

EQUALITY IMPACT ASSESSMENT TEMPLATE

1. Topic of assessment

EIA title:	Surrey Fire and Rescue Service Contingency Crewing
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EIA author:	Gavin Watts Area Manager – Fire and Rescue
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2. Approval

	Name	Date approved
Approved by¹	Russell Pearson	17/10/12

3. Quality control

Version number	V.2	EIA completed	15/10/12
Date saved	15/10/12	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Gavin Watts	Area Manager	Fire and Rescue	
Angeliki Humphries	Policy Officer (Equalities & Cohesion)	SCC Fire and Rescue	

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

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5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	<p>The Fire Authority is required by law to provide a fire and rescue service and to put in place business continuity arrangements to ensure that this can continue to be provided in a range of circumstances. Surrey Fire and Rescue Service Business Continuity plans were presented to Cabinet in November 2011. Since that time the Service has been working to ensure that, as far as reasonably possible, there would be no gap in business continuity in the event of industrial action and that it could continue to undertake its mission to save life, relieve suffering and protect property.</p> <p>This work has led to the development of a proposal to not only address the long standing capability gap in the event of industrial action but also to deliver additional support in terms of specialist services and equipment.</p> <p>Access to this response would be through the existing 999 telephone system.</p>
What proposals are you assessing?	<p>This is not a change to 'business as usual' but an additional set of measures to be made available in the event of industrial action or some other such circumstances that result in the significant reduction of emergency response cover.</p> <p>The provision of a contingency crewing capability has the intention to maintain a level of emergency response to critical incidents during a period of resource degradation. The reduction in resources would require an increased level of call challenge to reduce the number of incidents requiring a fire and rescue response. This call challenge would be undertaken as during normal operating circumstances and would consider the circumstances of those individuals involved in the incident.</p> <p>The proposals are for the provision of a commercial sector provided specialist emergency response, supplying specialist skills and equipment to support SFRS frontline crews. This would be notably in areas such as working at height, confined space and water rescue. This specialist resource would also be available to provide a contingency crew when necessary.</p>
Who is affected by the proposals outlined above?	<p>The proposals will affect:</p> <p>Service users: This proposal aims to provide a continuation of emergency response during periods of staff shortages (such as industrial action). The proposals aim to reduce the impact that such shortages would have on the safety and welfare of all residents and visitors to Surrey.</p> <p>Council staff: 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</p>

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trained emergency response available. This may lead to a number of situations where the imperative to act or the negative reaction of members of the public in need of assistance may be impactful.

External organisations: The proposal aims to reduce 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.

The contingency crewing proposal would provide an emergency response during periods of degradation but this is likely to be a significantly reduced capability compared to business as usual. Whilst this reduction would be felt equally by all those living, working or travelling in Surrey, those who are already at a higher risk from the effects of fires and other incidents may see this risk increase due to the potentially extended response times that the reduced capability would provide. These groups include the elderly and those with disabilities.

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6. Sources of information

Engagement carried out
<p>The reduction in emergency response capability would require the Service to manage the contingency crewing on a risk assessed basis, responding only to genuine calls where lives are at risk. This risk assessment would be based upon the same standards as are applied now, which are free from negative bias towards and particular individuals or groups.</p> <p>During the development of the Public Safety Plan (2011-20) a wide ranging consultation was undertaken to establish the potential impacts on groups where emergency response cover was potentially being reduced. This again established that the provision of emergency response is delivered free from negative bias and is based upon risk assessment and individual needs. These are established either by intelligence gathering prior to the call being received or by the management of the information being obtained from the caller. This seeks to identify any particular issues or circumstances which may increase the risk of harm to those involved in the incident, such as disability.</p> <p>Staff will be engaged as the proposals are implemented as there is a 'business as usual' element within the proposed contract for the provision of specialist services such as confined space and water rescue. These services will enhance the safety of SFRS staff when delivering an emergency response.</p>
Data used
<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

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

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

Protected characteristic ²	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
Sexual orientation	Maintenance of an emergency response provision during periods of	None	NA

² More information on the definitions of these groups can be found [here](#).

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	capability degradation		
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 providing an enhanced specialist rescue capability. There are no impacts on any particular protected characteristic.
Race	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.

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Religion and belief	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.
Sex	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.
Sexual orientation	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.
Marriage and civil partnerships	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.

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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 2013	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 compliance with SCC fairness and respect strategy	Prior to contract sign off	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

If your assessment has identified potential negative impacts that cannot be mitigated, you should list them here. This does not mean the proposal has to be abandoned, but will allow decision makers to have 'due regard' to these matters when they make their decision.

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

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	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 proposals aim to reduce the impact that staff shortages would have on the safety and welfare of all residents and visitors to Surrey. There are no negative impacts identified as a result of the proposals. The negative impacts linked to the proposals are the potential for an increased risk to those in vulnerable groups as a result of a reduced level of service.
Changes you have made to the proposal as a result of the EIA	NA
Key mitigating actions planned to address any outstanding negative impacts	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.
Potential negative impacts that cannot be mitigated	NA