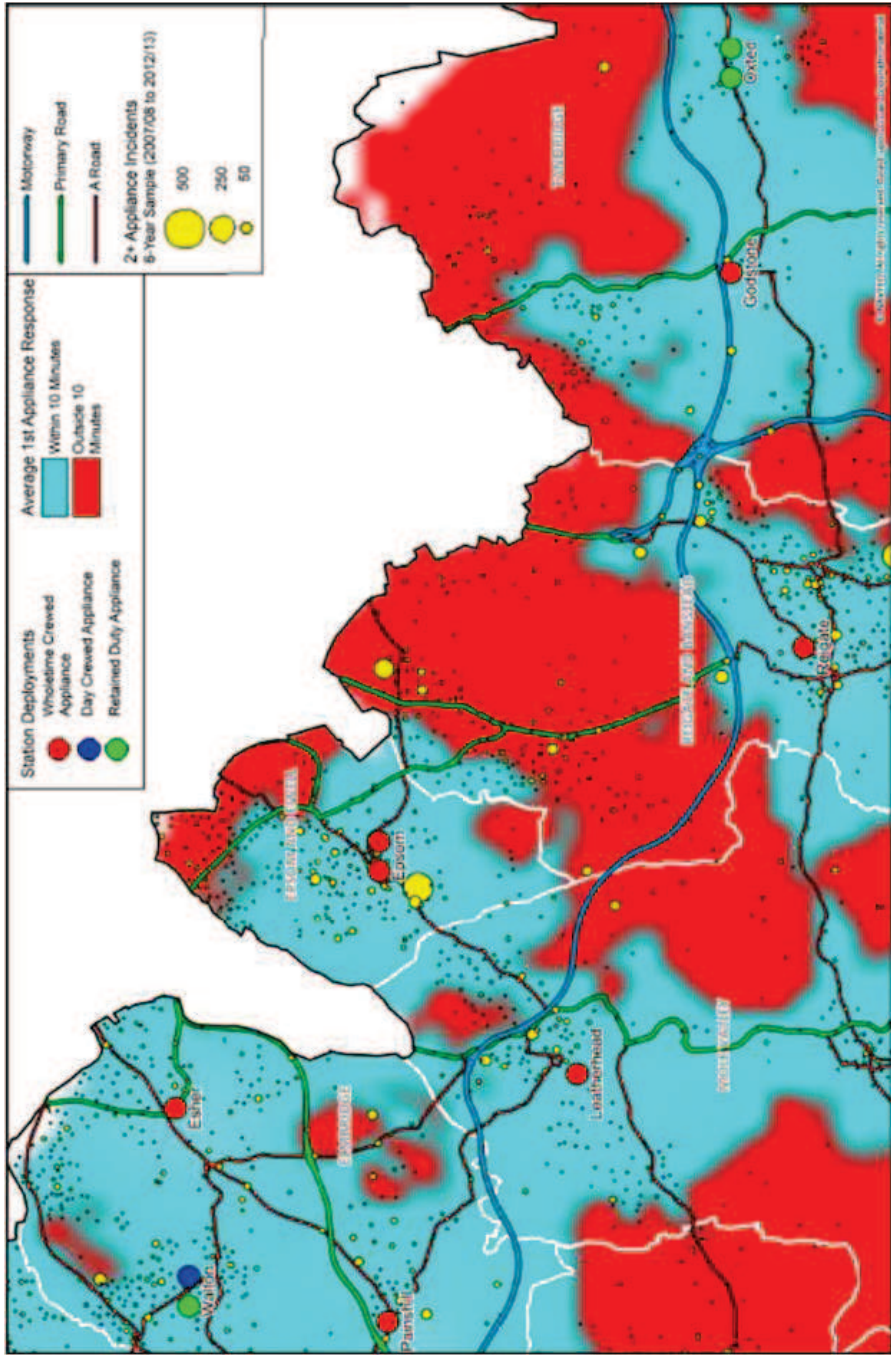
An incident is defined as any occasion where a fire officer or fire appliance attends on scene. The distribution of number of incidents shows that, frequency is linked to density of population (see Appendix 1 for map of incident numbers Surrey wide). The key areas for numbers of incidents are urban areas (however, severity of incidents is not linked to population density).

When focusing on Epsom and Ewell and north Reigate and Banstead in Diagram 1 below, the incident numbers seem to occur around the areas of:

- Epsom
- Banstead

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Diagram 1: Impact on performance of two fire engines deployed at Epsom Fire Station



As can be seen, the north of Reigate and Banstead have had longer than average response times, which is why SFRS have been looking to create a fire station in that area .

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Original proposal (four single fire engine stations through the boroughs of Epsom and Ewell and Reigate and Banstead):

The original proposal was created following response modelling aimed at ensuring that throughout Surrey, the first fire engine reaches emergencies more quickly on average than they do now and this should minimise the impact on the Surrey response standard. See Appendix 2 for modelling methodology.

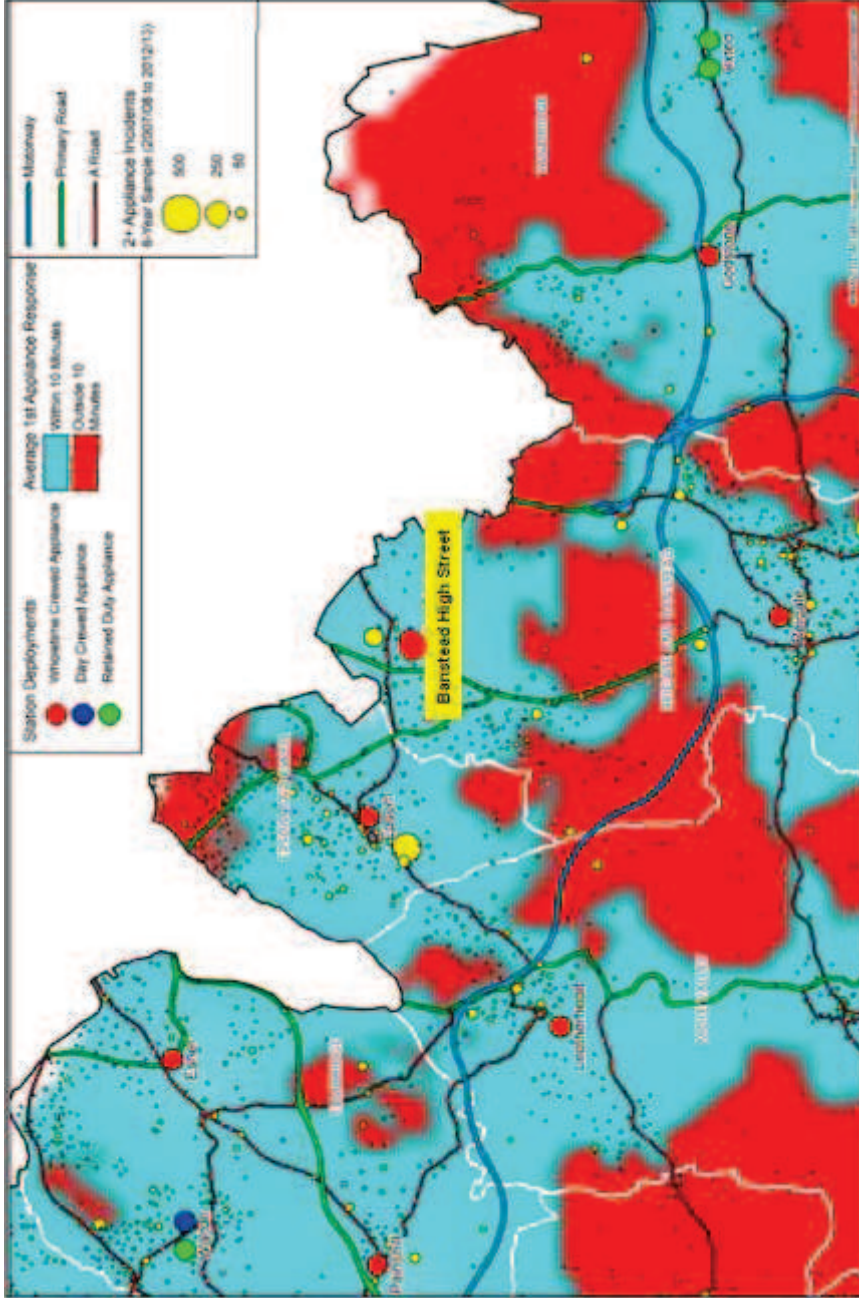
It was predicted that there would be a slight increase in the average response times for the first fire engine to arrive at an incident in Epsom and Ewell. It also meant that the second fire engine was likely to take longer to arrive at an incident in E&E, especially in areas to the north and west of the current Epsom fire station. It was predicted that the average response time for the first fire engine to arrive at an incident in Reigate & Banstead overall would improve significantly and the second fire engine was likely to take slightly less time to arrive at an incident in Reigate and Banstead. The average for both Reigate and Banstead and Epsom and Ewell would still be well within the Surrey Emergency Response Standard.

Amended proposal (widening of the search area around Burgh Heath / Banstead for a new fire station in north Reigate and Banstead):

Having remodelled the emergency response cover, based on a fire station in Banstead, we can see that the first appliance response in the north of Reigate and Banstead improves significantly, while having little negative impact on Epsom and Ewell (compare Diagram 1 and 2).

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Diagram 2: Impact on performance of one fire engines deployed at Epsom Fire Station and one deployed into the Banstead area



However, further modelling was conducted to explore response times for second appliances as part of the option development. A potential location at Banstead High Street was used to produce an up-dated response time model, to understand what the difference would be between optimal scenario (Burgh Heath) and a location that is still within the area marked as 'good impact on performance' by modelling (Map, Annex 1 of Cabinet Report) but slightly removed from Burgh Heath.

Modelling has also been done for a potential permanent site at the Horseshoe (without access to the A217 as is currently the situation and with access), and in case, neither Banstead or the Horseshoe materialise as a site, some other scenarios were modelled for ten sites within three miles of Burgh Heath. The table below shows the impact on response times of having a fire station at the worst possible

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location within three miles of Burgh Heath optimal location (i.e. with the least service improvement, which is in the residential area of Forest Drive / The Glade, Kingswood). This has been done only to model theoretically what would happen if the worst location in a three mile radius were chosen, which is extremely unlikely, due to the area's low feasibility and negative impact on response times.

Response standard	1st response to all 2+ appliance incidents		2nd response to all 2+ appliance incidents		1st response to other emergencies	
	Average	%in 10mins	Average	%in 15mins	Average	% in 16 mins
Current situation	Surrey	78.1%	11:01	83.1%		96.0%
	R&B	68.0%	12:31	79.9%		95.6%
	E&E	88.3%	07:02	94.1%		98.3%
Original proposal: one engine at Epsom, one at Burgh Heath optimal location	Surrey	80.6%	11:20	83.0%		96.3%
	R&B	86.9%	12:16	82.3%		97.4%
	E&E	85.3%	12:15	88.6%		98.0%
Up-dated proposal: one engine at Epsom, one at Banstead High Street	Surrey	80.0%	11:23	82.8%		96.2%
	R&B	83.1%	12:23	81.8%		97.2%
	E&E	84.9%	12:46	86.7%		98.0%
Potential scenario: one engine at Epsom, one at Horseshoe Ambulance Station	Surrey	79.8%	11:24	82.7%		96.2%
	R&B	81.9%	12:26	81.5%		97.1%
	E&E	84.9%	12:46	86.7%		98.0%
Potential scenario: one engine at Epsom, one at Ambulance Horseshoe with access to A217	Surrey	80.3%	11:19	83.1%		96.2%
	R&B	85.2%	12:21	81.9%		97.2%
	E&E	86.0%	11:49	90.5%		98.1%
Hypothetical: one engine at Epsom, one at worst possible location	Surrey	78.7%	11:35	80.4%		96.1%
	R&B	74.8%	12:41	80.2%		97.2%
	E&E	83.6%	14:54	56.7%		96.0%

NB: The Modelling in the table above was carried out in February 2014 and therefore uses more up to date data than has been used in the Annex of the Cabinet Report and in the Public Consultation. The modelled response times will therefore vary.

