



Annex C

**1. Topic of assessment**

<b>EIA title:</b>	Public Safety Plan Refresh 2016-2025
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<b>EIA author:</b>	Angeliki Humphries
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**2. Approval**

	Name	Date approved
<b>Approved by<sup>1</sup></b>	Russell Pearson	

**3. Quality control**

<b>Version number</b>	V3	<b>EIA completed</b>	24/03/2016
<b>Date saved</b>		<b>EIA published</b>	

**4. EIA team**

Name	Job title (if applicable)	Organisation	Role
Angeliki Humphries	Project Specialist	SFRS	Policy Adviser on Equalities

<sup>1</sup> Refer to earlier guidance for details on getting approval for your EIA.

## 5. Explaining the matter being assessed

<p><b>What policy, function or service is being introduced or reviewed?</b></p>	<p><b>Our Public Safety Plan – Background</b></p> <p>Valuing and promoting equality and diversity are central to the work of the Surrey Fire and Rescue Service (SFRS). The ability to protect the public through fire safety advice, fire prevention, fire protection and emergency response depends on understanding the differing needs of the diverse communities and responding appropriately to those needs.</p> <p>The SFRS Public Safety Plan is the Service’s primary planning document. It is a statutory requirement of the Fire and Rescue Services Act 2004 and is compiled in line with the National Framework 2012. The plan presents the Service’s short and medium term aims in relation to managing and reducing risk in Surrey and the contribution made by SFRS to regional and national resilience. The SFRS Refresh 2016-2025 is based on the risks and the needs of our local communities and sets actions for the years 2016-25.</p> <p>The PSP has been developed to address the key risks and challenges facing local communities and sets out the approach we aim to take in order to deliver the most effective fire and rescue service to the local communities of Surrey whilst considering the public’s views, where possible to.</p> <p>Our Plan provides guidance on achieving planning outcomes which support and promote equality and diversity and ensure that consideration of these issues form an integral part of the planning process both for internal provisions (employment practices, procurement, etc) and in the service delivered by the SFRS.</p> <p>This document has taken into consideration the Fire and Rescue Service’s Peer Challenge (October 2015) findings and recommendations.</p> <p>Also, the proposed PSP might reflect the need for separate EIAs to be completed on detailed functional areas (as part of the consultation on the proposed PSP and the future reviews of the plan).</p> <p>The service provides a countywide response to emergency incidents (such as fires and road traffic collisions), as well as conducting community safety work, contingency planning and protection and enforcement for the built environment and it is actively engaged in the prevention of incidents. There is also a regional and national aspect to service delivery in terms of mutual aid and significant events e.g. flooding and its associated legislation. The service is also a Category One Responder.</p> <p>The public safety plan (PSP) is the over-arching business strategy that guides the priorities and improvements Surrey Fire and Rescue Service will make over the next ten years The Public Safety Plan (PSP) is our key planning document that describes how we will play our part in keeping Surrey residents, and those that work or travel through the county, safe over the next 10 years. It outlines our understanding of the risks and challenges facing the county and how we will maintain adapt and enhance our service accordingly.</p> <p>Our current Public Safety Plan (PSP) was developed in 2011 and runs to 2020. As with any plan operating over a 10 year period the context within which the plan was developed has changed, both locally and nationally. We</p>
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have produced this document to refresh the vision outlined in 2011 and look toward 2025 in order to respond to all drivers for change and to maximise public safety in this ever changing environment.

Service priorities and risks are changing, yet our aim remains to work together to save lives. Over the last decade, 999 calls to fires across the country and in Surrey have fallen alongside reduced demand for traditional fire and rescue activities, such as fires and automatic fire alarms. This can only be a good thing. It is in part testament to our public education efforts about how to prevent fires and road traffic collisions (RTCs) occurring in the first place. Our prevention work will continue, with a particular focus on older and vulnerable adults who are the group most at risk from fire.

Population structure is shifting, with a greater proportion of older people predicted – those over 65 years of age tend to be more vulnerable to house fires and require a greater number of emergency services more regularly. We recognise that we also have an important part to play in improving the life chances for young people, so we deliver a number of other effective prevention activities.

Understanding the risks we face is a key part of our decision making process. It informs our planning for how and where we should use our resources to reduce the occurrence and impact of emergency incidents across Surrey.

Therefore, Surrey Fire and Rescue Service has developed the Surrey [Community Risk Profile document](#) that is set out in four main sections detailing how the Service works to address risk in Surrey and to achieve its mission.

