

1. Topic of assessment

EIA title:	Surrey Fire And Rescue Service - Renew Contract Arrangements For Specialist Rescue And Contingency Crewing
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EIA author:	Julia McDonald
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2. Approval

	Name	Date approved
Approved by¹	Russell Pearson	9 May 2014

3. Quality control

Version number	V.3	EIA completed	1 May 2014
Date saved	1 May 2014	EIA published	27 May 2014

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Malcolm Styles	Area Manager	SCC Fire and Rescue	Project Lead
Angeliki Humphries	Policy Officer (Equalities & Cohesion)	SCC Fire and Rescue	Original EIA author
Julia McDonald	Policy Officer, Customer and Communities	Surrey County Council	Review author
Allan Wells	Lead Manager-Legal Services	Surrey County Council	Legal adviser

¹ Refer to earlier guidance for details on getting approval for your EIA.

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5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>Surrey Fire and Rescue Service (SFRS) must provide contingency cover for Industrial Action, according to the Fire and Rescue Services Act 2004 and Civil Contingencies Act 2004.</p> <p>In 2012, Surrey Fire and Rescue Service (SFRS) entered into a contract with a private provider for contingency crewing, and specialist rescue on a day-to-day basis, run as a pilot (for proof of concept). The pilot has been extended until 31 March 2015.</p> <p>This paper includes a review of the pilot scheme, as announced to Cabinet previously (October 2013), and explores options on how to proceed.</p> <p>SFRS propose to commence a full tender process for a long term contract for the provision of this service and for the possibility to extend the full use of capabilities to obtain value for money and to develop new ways of working.</p>
<p>What proposals are you assessing?</p>	<p>The proposal is for SCC Procurement and SFRS to commence the tendering for a new contract that delivers value for money and innovative ways of working, as well as the current contingency and specialist rescue capacity, from 31 March 2015.</p>
<p>Who is affected by the proposals outlined above?</p>	<p>The original EIA (2012)² identified how creating a contract for contingency crewing would affect certain groups. The renewal of a contract would continue to have a similar effect on:</p> <p><u>Service users:</u> The provision of a continuation of emergency response during periods of staff shortages (such as industrial action) aims to reduce the impact that such shortages would have on the safety and welfare of all residents and visitors to Surrey.</p> <p>The continued provision of contingency crewing mitigates the reduced capability felt equally by all those living, working or travelling in Surrey at times of industrial action or other periods of reduced cover. Those who are already at a higher risk from the effects of fires and other incidents would see this risk increase due to the potentially extended response at these times. These groups include the elderly and those with disabilities. The renewed contract aims to mitigate this risk by providing contingency crewing.</p> <p><u>Council staff:</u> The continued provision of an emergency response will reduce the potential impact on non Fire and Rescue Council staff who may be placed in difficult positions should emergencies arise with no trained emergency response available.</p>

² <http://mycouncil.surreycc.gov.uk/documents/s1041/Background%20paper%20-%20EIA.pdf>

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	<p><u>External organisations:</u> The provision of contingency crewing reduces the impact on other emergency services who may see an increase in demand and an expectation from the public to undertake life saving action in risk critical situations. This may place un-trained personnel in dangerous situations.</p> <p>A full investigation into how the detailed content and scope of the new contract will affect people with protected characteristics will be conducted during the tendering process and a full EIA presented to Cabinet alongside the final proposal at the end of 2014.</p>
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6. Sources of information

Engagement carried out
<p>This EIA covers the renewal of an existing contract with a broadening of its scope (details are to be established throughout the tendering process). Hence, this EIA is based on the original EIA, produced when the proposal was made to set up a contract for contingency crewing and specialist rescue capabilities in 2012.</p> <p>The original EIA in 2012 included evidence from engagement during the development of the Public Safety Plan (2011-20).</p> <p>The content of the contract will be finalised during the tendering process (mid to end 2014), during which full engagement will be carried out.</p>
Data used
<p>EIA – Surrey Fire and Rescue – Contingency Crewing:</p> <ul style="list-style-type: none">• Public Safety Plan consultation results• EIA – Public Safety Plan 2011-20• EIA - Surrey Fire and Rescue - Delivery - Attendance at operational incidents involving fires• EIA - Surrey Fire and Rescue - Delivery - Attendance at operational incidents that are not involved in fire• EIA - Surrey Fire and Rescue - Delivery - Attendance at an Automatic Fire Alarm• EIA - Surrey Fire and Rescue - Mobilising - Mobilising• EIA - Surrey Fire and Rescue - Delivery - Animal Rescue

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

Contractor's adherence to Equality Act 2010:

As the contractors will be carrying out statutory functions on behalf of SFRS, SFRS will need to include provisions in the contract to ensure that the contractor is **familiar with the statutory public sector equality duties**, will carry out their work in accordance with those duties, and in particular is sufficiently aware of the requirements of the Equality Act 2010 so as to avoid any unlawful discrimination.