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As predicted in Diagram 2, response times for the first appliance improve significantly for Reigate and Banstead (by over a minute and 12% for all but the worst scenario), while Epsom and Ewell's service standard remains fairly even.

- The potential Banstead High Street site produces a slight increase in response times from the optimal location, especially on the second pump for Epsom and Ewell.
- The potential Horseshoe site without A217 access does not change the response times compared to Banstead High Street location for Epsom and Ewell and Surrey. Reigate and Banstead has a slightly less positive impact (first engine response time and % doesn't improve as much as with Banstead High Street)
- The potential Horseshoe site with modification access to A217 is the most preferable option, as it has a less negative impact on Epsom and Ewell than that which was modelled under the optimal Burgh Heath location.
- The worst possible location (an extremely unlikely scenario) does not secure as much as an improvement for first engine responses in Reigate and Banstead and has a very negative effect on Epsom and Ewell for the second pump (pushes the attendance % for the second pump outside the Surrey Response Standard).

Conclusion:

The amended proposal still provides an overall service improvement compared to the current situation. It also secures the predicted response times reduction of the original proposal in Reigate and Banstead and Surrey wide. North Reigate and Banstead will receive a better service on first engine incident times.

The increase in response times for the second pump in Epsom and Ewell as a result of the proposal to relocate the second pump means that there is an impact on residents whichever the modelled options is chosen. The likely increase of 5 minutes for the second engine in Epsom and Ewell from the current situation means that residents in some parts are worse off than the current situation, but only 31 seconds worse off than under the original proposal; however, all modelled times are within the Surrey Response Standard.

Parts in north Epsom and Ewell that currently have response times of over 10 minutes for the first fire engine will continue to do so under the proposal (original and amended).

Improved interoperability and continued partnership work with London Fire Brigade, as well as continued education and community prevention work, will help to mitigate the impact.

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7.2. General Background on Reigate & Banstead and Epsom & Ewell

Population size and density:

Epsom and Ewell Borough has 75,100 inhabitants and Reigate and Banstead Borough has 137,800 (Census, 2011). So while R&B's population size is the largest of any borough or district in Surrey, the density of population is greater in E&E (highest level of population density in Surrey). See Appendix 4 for data table and maps on population.

As pointed out in section 7.1., there is a link between incident numbers and population density in an area. Data on deaths and injuries through fire seems to confirm that link: looking at the number of accidental fire deaths and fire injuries and / or rescues, we can see that Epsom and Ewell with the much higher population density has had more deaths and injuries than Reigate and Banstead in 2006-9.

Area	Population Size	Population Density (persons / hectare)	Accidental Fire Deaths (attended by Epsom)	Fire Injuries and/or rescues (attended by Reigate)
Reigate & Banstead	137,835	10.7	1	12*
Epsom & Ewell	75,102	22.0	2	15 *
Surrey	1,132,390	6.8	14	91

(Source: SFRS Community Risk Profile, 11-12, Reporting period: 2006-09)

*The highest and second highest number of injuries or rescues in the County for that period.

While there is a link between population density and fire incidents, other factors also influence not just number of incidents but also the outcome (death / injury).

Factors that are particularly significant as underlying causes for fire deaths and injury are explored in section 7.3. Other links to protected characteristics with less evidently strong links are discussed in more detail in table section 7.b.

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7.3. General Background on the Most Vulnerable Groups

In 2000, the No Secrets guidance⁶ defined a vulnerable adult (now referred to as an adult at risk) as: “a person aged 18 years or over who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or maybe unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation whether or not a person is vulnerable in these cases will depend upon surrounding circumstances, environment and each case must be judged on its own merits.”⁷

Fire deaths, injuries and / or rescues

In an average week in 2011/12, 60% of incidents attended (excluding false alarms) were fires (dwelling, other property and non-property) in Reigate and Banstead, for Epsom and Ewell that figure was 70%. The Surrey average was 70%.

The SFRS Community Risk Profiles (CPRs) are an analysis of fire deaths and injuries that occurred in Surrey. The CRP 2011/12 data set on fatal fires is from the reporting period 2006-09 and injuries from April 2010 – March 2011. The updated CRP 2013/14 builds on this and covers a six year period between April 2006 and March 2012.

The CRP states that: ‘A healthy person, excluding infants, with well positioned and working smoke alarms, should be able to escape without injury or the need to be rescued from an accidental dwelling fire at any time of the day or night.’

It also highlights that those particularly at risk from a fire in their home fall into one or more categories of:

- Those over 60
- Those living alone
- Those with impairment
- Those that smoke
- Those that drink

⁶ No Secrets Guidance

⁷ [SCC ASC Safeguarding](#)

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Detailed investigations in the underlying causes of fire deaths produced following findings:

Underlying Causes (to 16 of 25) Fire Deaths in Surrey 2006-12	Fire Deaths	Percentage of 16 Fire Deaths
Mental Health	11	70%
Alcohol	7	45%
Mobility issues	7	45%
Smoking	5	30%

(Source: CRP 2013/14)

- **Mental health** – of the 16 people who died in a fire, 11 (70%) were known to have mental health and/or depression issues. In addition to this the people who died in fire outside their home all suffered from mental health issues and all the fires were started deliberately by the person who died.
- **Alcohol** – In 7 (45%) of the cases the casualty was, to some degree, under the influence of alcohol at the time of the fire. 2 were male and 5 were female.
- **Mobility issues** – 7 (45%) of the 16 people who died in a fire were known to have mobility issues that affected their ability to escape the fire.
- **Smoking** – In the CRP 2013/14, both sleeping and smoking are issues that have been found to have affected 16 of the 25 fire deaths in Surrey but are not the real underlying causes of these fire deaths. The CRP 2013/14 identifies that 44% of the fire deaths in Surrey (2006-12), smoking material was the primary cause of the fires. Of the 8 people who smoked, the primary cause in 5 of these incidents was smoking related (30%). All of these victims had additional underlying issues of mobility, mental health and alcohol problems.

Where a person is a smoker there are significant additional risks if the person is:⁸

- elderly,
- alcohol dependant,
- infirm (limited mobility) and/or
- has mental health needs⁹

This pattern of vulnerability is repeated when investigating fire injuries and/or rescues: Between April 2010 and March 2011, SFRS attended 111 fires involving 145 injuries and/or rescues, 91 of these were in accidental dwelling fires. The underlying causes for these injuries were:

⁸SFRS ASC Briefing for Staff

⁹SCC ASC What is a mental illness

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Underlying Causes of Injury in Accidental Dwelling Fires 2010-11	Number of injuries
Alcohol / Drugs	14
Mobility Issues	10
Medical conditions	5
Disabilities or special needs	5

(Source: CRP 2011/12)

Location and volume of people at risk of fire:

The Fire Investigation and Community Risk Reduction Team have direct access to the Adult Social Care (ASC) Adult Information System client management system (see Appendix 3 for further details on ASC-SFRS cooperation).

Through the use of a Fire Risk Matrix which takes into account factors of age, client group (mental health, drug or alcohol use) and living alone, a risk score can be assigned to all open cases from the Social Care database, i.e. those known to ASC. The matrix does not include information on smokers which is likely to affect fire risk. Any individual may have a risk score of 0 - 6 based on this logic, and up to 3 risk factors recorded.

This information was updated in February 2013. Countywide, 2666 people have been identified with a risk score of 5 or 6, indicating they may be at high risk in a fire situation. This represents 10% of the overall cohort. The breakdown by district and borough is outlined below:

District / Borough	High Fire Risk people out of all people open to ASC	% High Risk people
Elmbridge	258 out of 2638	10%
Epsom and Ewell	157 out of 1784	9%
Guildford	246 out of 2772	9%
Mole Valley	213 out of 1857	11%
Waverley	378 out of 3132	12%
Runnymede	214 out of 2106	10%
Reigate and Banstead	343 out of 3353	10%
Spelthorne	229 out of 2178	11%
Surrey Heath	171 out of 1914	9%
Tandridge	184 out of 1865	10%
Woking	273 out of 2190	12%
Grand Total	2666 out of 25789	10%

Source: ASC, SCC, February 2013

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The wards in Epsom & Ewell and Reigate & Banstead with people at High Fire Risk (HFR) show that many are located in R&B, particularly to the north:

Ward	High Fire Risk people out of all people open to ASC	% of open cases considered to be at high risk in a fire situation
Reigate Hill, R&B	23 out of 124	19%
Banstead Village, R&B	59 out of 321	18%
Horley Central, R&B	47 out of 304	15%
Merstham, R&B	43 out of 314	14%
Tadworth and Walton, R&B	24 out of 169	14%
Tattenhams, R&B	20 out of 154	13%
Kingswood with Burgh Heath, R&B	17 out of 143	12%
Town Epsom, E&E	27 out of 243	11%
Nonsuch, E&E	9 out of 83	11%

While the people at high fire risk are based on ASC cases, who often live in their own homes, the distribution of care home beds is also more prevalent in R&B; 17% of all Surrey beds in care homes are based in R&B, whereas only 4% are in E&E. 610 care home beds alone are located in Banstead.

For detailed tables on distribution of High Fire Risk people and care homes / beds see Appendices 5 and 6.

Further, Surrey County Council and its partners produce a Safer and Stronger Communities Index, which combines 12 indicators, to highlight areas in Surrey that are likely to need additional support. The category indicators include population over 80, single pensioner households, households in socially rented tenure, income deprivation affecting older people, working age population claiming benefits, recorded crime and anti-social behaviour incidents, and accidental dwelling fires. Reigate and Banstead as a whole seems to have more areas that are in need of additional support, compared to Epsom and Ewell. The key areas for R&B are in the south and north-east of the borough.

See Appendix 7 for Safer and Stronger Communities heat maps.

Road Traffic Collisions (RTC)

The rescue of people from road traffic collisions became a statutory duty for fire and rescue services upon the introduction of the Fire and Rescue Service's Act 2004. For many years prior to this Surrey Fire and Rescue Service have focussed on improving our ability to

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respond and deal with this type of incident effectively in addition to contributing the road casualty reduction programme across the county.

In an average week, 15% of incidents attended (excluding false alarms) are RTC in Reigate and Banstead, for Epsom and Ewell that figure is 14%. The Surrey average is 17%.

According to the CRP 11/12, in 2009, 40% of cases where people were killed or seriously injured occurred on 'A' class roads maintained by Surrey, and 12% happened on Trunk Roads or Motorways maintained by the Highways Agency. Both E&E and R&B have A roads, whereas R&B also has the M25. The north of R&B is surrounded by the A217 and the M25.

In 2009, a total of 5,755 people were reported as injured in road collisions in Surrey. The key risk group to suffer death or an injury on the road is male and young (16-24).

Type	Total Number of Killed or Seriously Injured and Slight Casualty in RTCs Surrey 2009	% Male	% Young Person (16-24 yrs)
Killed or Seriously Injured	571	72	28
Slight Casualty	5,184	56	25

(Source CRP 2011/12)

Conclusion: The majority of incidents SFRS attend are fires. Key factors that make people vulnerable to injury or death by fire have been identified as: mental health issues, age, mobility issues, alcohol/drug use and smoking.

R&B and E&E have an average level of vulnerable adults (those that are of high risk of fire). However, there are pockets where residents are more vulnerable, particularly in Reigate and Banstead. Areas in north Reigate and Banstead like Banstead Village, Tadworth and Walton, Kingswood, Burgh Heath and Tattenhams show an above average level of vulnerable adults and would thus benefit from the predicted improvement in response times to their area. Banstead also has the highest number of beds in care homes from all areas of E&E and R&B. On a broader level, Reigate and Banstead Borough also has more wards where communities are in need of additional support for public services.

SFRS also attend RTC for which the key risk factors are male and young. However, due to the transient nature of RTC especially on busy routes connecting key parts in the South East, prevalence of young male population in certain areas surrounding the A roads and Motorways is a limited indicator for establishing the impact of the proposal on the area.