## Workforce

As of 31 March 2016, SFRS operates from 26 fire stations with 35 fire engines and 29 specialist vehicles, and we have:

- 524 wholtime firefighters
- 116 on-call firefighters
- 25 Joint Emergency Communication Centre (JECC) staff
- 79 support staff
- 140 volunteers

**The equalities data for SFRS workforce for each of the 9 protected characteristics cannot be shown here. We have strict criteria on release of personal data, so any individual and their self-declared data will not be identified. The minimum number of staff we will release data for, is 100, to maintain anonymity and data protection.**

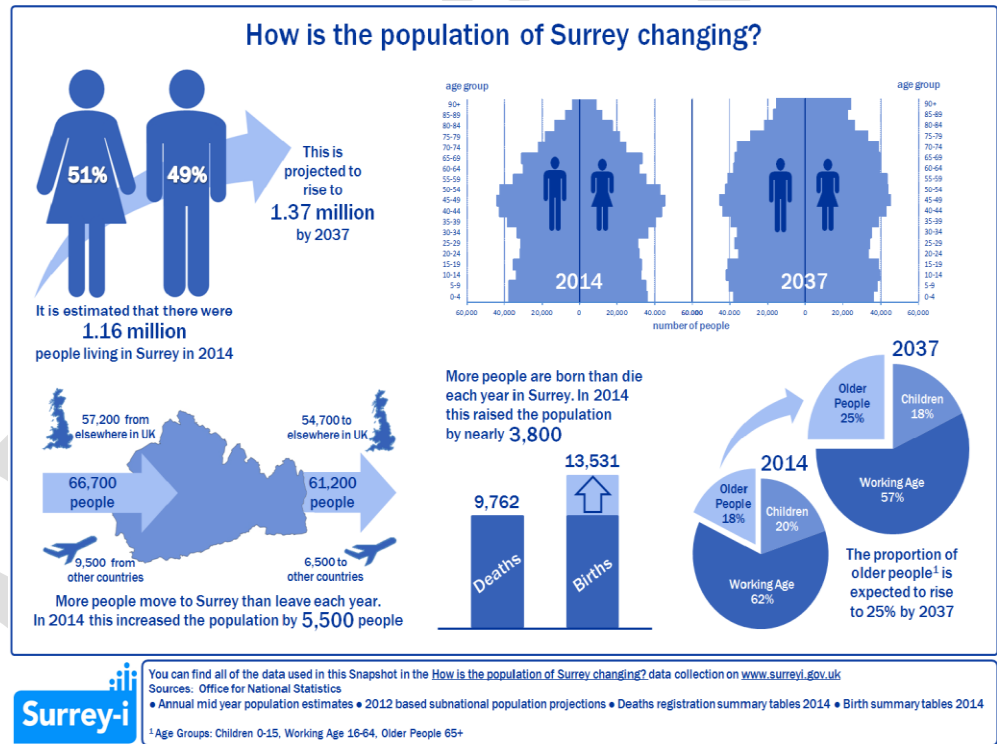
Therefore, as in this case the SFRS workforce numbers for the 9 protected characteristics are very low, this data will not be published. However the equalities data have been taken into consideration for the purpose of the equalities analysis for our Public Safety Plan.

We provide services to over 1.2m people and cover an area of 1,663km<sup>2</sup>, which includes large urban areas, vast stretches of motorway and close proximity to two major airports. We handle approximately 17,000 calls and attend around 10,700 incidents per year.

## Population Snapshot

As people are living longer, the age profile of the population will alter. There will be an increase in the proportion of people aged over 60 and aged over 85. The analysis of fire fatalities reveals a strong prevalence of vulnerability in older people. The number of people aged 65 and over in Surrey is projected to rise by 28% from 181,500 in 2013 to 233,200 in 2020. The number of people aged 85 and over in Surrey is estimated to increase by 44% from 32,000 in 2013 to 46,000 in 2020.

Increasing diversity within the community brings us a set of challenges as understanding communities and the risks relating to their particular behaviours and lifestyles becomes more complex. This understanding extends to determining the most appropriate methods of reaching and engaging with these communities in order to deliver appropriate and effective safety education.



