

## 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’<sup>1</sup>**, 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 discrimination<sup>2</sup>. 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.

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<sup>1</sup> 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.

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

# EQUALITY IMPACT ASSESSMENT GUIDANCE

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 cases<sup>3</sup>. 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 completed<sup>4</sup>. **Very few of our policies, functions or services will have no equalities implications for either our residents or our staff.**

<sup>3</sup> 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](#).

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

# EQUALITY IMPACT ASSESSMENT GUIDANCE

**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.

# EQUALITY IMPACT ASSESSMENT

## 1. Topic of assessment

<b>EIA title:</b>	FRS Continuity of emergency response cover for Horley and Reigate and Banstead
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<b>EIA author:</b>	Julia McDonald, Policy Officer, Customers and Communities
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## 2. Approval

	<b>Name</b>	<b>Date approved</b>
<b>Approved by<sup>5</sup></b>		

## 3. Quality control

<b>Version number</b>	0.5	<b>EIA completed</b>	
<b>Date saved</b>	05/03/13	<b>EIA published</b>	

## 4. EIA team

<b>Name</b>	<b>Job title (if applicable)</b>	<b>Organisation</b>	<b>Role</b>
Julia McDonald Greg Finneron	Policy Officer	SCC	EIA author
Doug Feery	Barrister		External advisor
Corporate E&D	Policy Team	SCC	Internal advisor
Ian Thomson	Area Manager	SFRS	Internal Advisor

## 5. Explaining the matter being assessed

<b>What policy, function or service is being introduced or reviewed?</b>	<p>The Public Safety Plan (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. Since the PSP was approved, West Sussex Fire and Rescue Authority have decided to relocate the fire engine hitherto based at Horley to Horsham and terminating their agreement to receive and respond to calls for assistance in the local ceded area with effect from 1st April 2013.</p> <p>Fire engine emergency response times will be affected, but people and businesses would continue to access the services through usual channels (emergency line, FRS channels – website, stations, phone, email, etc).</p>
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<sup>5</sup> Refer to earlier guidance for details on getting approval for your EIA.

# EQUALITY IMPACT ASSESSMENT

<p><b>What proposals are you assessing?</b></p>	<p>The proposed option is to create a chain of single fire engine fire stations running through the boroughs of Epsom &amp; Ewell and Reigate &amp; Banstead.</p> <p><b>Proposal 1:</b> Relocate one fire engine from Reigate to Horley Fire Station by agreement with West Sussex FRA on an interim basis from April 2013, whilst a more permanent second stage solution is created at a new optimal location in the Salfords area with a target date of the end of 2013.</p> <p><b>Proposal 2:</b> Relocate one fire engine from Epsom to a new optimal location in the Burgh Heath area with a target date of summer 2014.</p> <p>The Proposals should result in the first fire engine reaching emergencies more quickly on average than they do now and should minimise the impact on the Surrey response standard.</p>
<p><b>Who is affected by the proposals outlined above?</b></p>	<p>The potential impact of this move is likely to be on residents and businesses in the area of Horley (continued cover), the remainder of Reigate &amp; Banstead and Epsom &amp; Ewell, as well as staff (re-location). The most significant impact will be experienced by those involved in incidents requiring the attendance of a second fire engine, particularly in parts of Epsom &amp; Ewell. Approximately 67% of incidents are resolved with only one fire engine in attendance. The impact on residents is outlined in section 7. The detailed impact of options was established at the beginning of November and shared with the public and partners during the consultation phase (12 weeks, starting 10/12/12).</p>

## 6. Sources of information

<p><b>Engagement carried out</b></p>
<p>The proposal has been shared with numerous stakeholders during consultation.</p> <p>Consultation activities included a widely publicised on-line survey, postal questionnaires, presentations at public meetings, letters and emails to Voluntary, Community and Faith Sector (VCFS) stakeholders and partner agencies, as well as staff and union consultation. The Empowerment Board East Surrey and the Equalities Advisory Group have been consulted.</p> <p>The consultation was publicised in local GP practices, schools, churches, Post Offices, libraries, CABx, community centres, through local media, SCC media and social media (see consultation plan, <a href="#">Annex x</a>).</p> <p>An E&amp;D Policy officer and external advisor have been involved in ensuring that the consultation plan was inclusive and follows corporate guidance.</p>
<p><b>Data used</b></p>
<p>To inform the EIA, the project used:</p> <ul style="list-style-type: none"> <li>• Impact modelling to ensure we understand the effects of different options</li> <li>• High risk group analysis using MOSAIC and Surrey-i data to understand the demographic make up of the affected areas</li> <li>• Consultation and engagement with residents and businesses from affected areas</li> <li>• Feedback from partners and politicians</li> <li>• <a href="#">SFRS Community Risk Profile 2011-12</a></li> <li>• <a href="#">SFRS &amp; ASC Briefing Document for Frontline Staff</a></li> </ul>

# EQUALITY IMPACT ASSESSMENT

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

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

#### Impact on all residents:

##### Emergency Response times:

The proposals have been 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. 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 have 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. The journey time between the new optimal location at Salfords and the Horley fire station is less than 10 minutes on average during the day and about 5 minutes at night.

We predict 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 if the proposals are implemented. It would also mean that the second fire engine is likely to take longer to arrive at an incident in the Borough, especially in areas to the north and west of the current Epsom Fire Station. We predict that the average response time for the first fire engine to arrive at an incident in Reigate & Banstead overall would improve significantly if all the proposals were implemented. It would also mean that the second fire engine is likely to take longer to arrive at an incident in the Borough, particularly in the area close to the current Reigate Fire Station. The average for both R&B and E&E would still be well within the Surrey emergency response standard.

The proposal has also been created in accordance to PSP principles and following consultation on the plan.