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7.4. Other risk factors

The CRP 2013-14 identifies other factors that impact the risk of fire and / or injury, which include the built environment and society including levels of deprivation. The CRP states that: 'a person's health is influenced by the conditions by which they live. Social and economic conditions including low income, social exclusion, unemployment and poor housing have repeatedly shown to influence health and length of life. People in more deprived circumstances are more likely to die sooner and be unwell more often than the more affluent parts of the population.'

Deprivation and Incident Correlation

SFRS commissioned a research analysis to be carried out on the relationship between IMD and incident demand using a six year sample of incident data (April 2007 - March 2013). Correlation analysis was conducted on the data for the IMD score and rank (within Surrey) against incident demand and rank for all incidents and all primary fire incidents within Surrey.

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- Reigate and Banstead with the second highest LSOA IMD score, has the highest primary fire demand.
- Guildford has the highest incident demand and average LSOA IMD score.
- Spelthorne has the most deprived ward but has the fourth lowest number of all incidents in the 6 year period and below average primary fires.

For primary fire demand and IMD score there is a weak trend of increasing incident demand with increasing IMD score. The average demand per LSOA, for both incident and primary fire demand, shows a general increase with IMD score, with the relationship for average primary fire demand with IMD score being stronger than for all incident demand.

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<p>Surrey average IMD score: 9</p> <p>Epsom and Ewell IMD score: 8.5 (wards with scores above 9 listed below)</p> <ul style="list-style-type: none"> • Court, 20.9 • Ruxley, 13.8 • Town, 9.6 • Ewell, 9.3 	<p>Reigate and Banstead IMD score: 9.6 (wards with scores above 9 listed below)</p> <ul style="list-style-type: none"> • Preston, 23.4 • Merstham, 17.4 • Redhill West, 14.6 • Horley Central, 13.1 • South Park and Woodhatch, 12.2 • Horley West, 12.2 • Chipstead, Hooley and Woodmansterne, 11.3 • Salfords and Sidlow, 10.3 • Tattenhams, 9.8 • Redhill East, 9.8 • Capel, Leigh and Newdigate, 9.8 • Earlswood and Whitebushes, 9.5
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For maps of ward level IMD scores see Appendix 8.

Hate Crime and Arson

In 2012 there has been only one Arson offence with a hate flag against it (racial flag). This offence was in Mole Valley. (Source: Surrey Police Incident Recording System, 2012) To understand if 1 racially motivated arson is 'typical', the tables below demonstrate that criminal damage is fairly prevalent, yet less than 0.5% of criminal damage to a dwelling was racially or religiously motivated. If this is used as a proxy, 1 racially motivated arson out of 299 (0.33%) suggests this would be the expected level.

Offence category	April 2010 – March 2011	April 2011 – March 2012
Criminal Damage		
Criminal damage to a dwelling	1809	1591
Criminal damage to a building other than a dwelling	1059	925
Criminal damage to a vehicle	5446	5026
Other criminal damage	3365	3076
Total	11679	10618

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Racial or Religious Aggravated Criminal Damage

Offence category	April 2010 – March 2011	April 2011 – March 2012
Racially or religiously aggravated criminal damage to a dwelling	4	5
Racially or religiously aggravated criminal damage to a building other than a dwelling	6	0
Racially or religiously aggravated criminal damage to a vehicle	5	6
Racially or religiously aggravated other criminal damage	2	4
Arson	April 2010 – March 2011	April 2011 – March 2012
Offence category		
Arson endangering life	49	22
Arson not endangering life	305	277
Total	354	299

Source: D10 Partnership Product, Surrey Police Incident Recording System, March 2012

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Conclusion: There is a weak correlation between deprivation levels and fire incident numbers. Hence, improving service response times will be of greater benefit for a more deprived borough of Reigate and Banstead.

There seems to be a very low occurrence of racially or religiously motivated hate crime in Surrey, with none occurring in Reigate and Banstead or Epsom and Ewell.

EQUALITY IMPACT ASSESSMENT

7.6 SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14

Assessment of consultation activities

The timeline of consultation was 6 weeks, which although within the government guidance of 2-12 weeks, is shorter than usual. This was to reflect the relatively minor change in plan and to take account of the operational time pressures (for more detail, please see Cabinet Report).

Following things were done to ensure that impact on residents and vulnerable groups has been explored through consultation (in addition to modelling and data analysis above):

- Questionnaires to care home managers of old people and disabled care homes
- Posters at community centres, day centres, CABx, Hubs to highlight consultation to elderly and disabled people
- Event at Banstead library to capture parents and older residents¹⁰
- Posters at schools to highlight consultation to parents
- Posters at churches¹¹ and post offices¹² to advertise the consultation to elderly people
- Communications to the External Equality Advisory Group and Empowerment Board Mid Surrey for distribution amongst their members
- Communications with GP cluster groups to forward to their contacts to reach people of ill health
- Equality and diversity monitoring in survey (see analysis below)
- Braille, Easy read or other versions of the questionnaire were available on request (but not asked for)

Full list of consultation activities is available in the Consultation Report (Annex 3 of the Cabinet Report).

Equalities & Diversity monitoring - survey results

Overall 193 respondents gave at least one answer to questions listed in the Equality and Diversity section (82%). Resident respondents were slightly more middle-aged, white and female than the population make up of Epsom and Ewell and Reigate and Banstead. Looking at the responses from the individual sub-groups, no difference in attitude could be discerned, either because they reflected the average result or because the sample size was statistically too insignificant to be representative.

¹⁰ typical user profile of Banstead library: 26% of active users with known age are 65+ and 21% are 0-9 years old (Source: Surrey Libraries Borrowers by Age Band, 2013)

¹¹ <http://www.whychurch.org.uk/age.php>, accessed 5-3-14: Tearfund survey, 2007: church attendance: 30% of 65+ are regular church goers

¹² Michelle Mitchell, Charity Director of Age UK, said: "Post offices are a real lifeline for many older people who use them as a 'one-stop' shop to access their pension, benefits, pay their bills, get advice and even in some cases socialise with others." (Two thousand post offices to close and re-open with substandard service, 11/12/11, <http://www.telegraph.co.uk/news/uknews/royal-mail/8949192/Two-thousand-post-offices-to-close-and-re-open-with-substandard-service.html>)

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Age:

The distribution of age groups amongst the survey's residents sample is slightly more centred on the age groups of 25-44 and 45-64, and is not representative of the overall spread of the population that was eligible for consultation participation (15+ years old). Looking at the level of support from older age groups (those of 65+ of age are at higher risk of fire death/injury), there was no significant difference (15% opposed the proposal as opposed to 14% generally).

Some issues were raised about children in terms of road safety and noise disruption:

"Putting a fire Station in Banstead itself as opposed to Burgh Heath is a bad idea as traffic will reduce response times and be a danger to high concentration of pedestrians especially children. [...]" Member of the public, R&B

"Added noise impact with young children in house." Member of the public, R&B

Disability:

Mobility issues and mental health issues are known to be fire risk factors. Looking at the 18 respondents stating to have a disability, we can say that their level of support is not significantly deviates from non-disabled support levels (12% opposed the proposal, compared to 14% overall).

Gender:

Females are more at risk of injury or death by fire. The survey was completed by more women than men, which is roughly representative of the boroughs. In terms of support, men seemed less negative of the proposal (10%). Women had a slightly higher objection rate, but without making any reference to their sex (13%).

Ethnicity:

We know that the majority of those suffering injuries or death through fire are White British. In the survey, 92% of those that stated their ethnicity was White British (which is above the average for R&B and E&E population, 81%). Thirteen respondents stated they were not White British, including Irish, other White background, Black / Black British, Asian / Asian British, Chinese, Sri Lankan and Mauritian. This group had no objection to the proposal at all.

Religion:

The majority of respondents classed themselves as Christian (65%, average for R&B and E&E is 62%). 31% said they had no religion (average for E&E & R&B is 25%). Two respondents were Buddhist, two Jewish, one Muslim, one Humanist and one Hindu. There were no Sikh respondents amongst the sample. It was a small sub-group, so while 29% of the non-Christian faith group objected the proposal, it was only two respondents and no religious-specific comments were made.

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Marital status:

Single occupancy is known to be a fire risk factor. Hence, looking at the 22 respondents stating to be single, divorced, separated and widowed, we can say that their level of support does not deviate significantly from the overall results (9% opposition, as to general opposition rate of 14%).

LGB:

Five of 153 respondents giving an answer to this question stated to be lesbian, gay or bisexual. The level of support split into 60% supportive and 20% unopinionated (20% held no opinion). However, it was only a very small sample, which makes this data non-conclusive. The verbatim had no reference to sexuality or any other lifestyle choice associated with this protected characteristic (single occupancy, risk of crime hate, etc).

Pregnancy / maternity:

Six respondents stated that they had had a baby in the last 12 months or were pregnant. 4 of those support the proposal (67%), there were no comments by the maternity sub-group that referred to their protected status particularly.

Gender reassignment:

Three respondents (2% of those that replied to this question) stated that they had undergone gender reassignment, which is well above the national average of 0.1% (GIREs). There were no particular comments that referred to their transgender status or associated risks.

For detailed tables of Equality and Diversity Results please see Appendix A of the Consultation Report (Annex 3 of the Cabinet Report).

Feedback relating to vulnerable adults and high risk groups

There were received 16 completed questionnaires from care home managers. The majority of those (75%) supported the proposal and made no comment in relation to their vulnerable residents, other than: *“They [SFRS] are very important to us in the caring area - fire audits to keep our service users safe”*

The Empowerment Board Mid Surrey was invited to comment on the proposal but submitted no response.

Conclusion: The consultation explored residents’ views on the proposal within a timeline and scope proportionate to the issue, and targeted specifically elderly people, people with a disability and health issues and parents (either directly or by promoting the consultation through their representative networks). The feedback from consultation produced no feedback specifically relating to protected characteristic, other than the road safety and noise impact on young children. While no explicit statement was made to this regard, the issue of road safety would also apply to people with mobility and awareness issues (disability and ill health, old age).

EQUALITY IMPACT ASSESSMENT

7.b Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ¹³	Impacts	Evidence														
<p>Age</p>	<p>Data Analysis</p> <p>The CRP has identified a link between fire deaths/injuries and older people (i.e. 65 years and over). This risk is compounded in cases where there are other risk factors, e.g. living alone, mobility, mental health, smoking, etc). There is also an increase in fire deaths during the winter months.</p> <p>In Reigate and Banstead and Epsom and Ewell, there has been an above Surrey average increase in the % of under 5s, but a below average increase in the % of over 65s. The projected % increase for 2035 also follows a similar pattern with above Surrey average % increases in the % of under 5s but below average % increases in the over 65s.</p>	<p>Community Risk Profile 2013/14</p> <p>‘Eighteen of the twenty-five people who died in accidental dwelling fires (April 2006-March 2012) were above the statutory retirement age with seven under the retirement age.’</p> <p>Community Risk Profile 2011/12</p> <p>‘Between 2006-2009, of 13 people who were asleep at the time of the fire, 7 were under the influence of drugs or alcohol.’</p> <p>Fatalities from Fire</p> <p>The age range of all who died in accidental fires from 2006-2009 was 17–97 years of age.</p> <p>Table: Average age of those who died in Surrey 2006-09 (Source: CRP 2011/12)</p> <table border="1" data-bbox="914 600 1054 1122"> <thead> <tr> <th>Male / Female</th> <th>Average Age</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>64</td> </tr> <tr> <td>Female</td> <td>69</td> </tr> <tr> <td>Overall</td> <td>67</td> </tr> </tbody> </table> <p>Table: Fatalities under/over Statutory Retirement Age in Surrey 2006-09 (Source: CRP 2011/12)</p> <table border="1" data-bbox="1201 322 1307 1189"> <thead> <tr> <th>Under Statutory Retirement Age</th> <th>Over Statutory Retirement Age</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>9</td> <td>14</td> </tr> </tbody> </table>	Male / Female	Average Age	Male	64	Female	69	Overall	67	Under Statutory Retirement Age	Over Statutory Retirement Age	Total	5	9	14
Male / Female	Average Age															
Male	64															
Female	69															
Overall	67															
Under Statutory Retirement Age	Over Statutory Retirement Age	Total														
5	9	14														

¹³ More information on the definitions of these groups can be found [here](#).