SFRS will ensure that any contractor is able to confirm that it is aware of and **able to meet** the particular needs of those with protected characteristics when dealing with fires or other incidents involving them- e.g. particularly the elderly, disabled, including mentally disabled, and those caring for them and for children. This requires setting up control mechanisms in the contract to monitor their performance in that respect.

Given that a **contingency arrangement will necessitate reprioritising services** in a particular way, is this something the tender process will further explore: would SFRS expect the contractors to do this or would SFRS be identifying the priorities and expecting the contractor then to meet them? Both the contractor and SFRS will need to consider what the effect of any such reprioritisation would have on those with protected characteristics and the extent to which the contractor would need to take account of these- and how SFRS can ensure that the contractor is able to.

The innovative ways of working will be explored in further detail throughout the tender process, so SFRS will keep the EIA under review so that once these have been identified their impact on people with protected characteristics is taken account of.

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7a. Impact of the proposals on residents and service users with protected characteristics (as outlined in the EIA – SFRS Contingency Crewing, Oct 2012)

Protected characteristic ³	Potential positive impacts	Potential negative impacts	Evidence
Age	Maintenance of an emergency response provision during periods of capability degradation	Response times may be longer than usual due to reduced numbers of fire engines being available.	Elderly people are identified as being more vulnerable to the likelihood and impact of fire.
Disability	Maintenance of an emergency response provision during periods of capability degradation	Response times may be longer than usual due to reduced numbers of fire engines being available.	People with physical and/or mental disabilities are identified as being more vulnerable to the likelihood and impact of fire.
Gender reassignment	Maintenance of an emergency response provision during periods of capability degradation	None	NA
Pregnancy and maternity	Maintenance of an emergency response provision during periods of capability degradation	Response times may be longer than usual due to reduced numbers of fire engines being available.	Pregnant women and families with young children are identified as being more vulnerable to the likelihood and impact of fire.
Race	Maintenance of an emergency response provision during periods of capability degradation	None	NA
Religion and belief	Maintenance of an emergency response provision during periods of capability degradation	None	NA
Sex	Maintenance of an emergency response provision during periods of capability degradation	None	NA

³ More information on the definitions of these groups can be found [here](#).

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	capability degradation		
Sexual orientation	Maintenance of an emergency response provision during periods of capability degradation	None	NA
Marriage and civil partnerships	Maintenance of an emergency response provision during periods of capability degradation	None	NA

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

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	No positive impact identified	No negative impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Disability	No positive impact identified	No negative impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Gender reassignment	No positive impact identified	No negative impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Pregnancy and maternity	No positive impact identified	No negative impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and

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				providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Race	No positive impact identified	No negative impact identified	No positive impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Religion and belief	No positive impact identified	No negative impact identified	No positive impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Sex	No positive impact identified	No negative impact identified	No positive impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Sexual orientation	No positive impact identified	No negative impact identified	No positive impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Marriage and civil partnerships	No positive impact identified	No negative impact identified	No positive impact identified	The proposals are about maintaining emergency response cover during periods of industrial action and providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.

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8. Amendments to the proposals

Change	Reason for change
NA	

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Increased risk to vulnerable groups	Extensive communications during periods of industrial action. Historical evidence has shown that incident numbers and demand for emergency response can be reduced significantly through effective publicity.	To be implemented as required and within the implementation plan leading up to industrial action	Fire and Rescue Service: Chief of Staff
Potential negative impact to public and/or staff through general terms of contract that have not been considered within this EIA	EIA reviewed as part of 6 month review of contract performance and included in Cabinet report	September 2015	Fire and Rescue Service: Area Manager-Operational Development
Preferred supplier non-compliant with SCC fairness and respect strategy	Terms of contract to include requirement to produce equality statement. SFRS to ensure contractor's compliant with public sector Equalities duty, and fairness and respect strategy.	Prior to contract sign off Review contractor's performance as part of contract management process	Fire and Rescue Service: Area Manager-Operational Development
Lack of community knowledge within specialist team	Ensure that SCC fairness and respect strategy forms part of induction training for preferred supplier staff.	Prior to implementation of specialist team	Fire and Rescue Service: Area Manager-Operational Development

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10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
NA	

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	Previous Equality Impact Assessment on Contingency Crewing (October 2012), which used Public Safety Plan 2011-20 consultation, including staff and public meetings and surveys.
Key impacts (positive and/or negative) on people with protected characteristics	The proposal aims to continue to reduce the impact that staff shortages have on the safety and welfare of all residents and visitors to Surrey. There are no negative impacts identified as a result of the proposal. Full impact of the final proposal will be assessed and presented to Cabinet in a full EIA at the end of 2014.
Changes you have made to the proposal as a result of the EIA	NA
Key mitigating actions planned to address any outstanding negative impacts	Continue extensive communications during periods of industrial action. Historical evidence has shown that incident numbers and demand for emergency response can be reduced significantly through effective publicity. Ensure E&D considerations are explored and requirements set out in Terms and Conditions of contract. Control and monitor contractor's performance against E&D duties, as part of contract management process.
Potential negative impacts that cannot be mitigated	NA

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