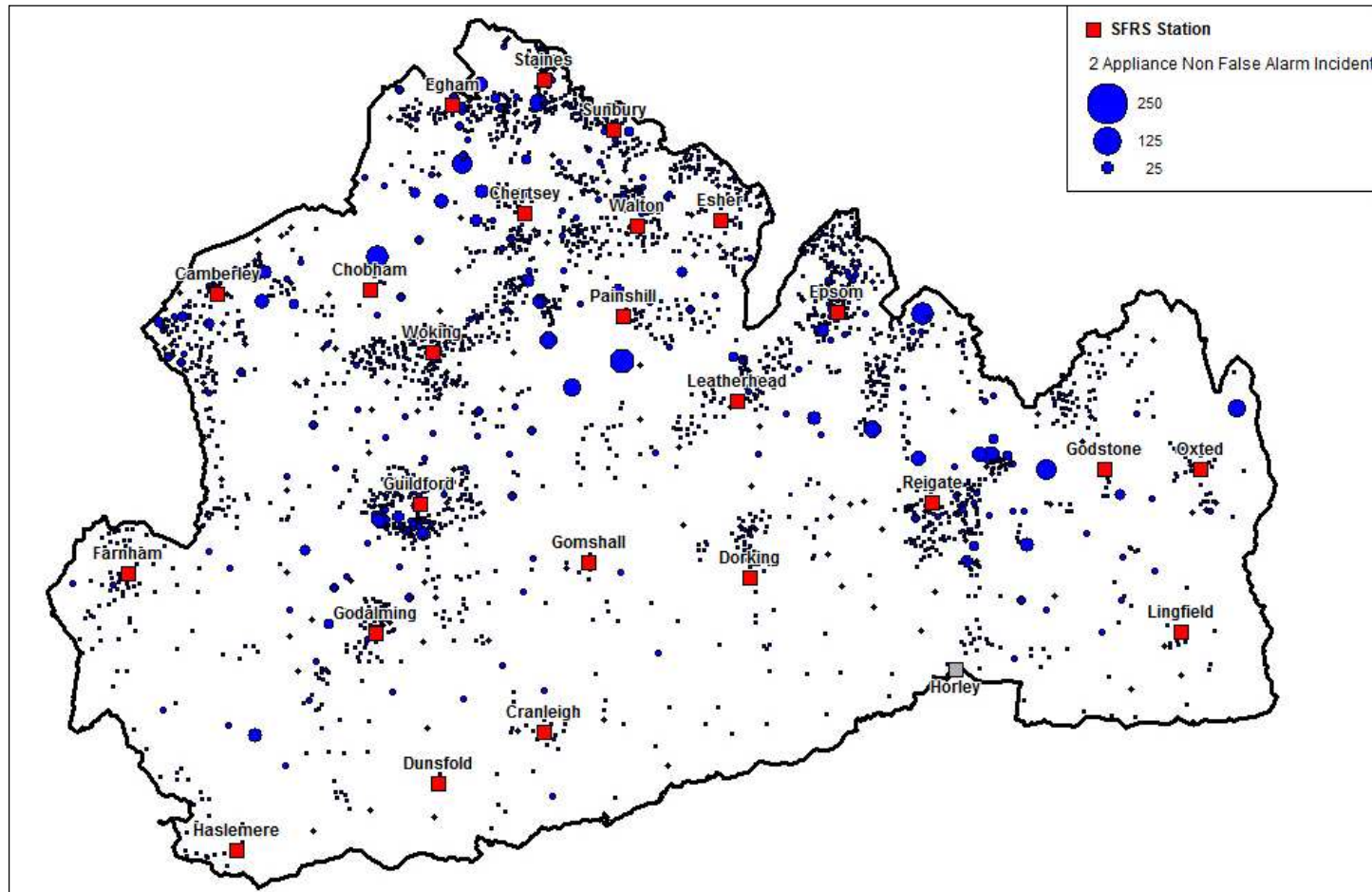
Response standard		1st response to all 2+ fire engine incidents		2nd response to all 2+ fire engine incidents		1st response to other emergencies
		Average	% in 10 mins	Average	% in 15 mins	% in 16 mins
Current situation	Surrey	07:25s	80.7%	10:03s	90.3%	98.1%
	E&E	05:16s	94.0%	06:12s	96.2%	98.5%
	R&B	08:36s	69.2%	10:21s	90.1%	97.5%
Preferred option	Surrey	07:17s	82.5%	10:27s	90.5%	98.3%
	E&E	06:07s	87.1%	11:48s	91.4%	97.7%
	R&B	07:18s	82.7%	10:35s	92.5%	98.8%

# EQUALITY IMPACT ASSESSMENT

## Numbers of one and two pump incidents in Surrey:

Approximately 67% of incidents are resolved with only one fire engine in attendance.:

## Incident Distributions (6 year – 2006/07 – 2010/11 2 fire engine Non False Alarm Incidents)



## EQUALITY IMPACT ASSESSMENT

The distribution of number of incidents shows that, as expected, frequency is linked to density of population. The key areas for numbers of incidents are urban areas (however, severity of incidents is not linked to population density):

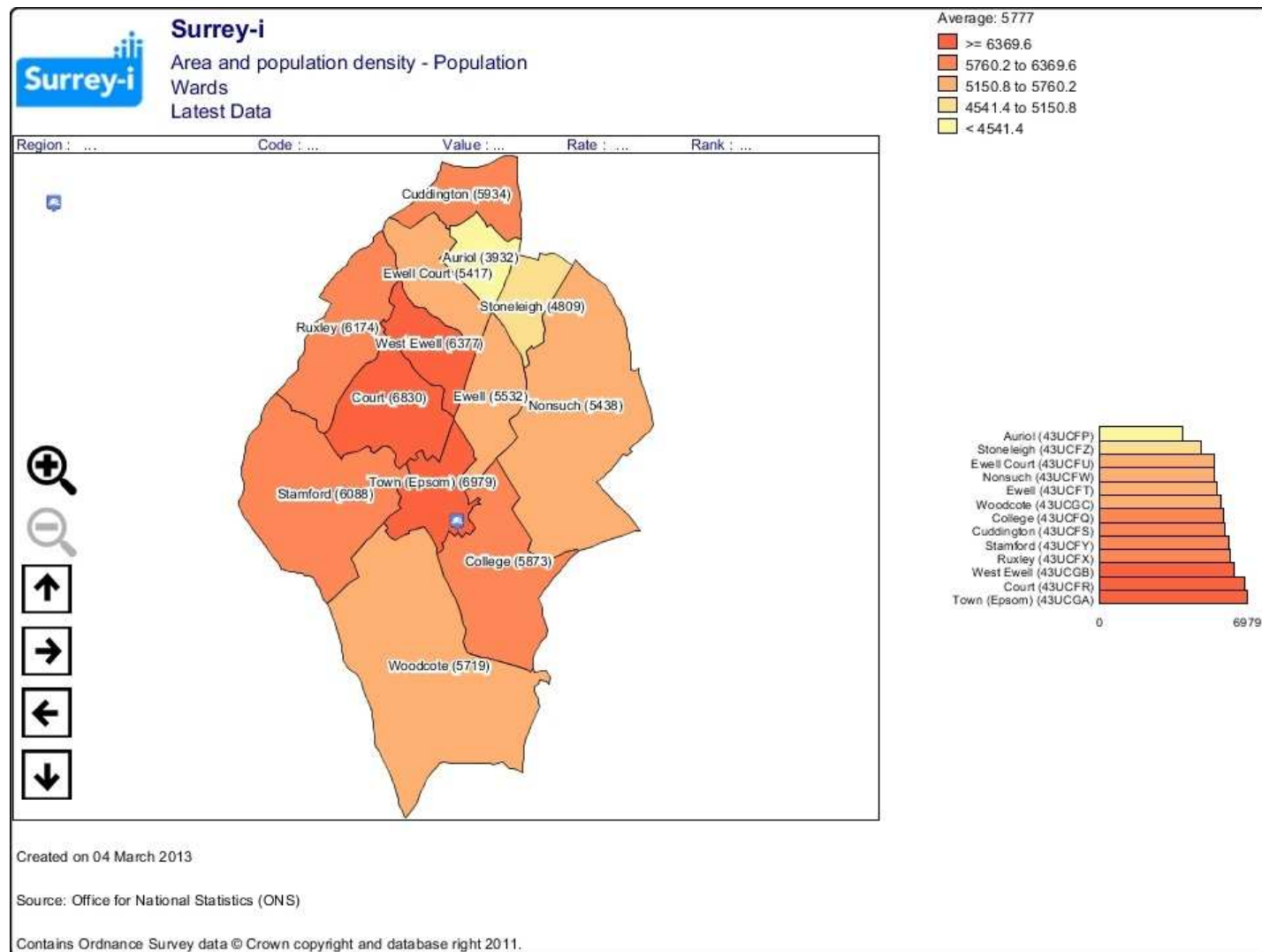
- Redhill / Reigate area
- Epsom
- North Reigate & Banstead (Burgh Heath / Banstead area)