Potential Positive Impacts

A significantly better first engine response time across Reigate and Banstead, especially in the north of the borough, and a slight improvement in the second fire engine response time. This might have a greater positive impact on the elderly given their vulnerability statistically to be injured or killed in fires, and on the elderly and young children given that they may have greater difficulty escaping a fire.

Potential Negative Impact

Modelling predicts a slightly longer emergency response times for the first fire engine in Epsom and Ewell area and significantly longer response time for second fire engine but within the Surrey Emergency Response Standard. Potentially an increase in response times in Epsom and Ewell might mean greater risk to life and that this will have a greater impact on the elderly given their vulnerability statistically to be injured or killed in fires, and on the elderly and young children given that they may have greater difficulty escaping a fire.

The individuals most at risk of fire are white British males and females in the 30-60 year age range. Over all the age ranges, white British Females are shown to be the biggest groups at risk from injury and/or rescue from fire.

Census 2011

Reigate and Banstead and Epsom and Ewell have below the Surrey average for the % of the population aged over 65, but Reigate and Banstead has the third highest % of people aged over 85.

Table: % Population Over 65, 2011

Region	% Aged 65+	% Aged 85+
Surrey	17.17	2.65
South East	17.16	2.52
Epsom & Ewell	16.74	2.58
Reigate & Banstead	16.49	2.79
England	16.34	2.23

Table: % Population Over 65 One Person Households, 2011

Region	% Aged 65+ One Person Households
South East	12.66
Surrey	12.62
Epsom & Ewell	12.58
England	12.35
Reigate and Banstead	12.13

[Source: Surrey-i \(Census 2011\)](#)

In Surrey the population has grown between 2001 and 2011 by 7%. The % increase in under 5s in both Reigate and Banstead and Epsom and Ewell is above the Surrey average, but the % increase in over 65s in these two boroughs are below the Surrey average. A similar pattern is true for projected population.

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Table: Young & Older Population 2011 and % Increase since 2001¹⁴

Age Group	Reigate & Banstead		Epsom & Ewell		Surrey	
	Population	% Inc	Population	% Inc	Population	% Inc
Under 5s	9,150	17.7	4,630	16.7	71,310	13.5
Over 65s	22,733	10.4	12,575	11.5	194,466	13
Over 85s	3,850	29	1,930	15.3	30,040	26

Table: Projected Population 2035 and % Increase from 2011¹⁵

Age Group	Reigate & Banstead		Epsom & Ewell		Surrey	
	Population	% Inc	Population	% Inc	Population	% Inc
Under 5s	9,800	7.1	5,300	14.5	71,700	0.5
Over 65s	31,500	38.6	20,100	59.8	322,700	66
Over 85s	9,600	149.4	4,400	128	75,700	152

Age and Alcohol Misuse: The Surrey Fire and Rescue Service Community Risk Profile 2011-12 identified alcohol as a contributing factor to the cause of the fire and/or their injury. Of the 13 people who were asleep at the time of the fire, 7 were under the influence of drugs or alcohol. Alcohol misuse declines with age, however the chronic health damage from prolonged alcohol misuse is more likely to manifest as people get older. Different types of drinking and alcohol misuse are associated with different ages. For example, binge drinking is more prevalent in 18-24 year olds while increasing risk drinking is more common among 25-44 year olds.

¹⁴ Surrey-i: Data Collections/Census 2011

¹⁵ Surrey-i: Population Projections (2010-2035) by 5 year age groups (time series)

Age and Mobility: There is a positive correlation between age and mobility limitations, i.e. walking and movement difficulties (especially for people aged 70 years and over). Gender (i.e. women live longer increasing the likelihood of mobility limitations), marital status, and health behaviours e.g. smoking and alcohol misuse, and changes in health behaviours in smoking and physical activity affect age-mobility relation.

Age and Mental Health: Older people are particularly affected by several risk factors for depression: poor physical health, caring responsibilities, loss and bereavement and isolation.

Road Casualties

In 2009, 25% of all road casualties in Surrey involved young people. Of these 158 were Killed or Seriously Injured casualties and 1,278 slight casualties.

Children

Young children and their Parents maybe at greater risk in the event of evacuating from a fire, particularly in high rise buildings.

Table: % Elderly People Reliant on State Support, Mosaic Data 2009

The table below shows the breakdown of the 3.7% of the Surrey population placed in category M: Elderly people reliant on state support.

M56: Older people living on social housing estates with limited budgets	1.2%
M57: Old people in flats subsisting on welfare payments	0.1%
M58: Less-mobile older people requiring a degree of care	2.2%
M59: People living in social accommodation designed for older people	0.2%

SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14

In terms of age, some issues were raised about children in terms of road safety and noise disruption, from a fire station that would be located on the High street in Banstead.

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		<p>The majority of Care Home Managers supported the proposal and made no comment in relation to their vulnerable residents, other than stating the importance of fire audits to keep service users safe.</p>
<p>Disability / health</p>	<p>Data Analysis</p> <p>The CRP has identified a link between fire deaths/injuries and mobility. This risk is compounded in cases where there are other risk factors, e.g. age, living alone, mental health, smoking, etc.</p> <p>There is no heat map available that can identify where single people with health conditions or disabilities live. However, please see Heat Maps in Appendix 7 for areas in Reigate and Banstead and Epsom and Ewell identified as places likely to need additional support.</p>	<p>SFRS Community Risk Profile 2011-12</p> <p>Underlying causes of fire deaths include: mobility and mental health. 7 of the 8 people who died in fires outside the home were suffering from mental health issues and started these fires as a deliberate act. All the people who were asleep at the time of the fire had additional underlying issues of restricted mobility, mental health, and/or alcohol misuse.</p> <p>The risk profile also found that 4 people affected by fire injuries had disabilities, 1 person had special needs and 1 person was under the influence of medication. In total 20 people injured by fire had mobility, medical conditions, disabilities or special needs issues that effected their ability to escape unharmed. This equates to 22% of all casualties and affects in the main, the old age groups.</p> <p>“The county council continues with its intention to support independent living, supporting people to live in their own homes. There are an estimated 222,000 people with common mental health problems in Surrey and a Dementia estimate that approximately one in 79 (1.3%) of the Surrey population should have dementia approximately 13,600 people”.</p> <p>Age and Mobility: See Previous Section</p> <p>Disability and Mobility</p> <p>In addition to the large body of literature on mobility limitations among older adults, there are also a number of studies on mobility limitations among the intellectually and developmentally disabled and the visually impaired (Cleave, Hunter, and Ouellette-Kuntz, 2008; Salive, Guralnik, Glynn, and Christen, 1994).</p> <p>Mental Health:</p> <p>Race and ethnic differences in the levels of mental well-being and prevalence of mental disorders are influenced by a complex combination of socio-economic factors, racism, diagnostic bias and cultural and ethnic differences and are reflected in how mental health and mental distress are presented, perceived and interpreted.</p>

Potential positive / negative impacts

In Reigate and Banstead the improved response times might have a greater positive impact on those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fires, and on those who are disabled given that they may have greater difficulty escaping a fire.

The increase in response times in Epsom and Ewell might mean greater risk to life and that this could have a greater impact on those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fire and on the disabled given that they may have greater difficulty escaping a fire.

Gender: Gender impacts significantly on risk and protective factors for mental health and expression of the experience of mental distress. Neurotic disorders including depression, anxiety, attempted suicide and self harm are more prevalent in women than men, while completed suicide, drug and alcohol abuse, anti-social personality disorder, crime and violence are more prevalent among men.

Gay, lesbian, bisexual and gender reassignment peoples are at increased risk for some mental health problems – notably anxiety, depression, self-harm and substance misuse – and more likely to report psychological distress than their heterosexual counterparts.

Smoking (and Mental Health): Surrey JSNA also identifies that those at risk of high rates of smoking include: mental health service users - who exhibit rates of smoking at least twice that found among the general population. The Surrey Fire and Rescue Service Community Risk Profile 2011-12 identified that in 45% of the fire deaths, smoking material was the primary cause of the fires. Of the 7 people who smoked, the primary cause in 4 of these incidents was smoking related. Although relevant, this is the primary cause of fire and all these victims had additional underlying issues of mobility, mental health, and alcohol problems. However, only 7 of the accidental fire injuries were due to smoking materials.

Table: Proportion of Population Reporting a Health Problem or Disability

Category	R&B	E&E	Surrey
Day to day activities limited a little	7.9%	7.8%	7.8%
Day to day activities limited a lot	6.1%	5.6%	5.7%
All with activities limited	14%	13.4%	13.5%
In bad or very poor health	3.6%	3.4%	3.5%
All people providing unpaid care	13,105 (9.5%)	7,328 (9.8%)	9.6%

Source: [Surrey-i \(Census 2011\)](#)

**Table:
Over 65 Population Predicted to Have Severe Depression, 2012 -2020**

Region	2012	2013	2015	2020	% Inc by 2020
Epsom and Ewell	358	366	385	413	15.36%
Reigate and Banstead	665	691	721	786	18.20%
Surrey	5,645	5,802	6,045	6,555	16%

Source: Surrey-i
(NHS London Health Observatory)

Table: % of Population with smoking prevalence

Region	% of Population
Epsom and Ewell	14.5
Reigate and Banstead	14.3
Surrey	14.1

Source: Surrey-i
(NHS London Health Observatory)

SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14

Looking at the 18 respondents stating to have a disability, we can say that their level of support does not significantly deviates from non-disabled support levels.

The majority of Care Home Managers supported the proposal and made no comment in relation to their vulnerable residents, other than stating the importance of fire audits to keep service users safe.

<p>Gender reassignment</p>	<p>Potential positive / negative impacts See above</p>	<p>Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution Report for Gender Identity Research Organisation (GIRES), June, 2009</p> <p>‘A high degree of stress accompanies gender variance with 34% of transgender adults reporting at least on suicide attempt.’</p> <p>According to the GIRES report, the prevalence of transgender people experiencing some degree of gender variance is 0.6%, but there is no validated estimate of the population of transgender people in the UK.</p> <p>In Surrey the prevalence of people, 16 or over, who have presented with gender dysphoria is 37 per 100,000.</p> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 There were no particular comments that referred to transgender status or associated risks.</p>																				
<p>Pregnancy and maternity</p>	<p>Data Analysis There has been a 17.9% increase in the 0-4 year old population in R&B and a 15% increase in E&E since the 2001 census.</p> <p>Potential positive / negative impacts See above</p>	<p>Expectant and new mothers could potentially be at more risk, as emergency evacuation may be difficult due to reduced agility, dexterity, co-ordination, speed, reach and balance. Parents will also face the additional difficulty of evacuating young children, etc.</p> <p>Table: % Increase in Under 5 Population, 2001-2011</p> <table border="1" data-bbox="997 268 1129 1249"> <thead> <tr> <th rowspan="2">Age Group</th> <th colspan="2">Reigate & Banstead</th> <th colspan="2">Epsom & Ewell</th> <th colspan="2">Surrey</th> </tr> <tr> <th>Population</th> <th>% Inc</th> <th>Population</th> <th>% Inc</th> <th>Population</th> <th>% Inc</th> </tr> </thead> <tbody> <tr> <td>Under 5s</td> <td>9,200</td> <td>17.9</td> <td>4,600</td> <td>15</td> <td>71,300</td> <td>13.5%</td> </tr> </tbody> </table> <p><u>Source: Surrey-i (Census 2011)</u></p> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 There were no comments by the maternity sub-group that referred to their protected status particularly.</p>	Age Group	Reigate & Banstead		Epsom & Ewell		Surrey		Population	% Inc	Population	% Inc	Population	% Inc	Under 5s	9,200	17.9	4,600	15	71,300	13.5%
Age Group	Reigate & Banstead			Epsom & Ewell		Surrey																
	Population	% Inc	Population	% Inc	Population	% Inc																
Under 5s	9,200	17.9	4,600	15	71,300	13.5%																

EQUALITY IMPACT ASSESSMENT

Data Analysis

There is limited data available on vulnerabilities of specific ethnic groups in terms of fires.

In 2012 there has been only one Arson offence with a hate flag against it (racial flag). This offence was in Mole Valley.