**What proposals are you assessing?**

## Our Proposals

The PSP document outlines proposals to transform the service and ensure it is best placed to keep Surrey’s communities safe by:

1. Undertaking an options appraisal on working more closely with other Fire and Rescue Services, and with Police and Ambulance Services, behaving as one, whilst maintaining our current frontline provision.
2. Anticipating changes to the demographic profile across Surrey to identify and target residents and businesses most at risk of fire in our communities by using a broad range of data, including information shared with us by other agencies, to assist us with this work.

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	<ol style="list-style-type: none"> <li>3. Increasing integration and meaningful collaboration with other emergency services to assist them to respond to an increasing demand for services, where we can improve community safety and add public value.</li> <li>4. Continuing to review mobilising* arrangements with our emergency service partners (other Fire and Rescue Services, Police and Ambulance) to develop a next generation 999 call system to improve how we communicate, share information and respond to incidents to enhance public value.</li> <li>5. Reviewing our training requirements and introducing more realistic training to offset the reduction in real-world experience created by the fall in demand for our traditional services.</li> <li>6. Examining our communities to see where we can better meet community needs.</li> <li>7. Exploring all options to maximise income and avoid, reduce or recover costs to enable us to invest in our workforce, facilities and community.</li> <li>8. Reviewing our Surrey Response Standard.</li> <li>9. Reviewing the way we call handle and respond to automatic fire alarms.</li> </ol>
<p><b>Who is affected by proposals outlined above?</b></p>	<ul style="list-style-type: none"> <li>• All communities in Surrey</li> <li>• Visitors to the county</li> <li>• Surrey Fire and Rescue members of staff</li> <li>• Fire Authority Members</li> <li>• Surrey Local Authorities and other Emergency Services we work with</li> <li>• Other Community Partners</li> </ul>

## 6. Sources of information

Engagement carried out
<p>Proposed PSP activities:</p> <p>Stage 1: Pre engagement activities: March - April 2016                      Stage 2: Formal Consultation: April - June 2016</p> <p>Activities</p> <p><b>Staff</b> (including uniformed staff, JECC, On-call staff and Support staff)                      Engagement and consultation through online survey and staff briefings)</p> <p><b>Local Committees</b>                      Engagement through social media and other communication channels</p> <p>Officers attended the Reigate and Banstead Local Committee in June 2016. This was the only Local Committee meeting scheduled within our formal consultation period.</p> <p><b>Partners and Neighbours</b>                      Engagement and consultation through online survey and through online and social media communication channels)</p> <p><b>Local communities</b>                      Public meetings:</p> <ul style="list-style-type: none"> <li>• Saturday 7 May at 11am - Chertsey Fire Station</li> <li>• Wednesday 18 May at 7pm – Guildford Fire Station</li> <li>• Thursday 19 May at 7pm - Fire Service HQ, Wray Park, Reigate, Meeting Room 1</li> </ul> <p><b>External Equality Group and Voluntary, Community and Faith Sector engagement</b></p> <ul style="list-style-type: none"> <li>• Surrey Gypsy Traveller Communities Forum – 8 June</li> </ul> <p><b>Disability Alliance Network (DANs)</b></p> <ul style="list-style-type: none"> <li>• Mid - Monday 9 May 1.30-4.00pm at Parkhouse Leatherhead</li> <li>• North - Tuesday 17 May 2-4pm at Addlestone Community Centre</li> <li>• South West - Wednesday 11 May 10.30am-12.30pm at Godalming Baptist Church</li> <li>• East - Monday 16 May 1.30-4.00pm at Orpheus Centre</li> <li>• annual conference- 20 June (consultation feedback)</li> </ul> <p>Following feedback from the DAN meetings we have amended the action plan of this EIA to reflect the network’s comments regarding accessible consultation materials for disabled people.</p> <p><b>Surrey Learning disability valuing people groups</b> (online engagement through their ebuletin)</p> <p>(For more information on specific consultation and engagement activities please see the detailed <a href="#">PSP Communications, Engagement and Consultation Plan</a>.)</p> <p>Effective consultation and engagement with the residents, community groups, representative bodies, staff and partners will take place from 28 April 2016 and will continue until 07 June 2016 on our PSP Refresh in order to:</p> <ul style="list-style-type: none"> <li>• Identify the specific needs of all groups within the local community</li> <li>• Identify the likely effect of the proposed PSP on these different groups of staff and partners</li> </ul>

The proposed PSP Refresh will be reviewed in the light of the information received to ensure effective service delivery for all groups.

During this analysis we identify directly who will be affected by the proposed PSP.