The changes to the deployment of fire engines means that residents in North Reigate and Banstead that have previously had longer than average response times will have an improved provision (i.e. first engines are more likely to reach them within 10 minutes).



# EQUALITY IMPACT ASSESSMENT

## Epsom and Ewell: Population by Ward



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**Source:** Office for National Statistics (ONS)

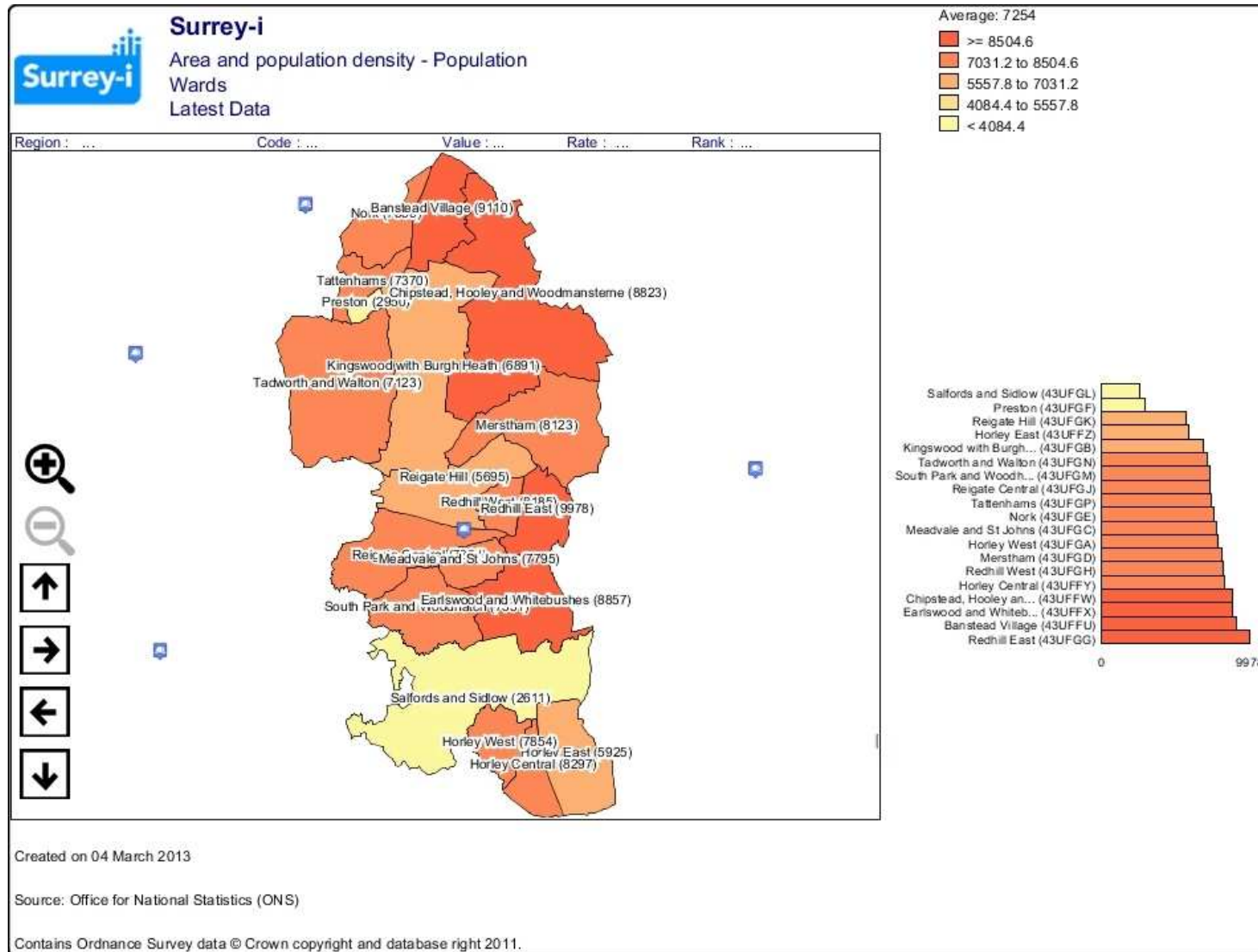
**Dataset:** Census: Population, households and area

This dataset includes data from the 2011 Census released by the Office for National Statistics (ONS)

<http://www.surreyi.gov.uk/GeographyDataBrowser.aspx>

# EQUALITY IMPACT ASSESSMENT

## Reigate and Banstead: Population by Ward



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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/GeographyDataBrowser.aspx>

# EQUALITY IMPACT ASSESSMENT

## 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
<b>Total</b>	<b>137835</b>

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
<b>Total</b>	<b>75102</b>

<b>Surrey</b>	<b>1132390</b>
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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)