Prevention work needs to take into account possible requirements for translation and other culturally sensitive approaches (especially for Epsom and Ewell where prevalence of non-White ethnic groups and non-British White groups are above average).

The data available suggests that the groups most at risk in Surrey are White British and White Other. Please see Ethnic Group maps in Appendix 4.2.

Potential Positive / negative impacts

See above

Table: Summary of Ethnicity Data 2011

Area	% Population						
	White British	All Other White	Indian	Pakistani	Other Asian Ethnic Grps	Black African/Carib/Black British	All Non White Ethnic Grps
E&E	78.6	7.3	2.4	0.9	5.3	1.5	14.1
R&B	85	5.7	1.6	0.9	2.6	1.6	9.4
Surrey	83.5	6.9	1.86	1.0	2.9	1.1	9.6

[Source: Surrey-i \(Census 2011\)](#)

The Surrey Fire and Rescue Community Risk Profile 2011-12 found that the majority of those injured in fires (68 of 91) were White. The second highest group was White Other (3).

The White British population in Epsom and Ewell is below average for Surrey and above average in Reigate and Banstead. The trend for the category White Other demonstrates the reverse trend.

Understanding communities and particular risks relating to behaviour and lifestyles becomes more complex with changes to population demography.

Hate Crime and Arson

Please see *Hate Crime and Arson* in [Section 7.4](#).

Age and Ethnicity

People living alone are at higher risk of accidental fires.

The proportion of White men aged 85 living alone is around 42%, which is much higher than for other ethnic groups.

[Source: Adult Social Outcomes Framework](#)

SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14

There were no comments by the maternity sub-group that referred to their protected status particularly.

There is limited data available on vulnerabilities of specific religious groups in terms of fires. There could be factors around use of candles, incense burners, or around hate crime related fires, but there is no local data on this.

Table: Summary of Faith & Belief Data

Region	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh
E&E	46,222	480	1,913	239	2,277	125
R&B	85,325	618	1,880	294	2,637	205
Surrey	711,110	6,019	15,018	3,055	24,378	3,783

[Source: Surrey-i \(Census 2011\)](#)

Hate Crime and Arson

In 2012, in Surrey, only one arson incident was recorded as hate crime with a racial or religious motivation. This was in Mole Valley. (Source: Surrey Police) Please see *Hate Crime and Arson* in [Section 7.4](#)

SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14

In the survey, 92% of those that stated their ethnicity was White British (which is above the average for R&B and E&E population, 81%). Thirteen respondents stated they were not White British, including Irish, other White background, Black / Black British, Asian / Asian British, Chinese, Sri Lankan and Mauritian. Despite it being a small sub-group, they were less opposed to the proposal than White British sample. There were no religious-specific comments.

Potential Positive / negative impacts

See above

Religion and belief

EQUALITY IMPACT ASSESSMENT

Data Analysis

The Community Risk Profile identifies that the individuals most at risk of fire are white British males and females in the 30 - 60 year age range. Over all the age ranges, white British Females are shown to be the biggest group at risk from injury and/or rescue from fire.

Potential Positive / negative impacts

See above

Sex

SFRS Community Risk Profile 2011-12
Table: Accidental Dwelling Fires

Category	Male	Female	Total
Deaths	7	7	14
Deaths (+ under influence of alcohol)	2	5	7
Injured and/or rescued	39	52	91
Injured attempting to extinguish before arrival of Fire Service	3	6	9

Road Casualties

In terms of road casualties, 72% were male. And in terms of slight casualties 56% were male.

Risk of Fire: Alcohol Misuse

In England, alcohol misuse is greater among men than women. 38% of men and 16% of women consume more alcohol than is recommended by the Department of Health (3-4 units per day for men, 2-3 units per day for women) (5,7).

Source: Surrey-i (Department of Health)

Risk of Fire: Gender, Age and Mobility

See previous section on Age.

Risk of Fire: Gender and Mental Health

See previous section on Disability.

Risk of Fire: Gender, Age and Ethnicity

The proportion of White men aged 85 living alone is around 42%, which is much higher than for other ethnic groups.

Source: Adult Social Outcomes Framework

SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14

The survey was completed by more women than men, which is roughly representative of the boroughs. In terms of support, men seemed less negative of the proposal. Women had a slightly higher objection rate, but without any reference to their sex.

<p>Sexual orientation</p>	<p>Potential Positive / negative impacts</p> <p>See above</p>	<p>The JSNA states that ‘The UK Government estimates that 7% of the population are lesbian, gay, bisexual, transgender or questioning (LGBTQ) (1). Applying this to mid-2009 population estimates for Surrey, there may be around 5,700 people aged 11 to 16 in Surrey who are LGBTQ.’¹⁶</p> <p>The JSNA suggests that ‘LGBTQ young people are likely to experience some degree of identity-related stigma’, and this can contribute to, in some instances, issues that put them more at risk of fire including – poor mental health, self-harm and suicide, smoking and substance abuse’¹⁷.</p> <p>There may be an associated risk with living alone. People living alone at higher risk of accidental fires. National research has found that Gay men and women in Britain are far more likely to end up living alone and have less contact. It has been found that 75% of older LGBT people live alone, compared to 33% of the general population.</p> <p>Also see previous section on Disability and Mental Health.</p> <p>In 2011/12 Reigate & Banstead had the highest number of deliberate fires (excluding vehicles) than any other District or Borough within Surrey.</p> <p>In 2012, in Surrey, only one arson incident was recorded as hate crime with a racial or religious motivation. This was in Mole Valley. (Surrey Police)</p> <p>Please see <i>Hate Crime and Arson</i> in Section 7.4</p> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14</p> <p>Of those stating to be LGB, 60% supported the proposal and 20% unsupportive. However, it was only a very small sample, which makes this data non-conclusive. There was no reference to sexuality or any other lifestyle choice associated with this protected characteristic (single occupancy, risk of crime hate, etc).</p>
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¹⁶ JSNA 2011 Lesbian, Gay, Bisexual and Transgender

¹⁷ JSNA 2011 Lesbian, Gay, Bisexual and Transgender

EQUALITY IMPACT ASSESSMENT

<p>Marriage and civil partnerships</p>	<p>Potential Positive / negative impacts See above</p>	<p>People who live alone, rather than those who live with partners, who are at higher risk of accidental fires.</p> <p>“The increase in those living alone also coincides with a decrease in the percentage of those in this age group who are married – from 79 per cent in 1996 to 69 per cent in 2012 – and a rise in the percentage of those who have never married or are divorced, from 16 per cent in 1996 to 28 per cent in 2012.” Labour Force Survey 2012.</p> <p>Table: % One Person Households, 2011 Epsom & Ewell has the second lowest proportion of one person households in Surrey and Reigate is just above the Surrey average.</p> <table border="1" data-bbox="549 696 762 1227"> <thead> <tr> <th>Region</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>England</td> <td>30.22</td> </tr> <tr> <td>South East</td> <td>28.78</td> </tr> <tr> <td>Reigate & Banstead</td> <td>27.36</td> </tr> <tr> <td>Surrey</td> <td>27.30</td> </tr> <tr> <td>Epsom & Ewell</td> <td>25.95</td> </tr> </tbody> </table> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 Of the 22 respondents stating to be single, divorced, separated and widowed, we can say that their level of support does not deviate significantly from the overall results.</p> <p>Table: Estimated Number of Carers 2012</p> <table border="1" data-bbox="1027 602 1254 1301"> <thead> <tr> <th>Region</th> <th>Number of Carers</th> </tr> </thead> <tbody> <tr> <td>Reigate and Banstead</td> <td>13,110</td> </tr> <tr> <td>Epsom and Ewell</td> <td>7,400</td> </tr> <tr> <td>Surrey District & Borough Average</td> <td>9,701</td> </tr> <tr> <td>Surrey Total</td> <td>106,740</td> </tr> </tbody> </table> <p>Source Surrey-i</p>	Region	%	England	30.22	South East	28.78	Reigate & Banstead	27.36	Surrey	27.30	Epsom & Ewell	25.95	Region	Number of Carers	Reigate and Banstead	13,110	Epsom and Ewell	7,400	Surrey District & Borough Average	9,701	Surrey Total	106,740
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<p>Carers¹⁸</p>																								

¹⁸ Carers are not a protected characteristic under the Public Sector Equality Duty, however we need to consider the potential impact on this group to ensure that there is no associative discrimination (i.e. discrimination against them because they are associated with people with protected characteristics). The definition of carers developed by Carers UK is that ‘carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid. This includes adults looking after other adults, parent carers looking after disabled children and young carers under 18 years of age.’

EQUALITY IMPACT ASSESSMENT

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence																																							
Age	The new station may be a more convenient location for some staff to access.	The new station may be a less convenient location for some staff to access.	<p>The location of the new venue could impact on staff with caring responsibilities.</p> <p>Due to the nature of the Service and retirement age, the bulk of staff are between 30- 50 years old (over 70%).</p> <p>% of Staff by Age Group</p> <table border="1" data-bbox="651 387 1145 848"> <thead> <tr> <th>Age</th> <th>SFRS %</th> <th>SCC %</th> </tr> </thead> <tbody> <tr> <td>15-19</td> <td>0.12</td> <td>1.03</td> </tr> <tr> <td>20-24</td> <td>2.20</td> <td>4.69</td> </tr> <tr> <td>25-29</td> <td>8.29</td> <td>9.51</td> </tr> <tr> <td>30-34</td> <td>14.15</td> <td>11.68</td> </tr> <tr> <td>35-39</td> <td>16.10</td> <td>12.34</td> </tr> <tr> <td>40-44</td> <td>23.66</td> <td>15.32</td> </tr> <tr> <td>45-49</td> <td>19.51</td> <td>16.96</td> </tr> <tr> <td>50-54</td> <td>9.88</td> <td>16.35</td> </tr> <tr> <td>55-59</td> <td>3.66</td> <td>13.06</td> </tr> <tr> <td>60-64</td> <td>1.95</td> <td>7.70</td> </tr> <tr> <td>65-69</td> <td>0.49</td> <td>2.41</td> </tr> <tr> <td>70-75</td> <td>0.00</td> <td>0.42</td> </tr> </tbody> </table> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>	Age	SFRS %	SCC %	15-19	0.12	1.03	20-24	2.20	4.69	25-29	8.29	9.51	30-34	14.15	11.68	35-39	16.10	12.34	40-44	23.66	15.32	45-49	19.51	16.96	50-54	9.88	16.35	55-59	3.66	13.06	60-64	1.95	7.70	65-69	0.49	2.41	70-75	0.00	0.42
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<p>Disability</p>	<p>The new station may be a more convenient location for some staff to access.</p>	<p>The new station may be a less convenient location for some staff to access. Reasonable adjustments need to be considered in relevant cases.</p>	<p>The location of the new venue may be less accessible for some staff.</p> <p>% of Staff with a Disability</p> <table border="1" data-bbox="344 414 609 848"> <thead> <tr> <th>Staff</th> <th>SFRS %</th> </tr> </thead> <tbody> <tr> <td>Headcount</td> <td>1.34</td> </tr> <tr> <td>Front Line Staff</td> <td>1.49</td> </tr> <tr> <td>Team Leaders</td> <td>0.82</td> </tr> <tr> <td>Middle Mgr</td> <td>6.67</td> </tr> <tr> <td>Senior Mgr</td> <td>0.00</td> </tr> </tbody> </table> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>	Staff	SFRS %	Headcount	1.34	Front Line Staff	1.49	Team Leaders	0.82	Middle Mgr	6.67	Senior Mgr	0.00
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<p>Gender reassignment</p>	<p>No specific issues have been identified.</p>	<p>No specific issues have been identified.</p>	<p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>												
<p>Pregnancy and maternity</p>	<p>The new station may be more accessible to some staff, e.g in terms of changing rooms, etc.</p>	<p>The new station may be less accessible to some staff.</p>	<p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>												