- Identify key stakeholders, partners and relevant groups that have an interest, influence and will be affected by the proposed PSP Refresh.
- Ensure that the above groups are consulted.
- Make information available to those consulted.
- Make information be accessible to all groups, including those with disabilities and those from minority ethnic communities.
- Find out whether there are any barriers to effective consultation and communication with each of the identified groups.

N.B. Any consultation/engagement and communication activities scheduled for the PSP options will enable us to inform and further develop this EIA and identify any equalities implications to staff and the local communities.

### Data used

- Fatal Fires Report
- Surrey
- Community Risk Profile
- SFRS local intelligence data

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

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

Protected characteristic <sup>2</sup>	Potential positive impacts	Potential negative impacts	Evidence
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 186</p> <p style="text-align: center;"><b>Age</b></p>		<p>Older people have been identified as more at risk from fire. As a result, prevention activity will continue to be targeted towards them.</p> <p>Middle aged men living alone have been identified as at more risk from fires. As a result, prevention activity will continue to be targeted towards them.</p> <p>Young people are more likely to be involved in fires relating to anti-social behaviour. As a result, prevention activity will continue to be targeted towards them.</p>	<p>Delivery plans and service plans will continue to plan for innovative and efficient ways to engage with different communities of different ages to ensure that all emergencies receive high levels of response.</p> <p>No negative impact of the PSP Refresh has been identified at this stage on any particular protected group and no perceived disproportionate service delivery compared to the current level of service received by these groups currently.</p> <p>We will increase prevention and protection work in areas affected by potential mergers and closures by intelligently targeting those people identified as vulnerable. We will explore more possibilities of working with our neighbouring partners to assist with fire and rescues in areas where any changes are proposed.</p>
<p style="text-align: center;"><b>Disability</b></p>		<p>It is not envisaged that the impact of the changes on our proposals will have any negative impact on disabled people.</p> <p>The way in which SFRS defines disabled people as high risk will not change and we will ensure that their needs in relation to Fire and Rescue services will be met.</p> <p>Services and policies will continue</p>	<p>We will increase prevention and protection work in areas affected by potential mergers and closures by intelligently targeting those people identified as vulnerable. We will explore more possibilities of working with our neighbouring partners to assist with fire and rescues in areas where any changes are proposed.</p>

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



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		<p>to take into account their needs of this group.</p> <p>People with disabilities have been identified as more at risk from fire occurring and in some cases, less able to escape when a fire does occur. Further consultation with disabled people will be carried out during the lifespan of the PSP to establish their experiences and impacts of any service changes.</p>
<b>Gender reassignment</b>		Not known at this stage
<b>Pregnancy and maternity</b>		Not known at this stage
<b>Race</b>		<p>Some minority ethnic communities have been identified as being at greater risk from fire and where we identify this we will work with those communities to target prevention activity.</p> <p>Racial differences can place people at increased risk of hate crime and this can include the use of fire as a weapon. Our prevention and protection work with the police and other partners helps people to protect themselves and assists in the prevention of such crimes. Monitoring of such incidents will be key to understanding the needs and experiences of these community groups.</p>

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<p><b>Religion and belief</b></p>		<p>Some religious groups have been identified as being at greater risk from fire and</p> <p>where we identify this we will work with those communities to target prevention activity.</p> <p>Community delivery plans and service plans will continue to plan for innovative and efficient ways to engage with different faith groups and support agencies to ensure that all emergencies receive a high level of response.</p>	
<p>Page 188</p> <p><b>Sex</b></p>		<p>There is evidence to suggest that men are generally more at risk from fire and road traffic collisions. We regularly monitor the fires where people die and older men tend to be the highest risk group. As a result, prevention activity will continue to targeted towards these groups at risk.</p>	
<p><b>Sexual orientation</b></p>		<p>Lesbian, Gay, Bisexual and Transsexual people can be at an increased risk from hate related crime and this might include the use of fire as a weapon. Our prevention and protection work with the police and other support agencies helps people to protect themselves and assists in the prevention of such crimes.</p>	
<p><b>Marriage and civil partnerships</b></p>		<p>None identified at this stage</p>	

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<b>Carers<sup>3</sup></b>		Not known at this stage	
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We have extensive business intelligence which shows that socio-economic disadvantage is significant risk factor in relation to all types of fire. As a result many of our prevention activities focus on those areas with the highest levels of deprivation.