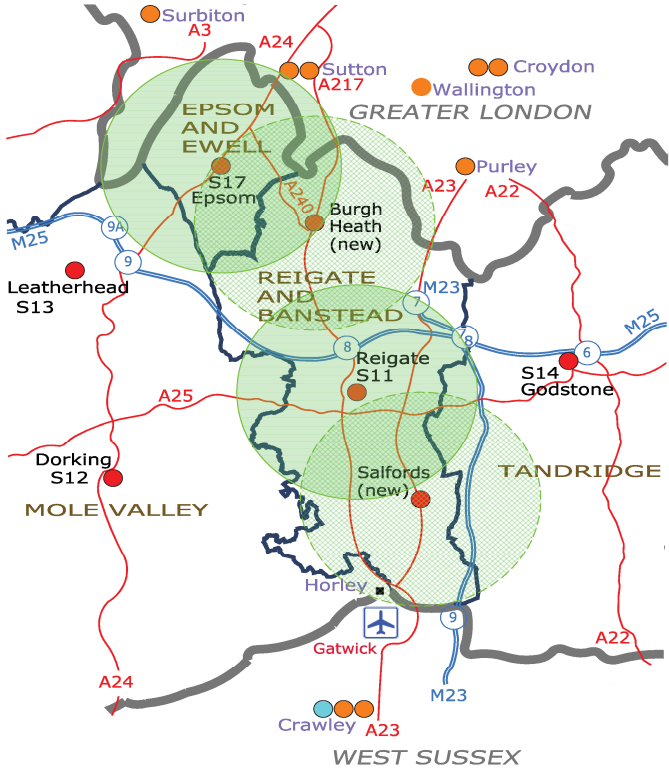
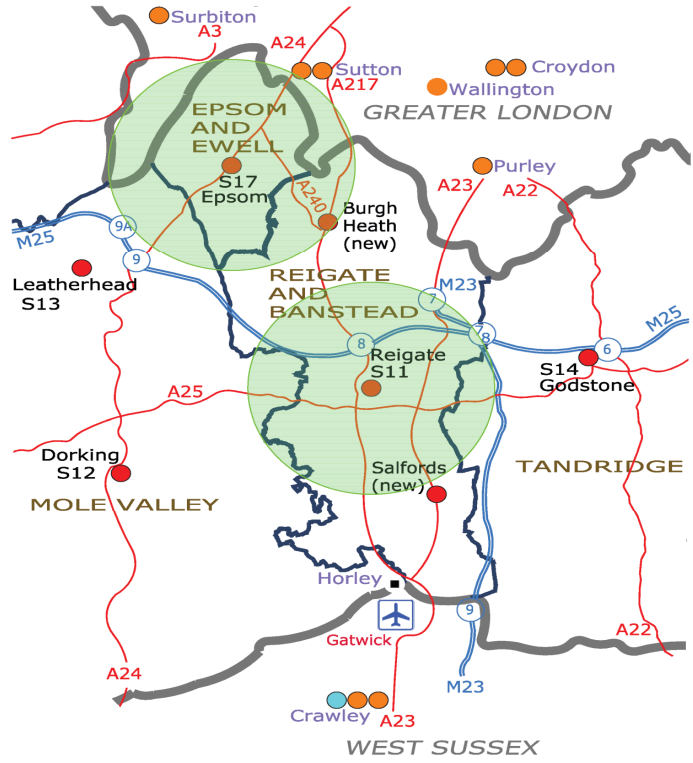
<http://www.surreyi.gov.uk>

# EQUALITY IMPACT ASSESSMENT

Graphic to demonstrate 10 minute drive time:  
Current Configuration

Graphic to demonstrate 10 minute drive time:  
Proposed Configuration

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## LEGEND

- Wholetime Crewed Pump (24/7)
- Retained Crewed Pump
- Over The Border Wholetime Pump (24/7)
- No Fire Engine Deployed
- Local Authority Boundary
- ⊗ Estimated 10 Minute Response Time

# EQUALITY IMPACT ASSESSMENT

## Vulnerable Adults

The Fire Investigation and Community Risk Reduction Team has direct access to the Adult Social Care (ASC) AIS client management system. This is a major step forward for both services as it allows SFRS to streamline its working practices with ASC, saving staff time and allowing us to better serve the adults at risk in Surrey.

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, ie 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.

For the purposes of this EIA, 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.

### Breakdown of people who may be at higher risk in a fire situation by District & Borough

District / Borough	High Fire Risk people out of all people open to ASC	% High Risk people
Elmbridge	258 out of 2638	10%
<b>Epsom and Ewell</b>	<b>157 out of 1784</b>	<b>9%</b>
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%
<b>Reigate and Banstead</b>	<b>343 out of 3353</b>	<b>10%</b>
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

# EQUALITY IMPACT ASSESSMENT

## Breakdown of people who may be at higher risk in a fire situation

By Ward:

### Epsom & Ewell

Wards with a % greater than 10% have been highlighted

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

# EQUALITY IMPACT ASSESSMENT

## Reigate & Banstead

Wards with a % greater than 10% have been highlighted

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

# EQUALITY IMPACT ASSESSMENT

## General Background on Reigate & Banstead and Epsom & Ewell:

In the Surrey Fire and Rescue Service Community Risk Profile 2011-12,

Area	Accidental Fire Deaths	Fire Injuries and/ or rescues
Reigate & Banstead	1	12*
Epsom & Ewell	2	15 *
<b>Surrey</b>	<b>14</b>	<b>91</b>

(Reporting period: 2006-09)

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

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## General Background on the Most Vulnerable Groups:

It has been recognised 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.

Local and national risk assessment of those at highest risk of fire suggests that the key equality groups on which this project could impact are older and disabled people, including those who may be at risk of multiple disadvantage.

The [SFRS Community Risk Profile 2011-12](#) has identified that those at risk from a fire in their home fall into one or more categories of:

- Over 60 years old – (the risk increases when 75+)
- Living alone
- Mental health needs/dementia (or memory) issues
- Mobility issues
- Drug and/or alcohol issues
- Smokers



# EQUALITY IMPACT ASSESSMENT

50% of the fatal fires in Surrey were started by careless use of smoking material resulting in the ignition of bedding or other furniture such as chairs. Research has highlighted that where a person is a smoker there are significant additional risks if the person is:<sup>6</sup>

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

In London Care workers are being targeted in a new fire safety drive, after figures showed that one person receiving care is dying in a fire every month.<sup>7</sup>

Following a rise in fatal fires involving adults at risk in the year 2011/12, a joint Surrey Fire and Rescue Service (SFRS) and Adult Social Care (ASC) working group was set up to report to Surrey County Council (SCC) Cabinet on how the County can 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. 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 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.

<sup>6</sup> <http://www.surreycare.org.uk/cms/uploads/news/keeping%20people%20safe%20from%20fire%20frontline%20staff%20briefing%20note%20v3.pdf>

<sup>7</sup> <http://www.guardian.co.uk/social-care-network/2012/sep/11/fire-safety-drive-care-workers>

# EQUALITY IMPACT ASSESSMENT

## 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
<b>Total</b>	<b>100</b>	<b>2014</b>

### 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
<b>Total</b>	<b>31</b>	<b>524</b>

Surrey	Total number of Care Homes	Number of beds in Care Homes
<b>Total</b>	<b>451</b>	<b>12124</b>

Source: ASC, SCC, December 2012

# EQUALITY IMPACT ASSESSMENT

## Incident and Indices of Multiple Deprivation Correlation

The tables below present the correlations at the Super Output Area (SOA) level between Indices of Multiple Deprivation (IMD) Score, and Incident and Incident Type.