<p>Ethnicity</p>	<p>No specific issues have been identified</p>	<p>No specific issues have been identified.</p>	<p>% of BME Staff</p> <table border="1" data-bbox="240 264 504 846"> <thead> <tr> <th>Staff</th> <th>SFRS %</th> <th>SCC %</th> </tr> </thead> <tbody> <tr> <td>Headcount</td> <td>1.95</td> <td>7.58</td> </tr> <tr> <td>Front Line Staff</td> <td>0.75</td> <td>7.87</td> </tr> <tr> <td>Team Leaders</td> <td>2.46</td> <td>7.61</td> </tr> <tr> <td>Middle Mgr</td> <td>0.00</td> <td>6.67</td> </tr> <tr> <td>Senior Mgr</td> <td>0.00</td> <td>5.29</td> </tr> </tbody> </table> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>	Staff	SFRS %	SCC %	Headcount	1.95	7.58	Front Line Staff	0.75	7.87	Team Leaders	2.46	7.61	Middle Mgr	0.00	6.67	Senior Mgr	0.00	5.29												
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<p>Religion and belief</p>	<p>The new station may be more accessible to some staff, e.g in terms of pray space, etc.</p>	<p>The new station may be less accessible to some staff. However such accessibility will need to be ensured as part of the relocation.</p>	<p>% of Staff by Religion/Belief</p> <table border="1" data-bbox="823 264 1246 846"> <thead> <tr> <th>Religion</th> <th>SFRS %</th> <th>SCC %</th> </tr> </thead> <tbody> <tr> <td>Any other religion</td> <td>3.90</td> <td>5.34</td> </tr> <tr> <td>Buddhist</td> <td>0.73</td> <td>0.57</td> </tr> <tr> <td>Christian - all faiths</td> <td>33.78</td> <td>32.98</td> </tr> <tr> <td>Hindu</td> <td>0.12</td> <td>0.67</td> </tr> <tr> <td>Jewish</td> <td>0.12</td> <td>0.12</td> </tr> <tr> <td>Muslim</td> <td>0.37</td> <td>0.84</td> </tr> <tr> <td>No Faith / Religion</td> <td>17.20</td> <td>17.89</td> </tr> <tr> <td>Sikh</td> <td>0.00</td> <td>0.22</td> </tr> <tr> <td>Not Stated</td> <td>43.78</td> <td>41.36</td> </tr> </tbody> </table> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>	Religion	SFRS %	SCC %	Any other religion	3.90	5.34	Buddhist	0.73	0.57	Christian - all faiths	33.78	32.98	Hindu	0.12	0.67	Jewish	0.12	0.12	Muslim	0.37	0.84	No Faith / Religion	17.20	17.89	Sikh	0.00	0.22	Not Stated	43.78	41.36
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<p style="text-align: center;">Sex</p>	<p>The new station may be a more convenient location for some staff to access.</p>	<p>The new station may be a less convenient location for some staff to access.</p> <p>Due to the makeup of the workforce, more males will be affected by the proposals than females.</p> <p>Some firefighters may need to be relocated which might mean increased travelling times and cause potential childcare/caring issues.</p> <p style="text-align: center;">% of Staff by Gender</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Gender</th> <th>SFRS %</th> <th>SCC %</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>9.51</td> <td>73.00</td> </tr> <tr> <td>Male</td> <td>90.49</td> <td>27.00</td> </tr> </tbody> </table> <p style="text-align: center;">% of Male/Female Staff Full and Part Time</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Male/Female Full Time/Part Time</th> <th>SFRS %</th> <th>SCC %</th> </tr> </thead> <tbody> <tr> <td>Female FT</td> <td>83.33</td> <td>38.26</td> </tr> <tr> <td>Female PT</td> <td>16.67</td> <td>61.74</td> </tr> <tr> <td>Male FT</td> <td>84.64</td> <td>72.48</td> </tr> <tr> <td>Male PT</td> <td>15.36</td> <td>27.52</td> </tr> </tbody> </table> <p style="text-align: center;">% of Female Staff</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Female Staff</th> <th>SFRS %</th> <th>SCC %</th> </tr> </thead> <tbody> <tr> <td>Front Line Staff</td> <td>8.96</td> <td>80.73</td> </tr> <tr> <td>Team Leaders</td> <td>9.51</td> <td>57.78</td> </tr> <tr> <td>Middle Mgr</td> <td>8.33</td> <td>68.41</td> </tr> <tr> <td>Senior Mgr</td> <td>18.75</td> <td>46.47</td> </tr> </tbody> </table> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>	Gender	SFRS %	SCC %	Female	9.51	73.00	Male	90.49	27.00	Male/Female Full Time/Part Time	SFRS %	SCC %	Female FT	83.33	38.26	Female PT	16.67	61.74	Male FT	84.64	72.48	Male PT	15.36	27.52	Female Staff	SFRS %	SCC %	Front Line Staff	8.96	80.73	Team Leaders	9.51	57.78	Middle Mgr	8.33	68.41	Senior Mgr	18.75	46.47
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<p>Sexual orientation</p>	<p>No specific issues have been identified</p>	<p>No specific issues have been identified.</p>	<p>% of Staff by Sexual Orientation</p> <table border="1"> <thead> <tr> <th>Sexual Orientation</th> <th>SFRS %</th> <th>SCC %</th> </tr> </thead> <tbody> <tr> <td>Bisexual</td> <td>0.61</td> <td>0.60</td> </tr> <tr> <td>Gay Man</td> <td>0.61</td> <td>0.43</td> </tr> <tr> <td>Heterosexual</td> <td>55.49</td> <td>47.18</td> </tr> <tr> <td>Lesbian</td> <td>0.12</td> <td>0.32</td> </tr> <tr> <td>Prefer Not to Say</td> <td>19.88</td> <td>24.47</td> </tr> <tr> <td>Not Stated</td> <td>23.29</td> <td>27.00</td> </tr> </tbody> </table> <p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>	Sexual Orientation	SFRS %	SCC %	Bisexual	0.61	0.60	Gay Man	0.61	0.43	Heterosexual	55.49	47.18	Lesbian	0.12	0.32	Prefer Not to Say	19.88	24.47	Not Stated	23.29	27.00
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<p>Carers</p>	<p>The location of the new fire station could decrease staff travel time.</p>	<p>The location of the new fire station could increase staff travel time.</p>	<p>SFRS Consultation on a New Fire Station Location in Reigate and Banstead 2013-14 No specific concerns were raised on grounds of a protected characteristic.</p>																					

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8. Amendments to the proposals

Change	Reason for change
<p>Impact on Residents and Users. No change in approach is required as a multi-agency prevention and protection arrangements are in place to reduce the risk from fire incidents and other emergencies, which are targeted to vulnerable groups. Evidence demonstrates that suitable prevention arrangements have the most positive affect on enabling vulnerable people to live safely in the community rather than relying solely on emergency response once an incident has occurred. The changes produce significantly better response times for Reigate and Banstead, and better average first response times for Surrey- and although there are reduced response times for Epsom and Ewell, these are still within the Surrey standards.</p> <p>Impact on Staff The project will continue to pursue a cooperative and voluntary approach where possible to identify and select suitable staff for the move to minimise negative impact. The Service may need to post staff to locations where they do not chose to work, but this is within current contractual terms & conditions and will be avoided if possible. Furthermore, union representatives will be involved throughout the project.</p>	

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9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
<p>Improved balance of service provision: some areas will have improved first fire engine response times, other areas a longer second fire engine response time. Modelling predicts a slightly longer emergency response times for the first fire engine in Epsom and Ewell area and a longer response time for a second fire engine but within the Surrey Emergency Response Standard. Potentially an increase in response times in Epsom and Ewell might mean greater risk to life and that this will have a greater impact on the elderly and disabled given their vulnerability statistically to be injured or killed in fires, and on the elderly disabled and young children given that they may have greater difficulty escaping a fire.</p>	<p>Fire prevention work will continue to be provided and focussed particularly on those who are vulnerable – including those with protected characteristics of age and disability.</p>	<p>Ongoing</p>	

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10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
<p>Modelling predicts a slightly longer emergency response time for the first fire engine in Epsom and Ewell area and a longer response time for a second fire engine but within the Surrey Emergency Response Standard. Potentially an increase in response times in Epsom and Ewell might mean greater risk to life and that this will have a greater impact on the elderly and disabled given their vulnerability statistically to be injured or killed in fires, and on the elderly, disabled and young children given that they may have greater difficulty escaping a fire. This will be mitigated as far as possible by the continued programme of fire prevention work particularly that focussed on those who are vulnerable.</p>	<p>Age Disability</p>

11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<p>Consultation process JSNA, GIREs 2009, Community Risk Profile, Census 2011</p>
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>Original Plan: Positive:</p> <ul style="list-style-type: none"> • Better response times for first fire engines in Reigate and Banstead, and the whole of Surrey for two plus fire incidents. <p>Negative:</p> <ul style="list-style-type: none"> • Slightly longer response times for first fire engines in Epsom and Ewell for two plus fire incidents, however on average they will still be within the Surrey Response Standard. • Longer response times for second fire engines in Epsom and Ewell and Surrey, however on average they will still be within the Surrey Response Standard. • An increase in response times in Epsom and Ewell might mean

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	<p>greater risk to life and that this will have a greater impact on the elderly and disabled (including those with mental health difficulties) given their vulnerability statistically to be injured or killed in fires, and on the elderly, disabled and young children given that they may have greater difficulty escaping a fire.</p> <p>Amendment to widen search area for a fire station on north R&B:</p> <ul style="list-style-type: none"> • Response times might slightly vary from the originally proposed optimal location in Burgh Heath, but are still an improvement for Reigate and Banstead and Surrey as a whole, and where there is an increase in response times in Epsom and Ewell, this is within the current Surrey Response Standard.
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>None identified.</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>Fire prevention work will continue to be provided and focussed particularly on vulnerable individuals who come within the age and disability protected characteristics.</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>Modelling predicts a slightly longer emergency response times for the first fire engine in Epsom and Ewell area and a longer response time for a second fire engine but within the Surrey Emergency Response Standard. Potentially an increase in response times in Epsom and Ewell might mean greater risk to life and that this will have a greater impact on the elderly and disabled (including those with mental health difficulties) given their vulnerability statistically to be injured or killed in fires, and on the elderly, disabled and young children given that they may have greater difficulty escaping a fire. Wherever possible this will be mitigated by the preventative work aimed at vulnerable people.</p>

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Appendix 2: Emergency Response Modelling

Key to the modelling is a travel time matrix which incorporates vehicle type, time of day, road type and travel times between nodes on the road network. A quantitative understanding of the service profile provides a baseline position and modelling extracts data on workload from the last five years. Around 50 data fields are collected for each mobilisation including geographical/address information, all time components, vehicle properties, incident classification, etc. In addition other information sources include data regarding unavailability, station and appliance locations, mobilisation protocols and geographic boundaries.

This model includes considering an average week for Surrey 2011/12 which would include false alarms, fires in a dwelling, other property and non property (secondary fires), as well as vehicle collisions and other incidents (special services). The fire engines would also have been used as required to standby at other locations to maintain emergency response cover across the County as required. Average time to drive between fire station locations has been modelled, and during the rush hour periods this can be between 25-35 minutes from Epsom to Reigate and again from Reigate to Horley. During the day these journeys average at about 20 minutes each and overnight they are about 15 minutes each. Although these averages are based on normal (non-emergency) journeys they are considerably in excess of our emergency response standard.

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Appendix 3: Cooperation of Adult Social Care and FRS

Following a rise in fatal fires involving adults at risk in the year 2011/12, a joint SFRS and Adult Social Care (ASC) working group was set up to report to Surrey County Council (SCC) Cabinet on how the County can seek to reduce the harm being caused by fire. The group took into account the publication of the Chief Fire Officers Association (CFOA) report on an aging population, [Ageing Safely](#) (December 2011), and the report on the fatal fire at [Rosepark Nursing Home](#) (April 2011). The [report to Cabinet](#), in May 2012 included a number of recommendations on how we can reduce the risk and better support adults to live in their own homes and in residential care. The strategy to implement the recommendations is being delivered through four working groups with an overarching, multi-agency Steering Group.¹⁹ The working groups are:

- Telecare Group – to use a high risk matrix to identify adults at increased risk of harm from fire and ensure they are offered [telecare](#)²⁰ with a linked smoke alarm
- Residential Care – to increase the number of residential settings with sprinkler systems, fire retardant materials and improved training for staff
- Community Care – to ensure adults at risk are kept safe when in their own homes through better knowledge of the fire risks, the referral process and equipment available to them to keep them safe
- Marketing group – to increase awareness of the risks, support and equipment available to keep adults safe from fire.