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

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<b>Age</b>			
<b>Disability</b>			
<b>Gender reassignment</b>			
<b>Pregnancy and maternity</b>			
<b>Race</b>			
<b>Religion and belief</b>			

Separate EIAs are currently under development or will be completed in the future that will be looking into potential impacts of the specific PSP proposals of workforce changes on staff with protected characteristics

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<sup>3</sup> 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'.

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<b>Sex</b>	
<b>Sexual orientation</b>	
<b>Marriage and civil partnerships</b>	
<b>Carers</b>	

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## 8. Amendments to the proposals

Change	Reason for change
<p>To revisit this section once the formal public consultation has been completed and amend if necessary to reflect any changes in the plan</p> <p>Update: following feedback from the formal consultation two actions have been added below (see action plan) regarding information available in accessible formats and more engagement with disabled people and the DANs (Disability alliance Networks) during the implementation of each of the nine proposals</p>	<p>The Consultation evaluation/findings report will inform this section if necessary.</p>
<p>Following feedback from the DAN groups about alternative ways disabled people can access our draft PSP documents we have made the following changes:</p> <ul style="list-style-type: none"> <li>• Large print copies of the PSP summary and questionnaire were available at PSP subsequent consultation events</li> <li>• Large print transcript of the video was produced and copies were available in the consultation events</li> <li>• Continued to highlight and make people aware of alternative formats available on request</li> <li>• Working with colleagues in SCC Adult Social Care directorate to set up an accessibility workshop.</li> </ul>	<p>Access to the draft PSP documents and alternative formats for disabled people</p>

## 9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
	<p>The proposed PSP Refresh might reflect the need for separate EIAs to be completed on detailed functional areas/PSP proposals (as part of the consultation and the future reviews of the plan).</p>	<p>tbc</p>	<p>tbc</p>
	<p>A separate EIA will be carried out for the Service's Medium Term Financial Plan (MTFP) 2017-18 to identify and assess any potential</p>	<p>October – December 2016</p>	<p>Matthew Baker - Chief of Staff</p>

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	impacts/changes that the financial proposals and decisions might have on staff and communities.		
	Ensure that our proposals provide the best support for all protected groups and helps to maintain and increase community engagement whilst maintaining agreed standards in responses to fire and rescue.		
	Continue to establish innovative and efficient ways to engage with all the protected groups		
	Continue to engage with neighbouring FRAs to establish opportunities to cover areas affected by rescue responses.		
	Work closely with the Surrey DANs (Disability Alliance Networks) on future publications, online and printed to ensure that information is available and accessible to all	May 2016 and ongoing	

## 10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
n/a	

## 11. Summary of key impacts and actions

<p><b>Information and engagement underpinning equalities analysis</b></p>	<p>Valuing and promoting equality and diversity are central to the work of the Surrey Fire and Rescue Service (SFRS). The ability to protect the public through fire safety advice, fire prevention, fire protection and emergency response depends on understanding the differing needs of the diverse communities and responding appropriately to those needs.</p> <p>Effective consultation and engagement with the residents, community groups, representative bodies, staff and partners will take place from 28 April 2016 and will continue until 07 June 2016 on our PSP Refresh in order to:</p> <ul style="list-style-type: none"> <li>Identify the specific needs of all groups within the local</li> </ul>
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	<p>community.</p> <ul style="list-style-type: none"> <li>Identify the likely effect of the proposed PSP on these different groups of staff and partners.</li> </ul> <p>The proposed PSP will be reviewed in the light of the information received to ensure effective service delivery for all groups.</p>
<p><b>Key impacts (positive and/or negative) on people with protected characteristics</b></p>	<p>Delivery plans and service plans will continue to plan for innovative and efficient ways to engage with different communities of different ages to ensure that all emergencies receive high levels of response.</p> <p>No negative impact of the PSP Refresh has been identified at this stage on any particular protected group and no perceived disproportionate service delivery compared to the current level of service received by these groups currently.</p> <p>We will increase prevention and protection work in areas affected by potential mergers and closures by intelligently targeting those people identified as vulnerable. We will explore more possibilities of working with our neighbouring partners to assist with fire and rescues in areas where any changes are proposed.</p>
<p><b>Changes you have made to the proposal as a result of the EIA</b></p>	<p>There have been no changes to the proposals in the Public Safety Plan, however we are working with groups to ensure that alternative formats are readily available where possible.</p>
<p><b>Key mitigating actions planned to address any outstanding negative impacts</b></p>	<p>n/a</p>
<p><b>Potential negative impacts that cannot be mitigated</b></p>	<p>n/a</p>

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