The IMD data is only available at the SOA level, whereas the incident data is more granular. This may result in the correlations being underestimated to a small extent. Also, the IMD scores in Surrey do not vary significantly. The first table shows that each incident type is very weakly correlated with the IMD score, however there is some evidence that FDR1s (Primary Fires) and FDR3s (Secondary Fires) are more reflective of IMD than other incident types. This result would be expected. The second table shows a weak correlation between IMD and incident numbers.

### Geographical Incident Correlation to IMD Score

6 Year Sample (April 03 to March 09)

Incident Type <sup>8</sup>	Correlation
Chimney	-0.01
False Alarm	0.03
FDR1	0.14
FDR1 - Vehicle	0.07
FDR3	0.14
RTC	0.01
Other Special Services	0.11

### Geographical Incident Correlation to IMD

7 Year Sample

	Correlation
1 Appliance Incidents	0.08
2+ Appliance Incidents	0.06
All Incidents	0.08

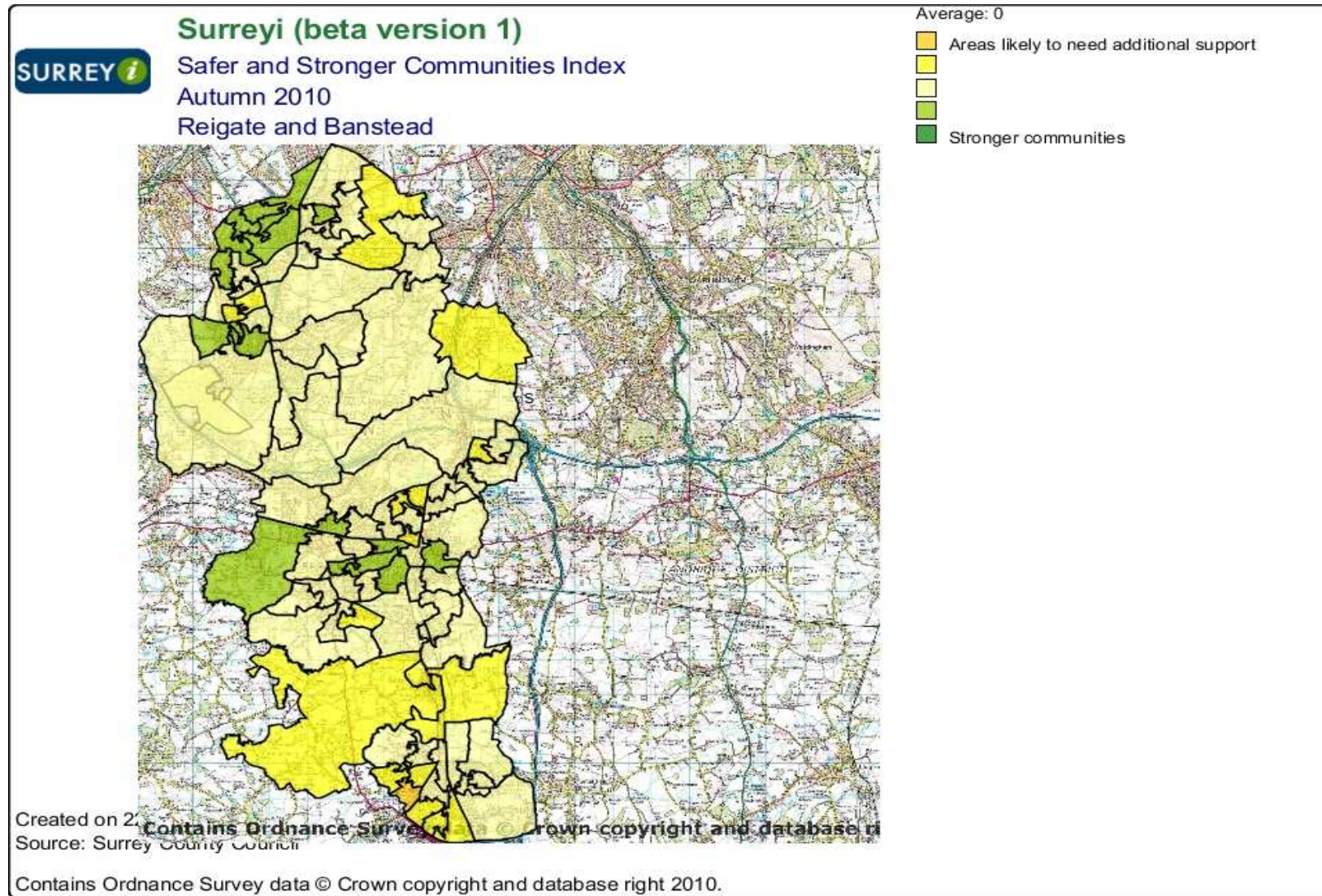
Source: SFRS

<sup>8</sup> FDR1 and FDR3 describe types of fire before the national Incident Recording System (IRS) was introduced. An FDR1 fire related primarily to property that has an insurable value, such as a dwelling or commercial property, vehicle, etc. An FDR3 fire related primarily to those fires where there is no insurable loss, such as rubbish or grass, abandoned vehicle, etc.

# EQUALITY IMPACT ASSESSMENT

## Surrey-i Heat Maps

The heat maps consist of 28 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.