¹⁹SFRS ASC Briefing for Staff

²⁰ Telecare is a 24-hour service using a range of sensors which link with the traditional community or lifeline alarms to help potentially vulnerable people live more independently in their homes.

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Appendix 4: Data evidence

4.1. Population

Population by Ward in Epsom and Ewell, Reigate and Banstead and Surrey

Reigate & Banstead	Population
Redhill East	9978
Banstead Village	9110
Earlswood and Whitebushes	8857
Chipstead, Hooley and Woodmansterne	8823
Horley Central	8297
Redhill West	8185
Merstham	8123
Horley West	7854
Meadvale and St Johns	7795
Nork	7556
Tattenhams	7370
Reigate Central	7361
South Park and Woodhatch	7331
Tadworth and Walton	7123
Kingswood with Burgh Heath	6891
Horley East	5925
Reigate Hill	5695
Preston	2950
Salfords and Sidlow	2611
Total	137835

Epsom & Ewell	Population
Town (Epsom)	6979
Court	6830
West Ewell	6377
Ruxley	6174
Stamford	6088
Cuddington	5934
College	5873
Woodcote	5719
Ewell	5532
Nonsuch	5438
Ewell Court	5417
Stoneleigh	4809
Auriol	3932
Total	75102

Surrey	1132390
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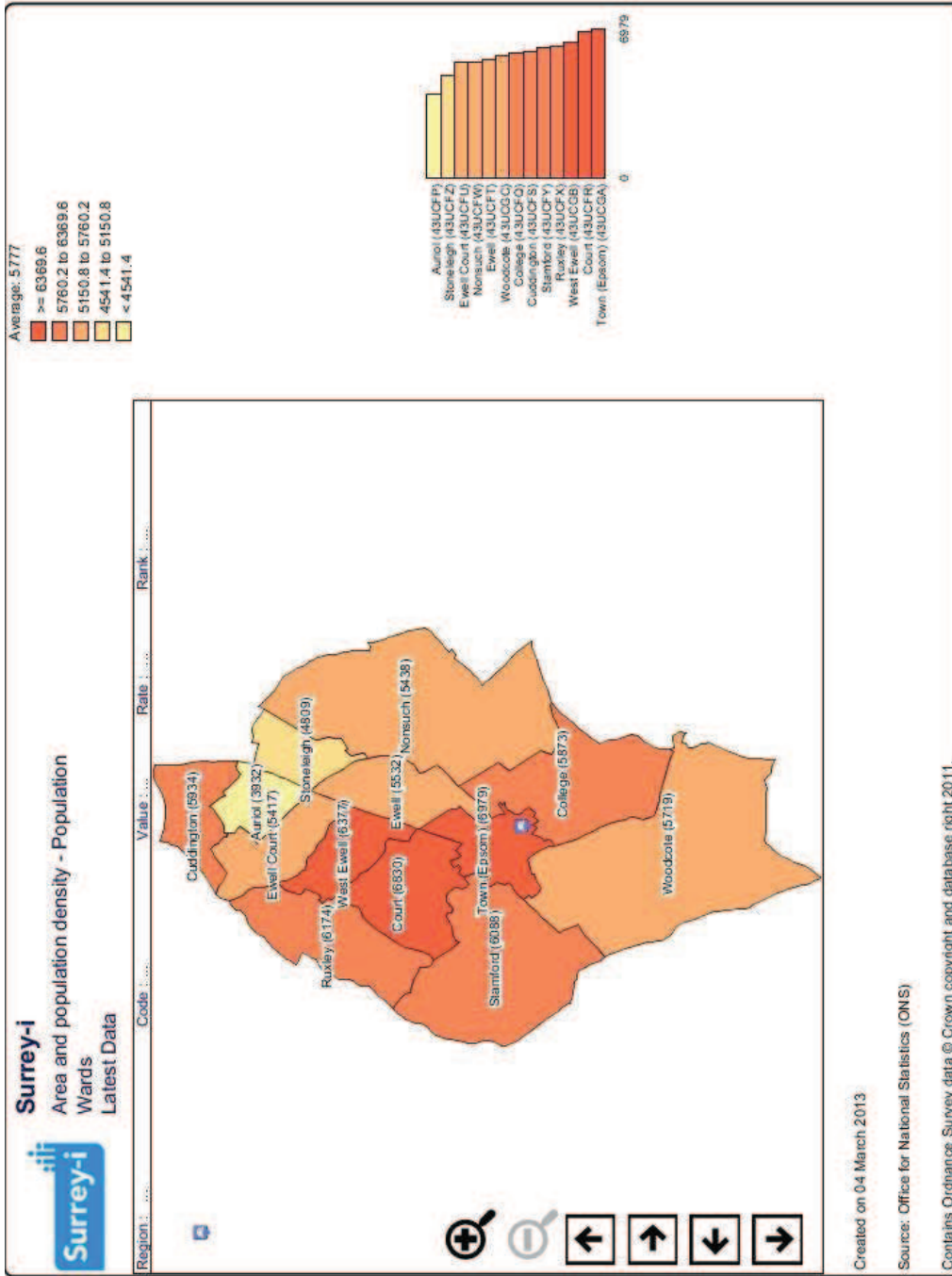
Source: Office for National Statistics (ONS)

Dataset: Census: Population, households and area

This dataset includes data from the 2011 Census released by the Office for National Statistics (ONS) <http://www.surreyi.gov.uk>

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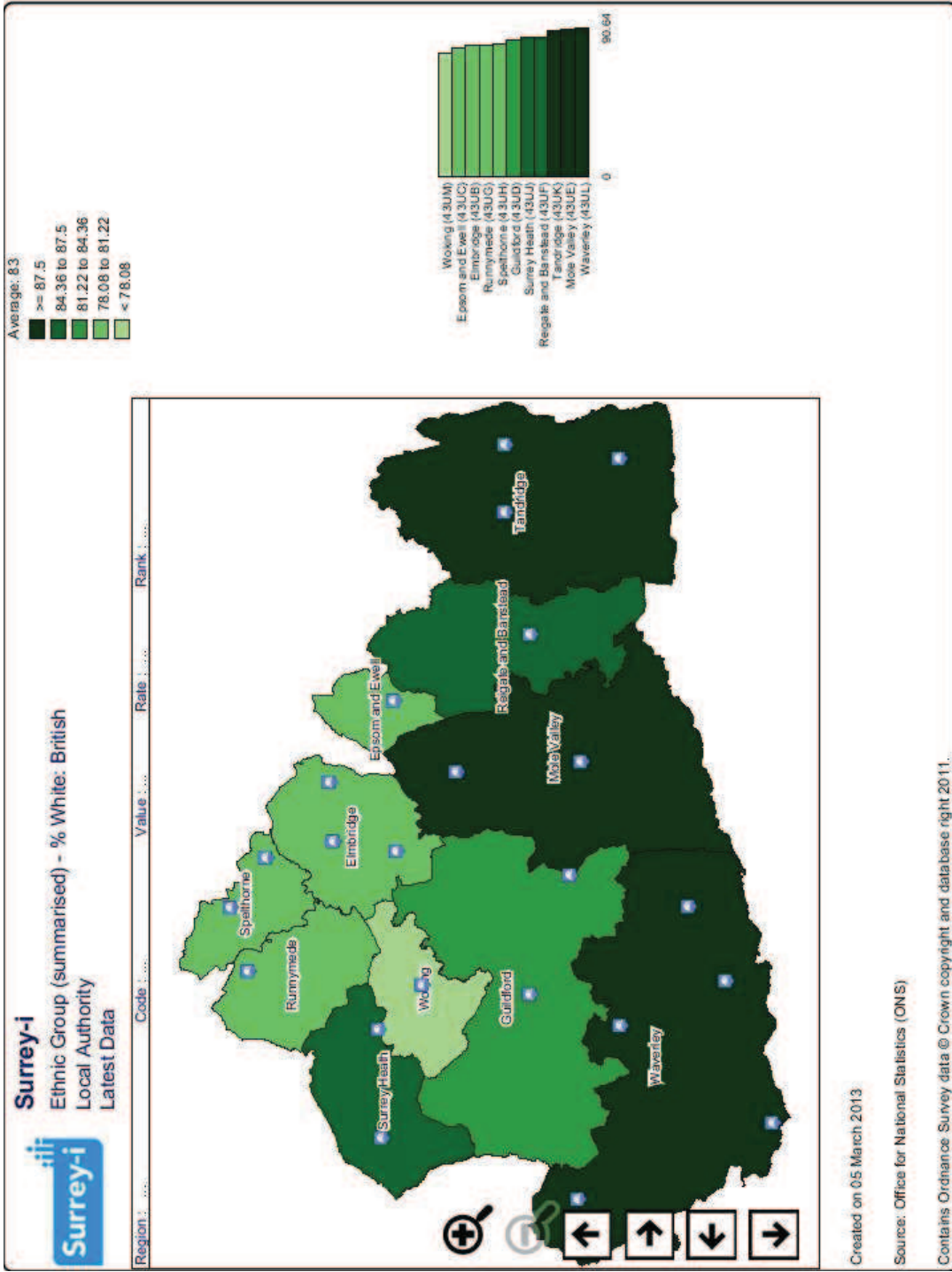
Epsom and Ewell: Population by Ward



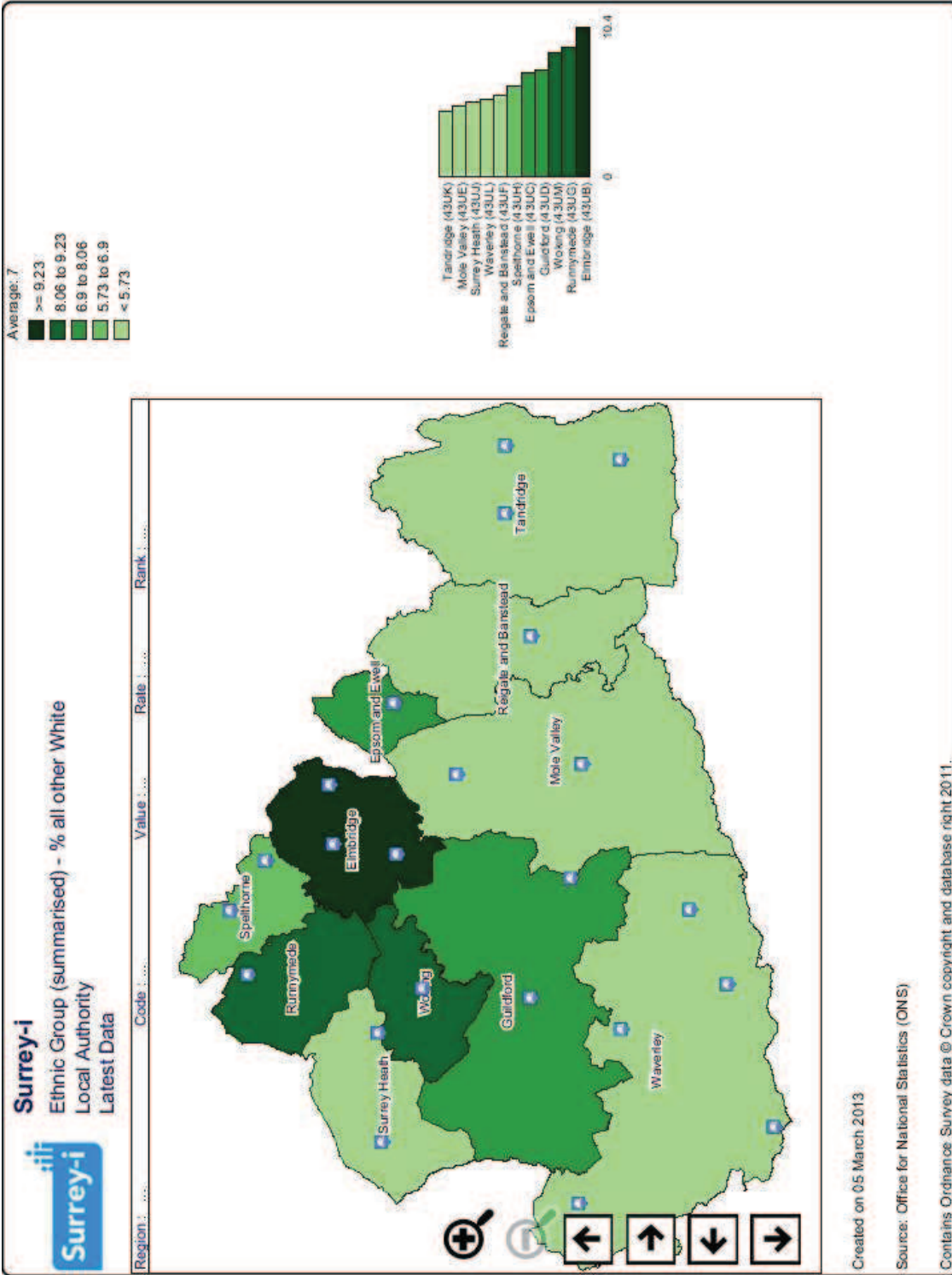
Source: Office for National Statistics (ONS)
Dataset: Census: Population, households and area
 This dataset includes data from the 2011 Census released by the Office for National Statistics (ONS)