# EQUALITY IMPACT ASSESSMENT

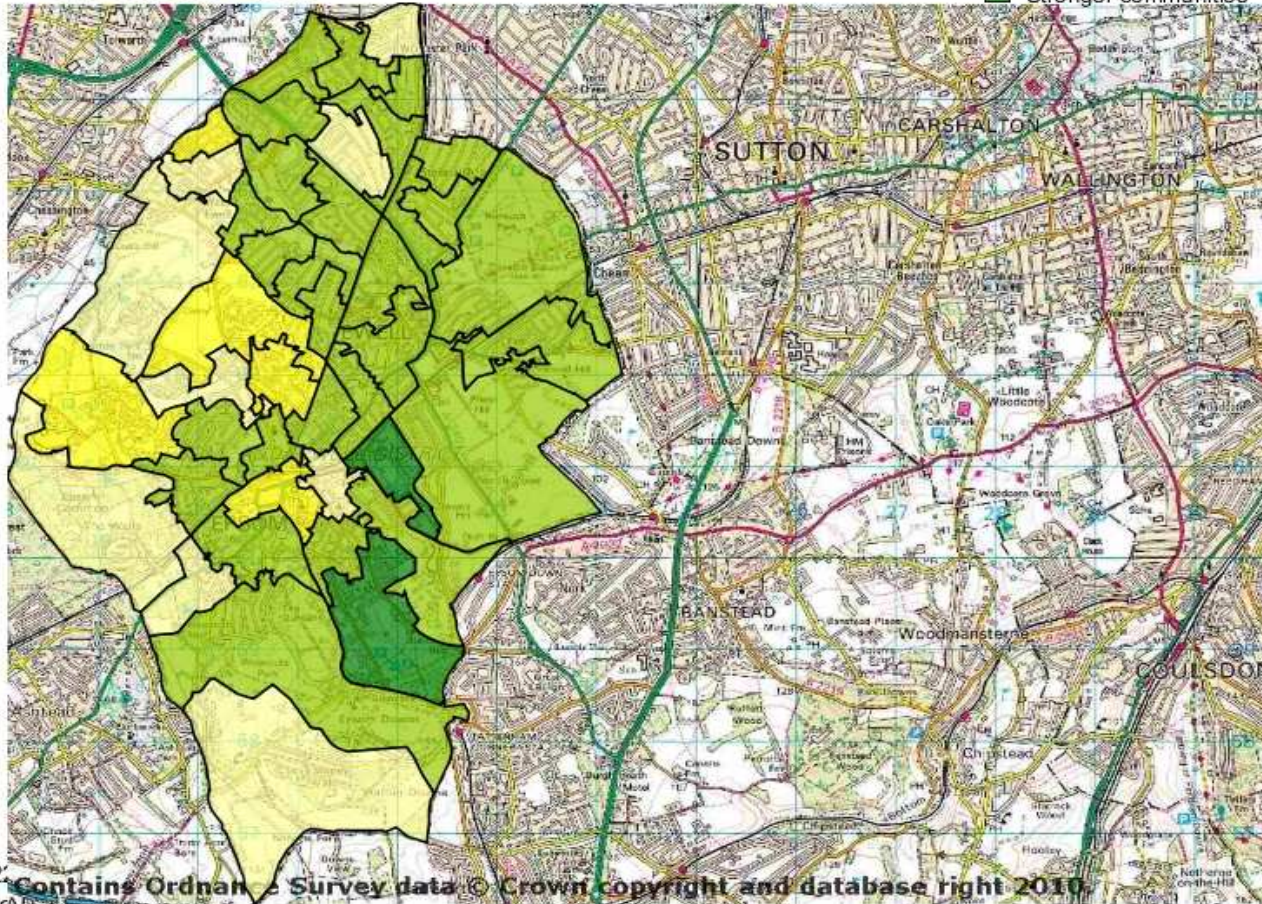


## Surreyi (beta version 1)

Safer and Stronger Communities Index  
Autumn 2010  
Epsom and Ewell

Average: 0

- Areas likely to need additional support
- Stronger communities



Created on 25/10/2010. Contains Ordnance Survey data © Crown copyright and database right 2010.  
Source: Surrey County Council

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## 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.

<b>Criminal Damage</b>	Offence category	April 2010 – March 2011	April 2011 – March 2012
	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
	<b>Total</b>	<b>11679</b>	<b>10618</b>

<b>Racial or Religious Aggravated Criminal Damage</b>	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
	<b>Total</b>	<b>17</b>	<b>15</b>

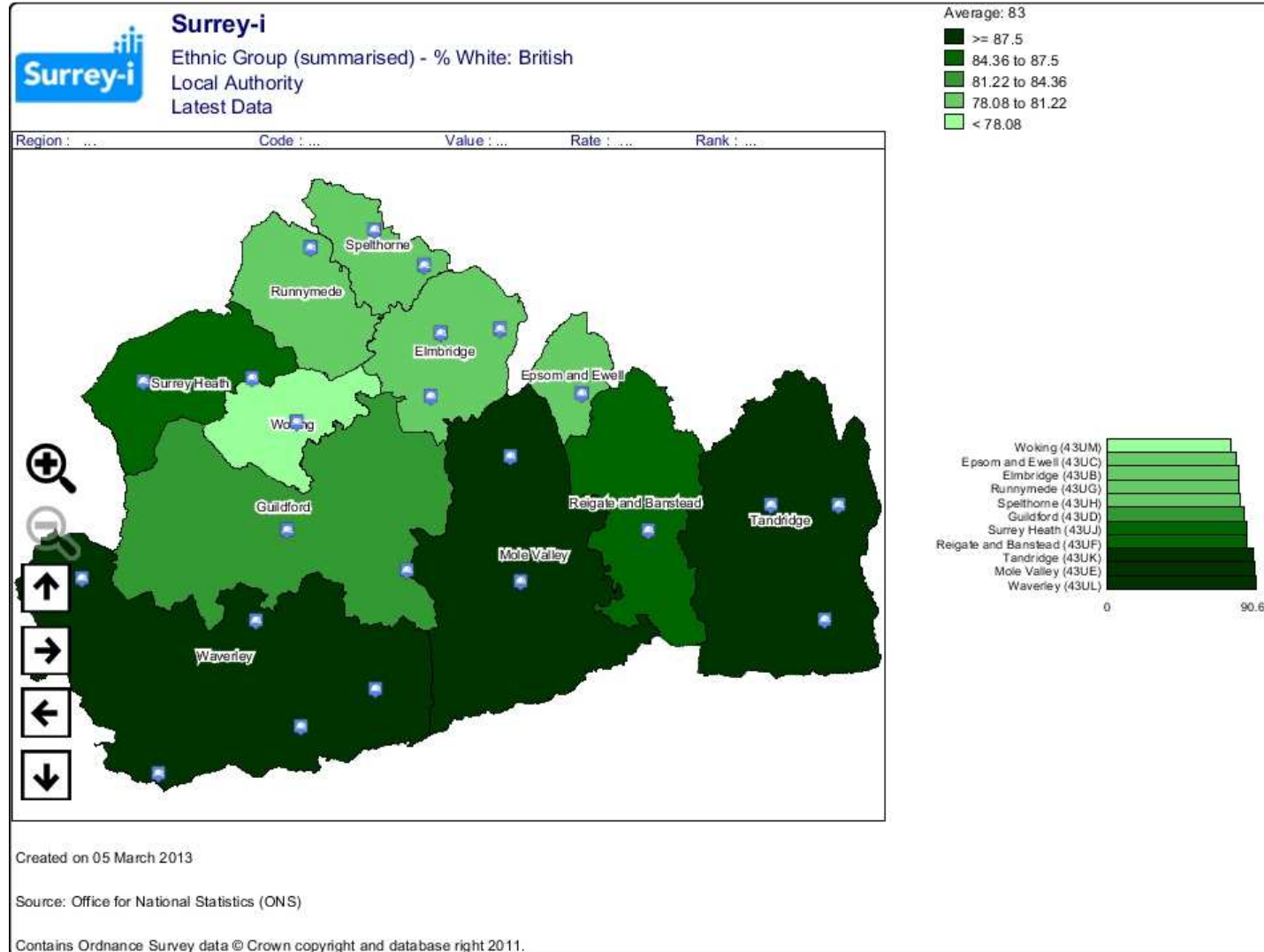
<b>Arson</b>	Offence category	April 2010 – March 2011	April 2011 – March 2012
	Arson endangering life	49	22
	Arson not endangering life	305	277
	<b>Total</b>	<b>354</b>	<b>299</b>

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

# EQUALITY IMPACT ASSESSMENT

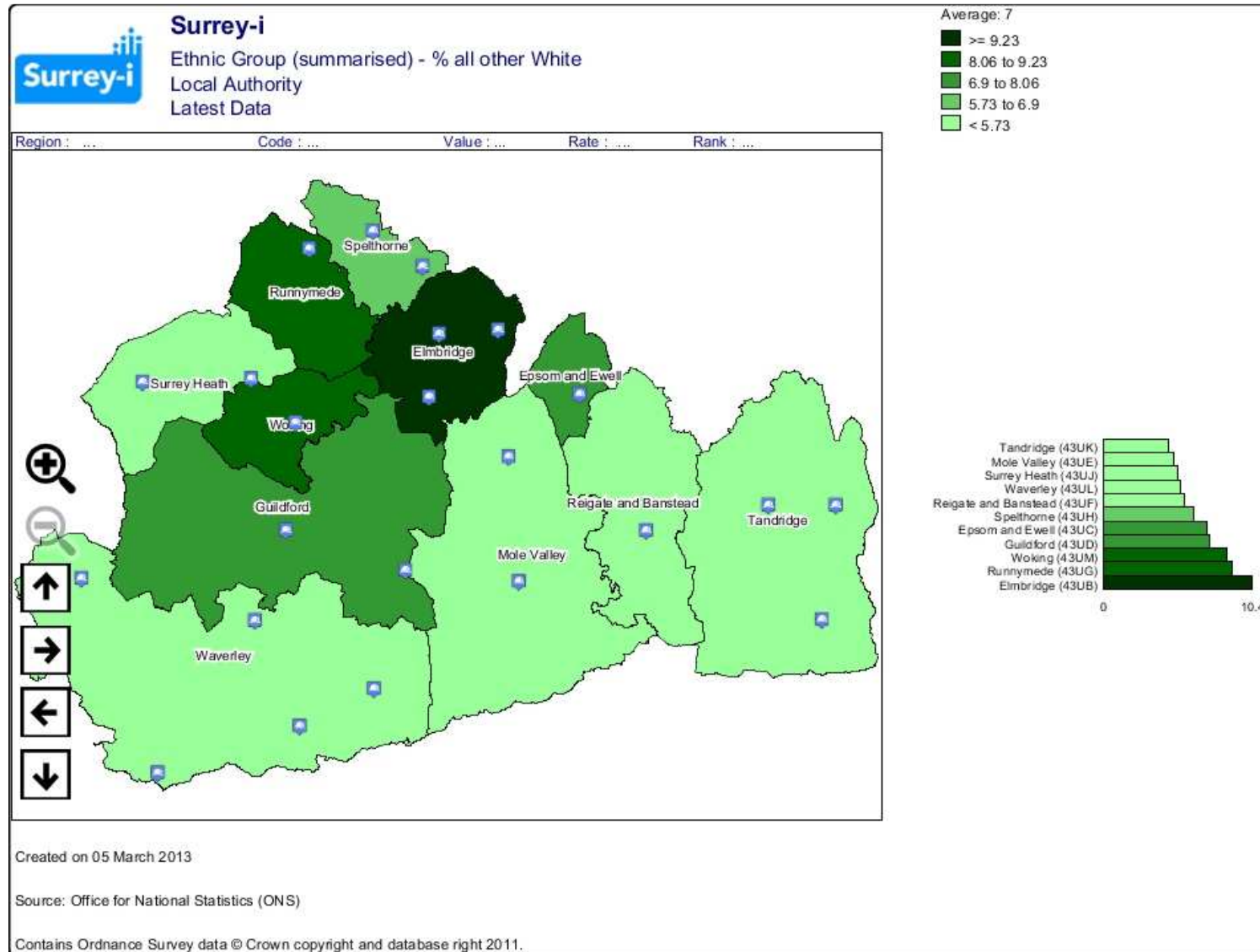
## Race

Data from the Community Risk Profile 2011-12 suggests that the groups most at risk in Surrey are White British and White Other. The two maps below show that 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.





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Source: Surrey-i: <http://www.surreyi.gov.uk/Viewpage.aspx?C=basket&BasketID=224>



# EQUALITY IMPACT ASSESSMENT

Protected characteristic <sup>9</sup>	Impacts	Evidence																																																																
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 97</p> <p><b>Age</b></p>	<p><b>Data Analysis</b></p> <p>This 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><b>Potential Positive Impacts</b></p> <p>Continued emergency response cover for the Horley area and better first engine response times across R&amp;B, especially in the north of the borough.</p> <p><b>Potential Negative Impact</b></p> <p>Modeled slightly longer emergency response times for the second fire engine in the Reigate area and significantly longer response time for second fire engine for E&amp;E but within the Surrey Emergency Response Standard.</p>	<p><b>Census 2011</b></p> <p>Surrey shows an increased number of under 5s and increase of older people over 65.</p> <p><b>Population Increases by Age Group in Surrey between 2001 and 2011 Census</b></p> <table border="1" data-bbox="1048 507 1995 762"> <thead> <tr> <th rowspan="2">Age Group</th> <th colspan="2">Reigate &amp; Banstead</th> <th colspan="2">Epsom &amp; 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> <tr> <td>Over 65s</td> <td>22,700</td> <td>10.2</td> <td>12,600</td> <td>11.5</td> <td>194,500</td> <td>13%</td> </tr> <tr> <td>Over 85s</td> <td>3,800</td> <td>26.7</td> <td>1,900</td> <td>11.8</td> <td>30,000</td> <td>25.5%</td> </tr> </tbody> </table> <p><a href="http://www.surreyi.gov.uk/Resource.aspx?GroupID=55&amp;ResourceID=928">http://www.surreyi.gov.uk/Resource.aspx?GroupID=55&amp;ResourceID=928</a></p> <p><b>Population Projection 2035</b></p> <table border="1" data-bbox="1048 858 1995 1230"> <thead> <tr> <th>Region</th> <th>All ages</th> <th>Age 0-4</th> <th>Age 65-84</th> <th>Age 85+</th> </tr> </thead> <tbody> <tr> <td>England</td> <td>62,078,400</td> <td>343,8700</td> <td>424,8300</td> <td>294,8900</td> </tr> <tr> <td>Surrey</td> <td>133,7500</td> <td>71,600</td> <td>111,000</td> <td>75,600</td> </tr> <tr> <td>South East</td> <td>989,9500</td> <td>517,000</td> <td>815,600</td> <td>561,700</td> </tr> <tr> <td>Epsom and Ewell</td> <td>93,200</td> <td>5,300</td> <td>6,400</td> <td>4,400</td> </tr> <tr> <td>Reigate and Banstead</td> <td>176,300</td> <td>9,800</td> <td>14,000</td> <td>9,600</td> </tr> </tbody> </table> <p><a href="http://www.surreyi.gov.uk/Viewpage.aspx?C=basket&amp;BasketID=222">http://www.surreyi.gov.uk/Viewpage.aspx?C=basket&amp;BasketID=222</a></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%	Over 65s	22,700	10.2	12,600	11.5	194,500	13%	Over 85s	3,800	26.7	1,900	11.8	30,000	25.5%	Region	All ages	Age 0-4	Age 65-84	Age 85+	England	62,078,400	343,8700	424,8300	294,8900	Surrey	133,7500	71,600	111,000	75,600	South East	989,9500	517,000	815,600	561,700	Epsom and Ewell	93,200	5,300	6,400	4,400	Reigate and Banstead	176,300	9,800	14,000	9,600
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<sup>9</sup> More information on the definitions of these groups can be found [here](#).