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4.2 Race



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Appendix 5: Breakdown of people who may be at higher risk in a fire situation by ward

Wards with a % greater than 10% have been highlighted

Epsom & Ewell

District / Borough	Ward	High Fire Risk people out of all people open to ASC	% of open cases considered to be at high risk in a fire situation
Epsom and Ewell	Auriol	7 out of 73	10%
	College	13 out of 129	10%
	Court	21 out of 221	10%
	Cuddington	5 out of 113	4%
	Ewell	16 out of 156	10%
	Ewell Court	13 out of 143	9%
	Nonsuch	9 out of 83	11%
	Ruxley	3 out of 140	2%
	Stamford	11 out of 129	9%
	Stoneleigh	7 out of 78	9%
	Town (Epsom)	27 out of 243	11%
	West Ewell	11 out of 140	8%
	Woodcote	14 out of 136	10%

Source: ASC, SCC, February 2013

Reigate & Banstead

District / Borough	Ward	High Fire Risk people out of all people open to ASC	% of open cases considered to be at high risk in a fire situation
Reigate and Banstead	Banstead Village	59 out of 321	18%
	Chipstead, Hooley and Woodmansterne	12 out of 156	8%
	Earlswood and Whitebushes	12 out of 208	6%
	Horley Central	47 out of 304	15%
	Horley East	2 out of 83	2%
	Horley West	14 out of 202	7%
	Kingswood with Burgh Heath	17 out of 143	12%
	Meadvale and St. John's	11 out of 132	8%
	Merstham	43 out of 314	14%
	Nork	8 out of 156	5%
	Preston	7 out of 85	8%
	Redhill East	3 out of 169	2%
	Redhill West	12 out of 215	6%
	Reigate Central	15 out of 161	9%
	Reigate Hill	23 out of 124	19%
	Salfords and Sidlow	5 out of 66	8%
South Park and Woodhatch	9 out of 191	5%	
Tadworth and Walton	24 out of 169	14%	
Tattenhams	20 out of 154	13%	

Source: ASC, SCC, February 2013

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Appendix 6: Residential Care Homes and Number of Beds by Town

Reigate & Banstead

Town	Total number of Care Homes in this town	Total number of beds in Care Homes in this town
Redhill	32	397
Horley	20	275
Reigate	19	466
Banstead	19	610
Tadworth	7	218
Walton on the Hill	1	6
Chipstead	1	36
Lower Kingswood	1	6
Total	100	2014

Source: ASC, SCC, December 2012

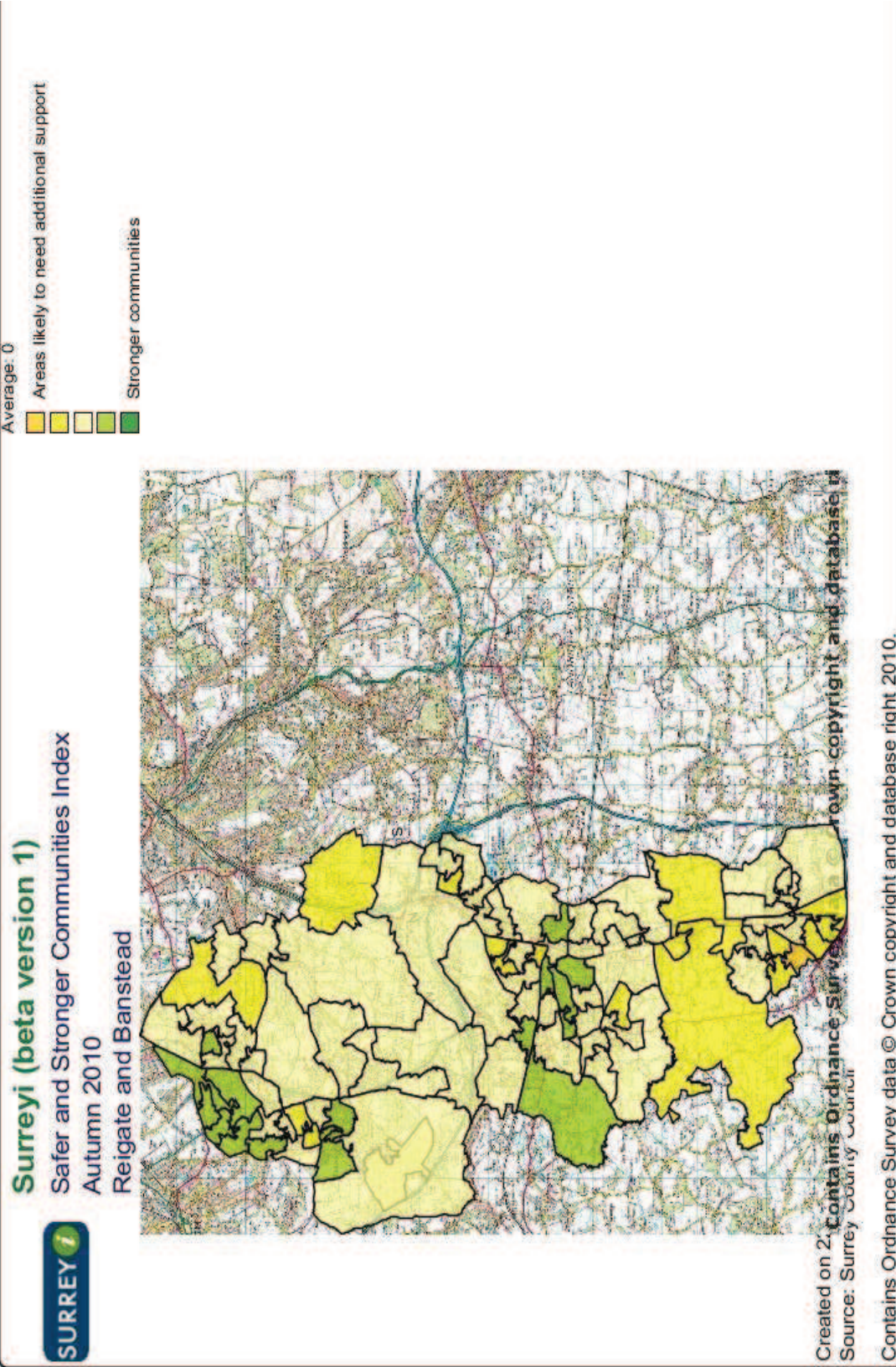
Epsom & Ewell

Town	Total number of Care Homes in this town	Total number of beds in Care Homes in this town
Epsom	27	490
Ewell	3	31
Worcester Park	1	3
Total	31	524

Surrey	Total number of Care Homes	Number of beds in Care Homes
Total	451	12124

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Appendix 7: Safer and Stronger Communities Index

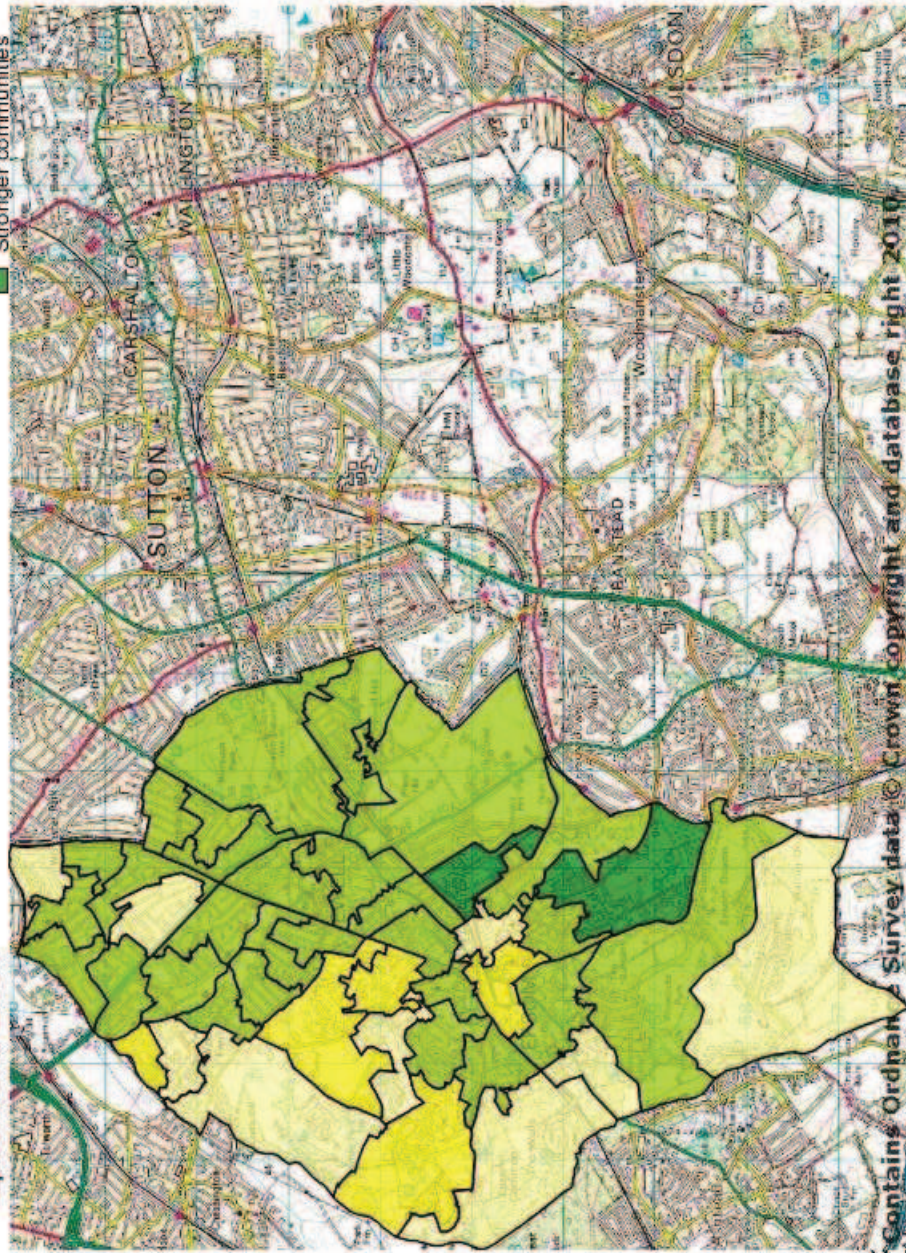
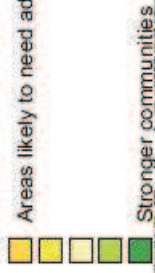


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Surrey (beta version 1)
Safer and Stronger Communities Index
Autumn 2010
Epsom and Ewell

Average: 0
Areas likely to need additional support



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Source: Surrey County Council

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Appendix 8: Index of Multiple Deprivation by Ward