# EQUALITY IMPACT ASSESSMENT

## SFRS Community Risk Profile 2011-12

### Fatalities from Fire

The age range of all who died in accidental fires from 2006 -2009 was 17 – 97 years of age.

### Average Age of those who died

Male / Female	Average Age
Male	64
Female	69
Overall	67

### Number of those who died under /over Statutory Retirement Age

Under Statutory Retirement Age	Over Statutory Retirement Age	Total
5	9	14

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.

### Underlying Causes of fire deaths and incidents:

#### Underlying Cause to Fire Deaths and Incidents

Category	Alcohol	Mobility	Mental Health / Depression
Number of Fire Deaths	7	5	10
% of Fire Incidents	50%	35%	71%

# EQUALITY IMPACT ASSESSMENT

**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. As a contributing factor to the cause of the fire and/or to their injury affect the 21 – 60 age groups. 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.

**Age and Mobility:** Numerous studies have documented a positive correlation between age and mobility limitations, i.e as age increases, the likelihood of having difficulties with walking and movement increases. In particular, at higher ages of 70 years and over, there is a very strong association between age and mobility limitations. However research also suggests that such a relationship is influenced by 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.

**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.

### **SFRS Consultation on Changes to Fire Engine Deployment 2013**

Consultation for this project has produced data from Care Home managers that reports that reduced mobility of older residents impacts on fire safety.

# EQUALITY IMPACT ASSESSMENT

		<p><b>Mosaic Data 2009</b> The table below shows the breakdown of the 3.7% of the Surrey population placed in category M: Elderly people reliant on state support.</p> <table border="1"> <tr> <td>M56: Older people living on social housing estates with limited budgets</td> <td>1.2%</td> </tr> <tr> <td>M57: Old people in flats subsisting on welfare payments</td> <td>0.1%</td> </tr> <tr> <td>M58: Less-mobile older people requiring a degree of care</td> <td>2.2%</td> </tr> <tr> <td>M59: People living in social accommodation designed for older people</td> <td>0.2%</td> </tr> </table>	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%																
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<p><b>Disability / health</b></p>	<p><b>Data Analysis</b></p> <p>This 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 on Page 21 and 22 for areas in Reigate and Banstead and Epsom and Ewell identified as places likely to need additional support.</p> <p>Consultation has not produced any specific issues related to disability. All concerns reflected those of the general population.</p>	<p><b>Census 2011</b> Proportion of people reporting a health problem or disability</p> <table border="1"> <thead> <tr> <th>Category</th> <th>R&amp;B</th> <th>E&amp;E</th> <th>Surrey</th> </tr> </thead> <tbody> <tr> <td>Day to day activities limited a little</td> <td>7.9%</td> <td>7.8%</td> <td>7.8%</td> </tr> <tr> <td>Day to day activities limited a lot</td> <td>6.1%</td> <td>5.6%</td> <td>5.7%</td> </tr> <tr> <td>All with activities limited</td> <td>14%</td> <td>13.4%</td> <td>13.5%</td> </tr> <tr> <td>In bad or very poor health</td> <td>3.6%</td> <td>3.4%</td> <td>3.5%</td> </tr> <tr> <td>All people providing unpaid care</td> <td>13,105 (9.5%)</td> <td>7,328 (9.8%)</td> <td>9.6%</td> </tr> </tbody> </table> <p><a href="http://www.surreyi.gov.uk/ViewPage1.aspx?C=Resource&amp;ResourceID=1002">http://www.surreyi.gov.uk/ViewPage1.aspx?C=Resource&amp;ResourceID=1002</a></p>	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%
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	<p><b>Potential Positive Impacts</b></p> <p>Continued emergency response cover for the Horley area and better first engine response times across R&amp;B, especially in the north of the borough.</p> <p><b>Potential Negative Impact</b></p> <p>Modeled slightly longer emergency response times for the second fire engine in the Reigate area and significantly longer response time for second fire engine for E&amp;E but within the Surrey Emergency Response Standard.</p>	<p><b>SFRS Community Risk Profile 2011-12</b></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% to 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><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b></p> <p>Postal questionnaires were predominantly from Care Homes, completed by Care Home Managers. 51% of this cohort were in favour of the proposals, with only 8% rejecting the proposal. The main area of concern was regarding the safety of elderly residents. There was also positive support for the proposals from those with a disability.</p> <p><b>Age and Mobility:</b> See Previous Section</p> <p><b>Disability and Mobility:</b> 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 (Cleaver, Hunter, and Ouellette-Kuntz, 2008; Salive, Guralnik, Glynn, and Christen, 1994).</p>
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**Mental Health:**

**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.

**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.

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## Estimated Number of Carers 2012

Region	Number of Carers
Reigate and Banstead	13,110
Epsom and Ewell	7,400
Average for Surrey District & Boroughs	9,701
Surrey	106,740

Source Surrey-i

## 65 and over Population Predicted to Have Severe Depression - 2012 -2020

Region	2012	2013	2015	2020	% Increase
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)

## % of Population with smoking prevalence

Region	% of Population
Epsom and Ewell	14.50
Reigate and Banstead	14.30
Surrey	14.1%

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		Source: Surrey-i (NHS London Health Observatory)																			
Page 104	<p><b>Gender reassignment</b></p> <p><b>Data Analysis</b></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>There could potentially be more at risk of hate crime related fires, but there is no local data on this.</p> <p>Consultation has not produced any specific issues related to gender reassignment. There was no feedback from the gender reassignment population.</p> <p><b>Potential positive / negative impacts</b> See above</p>	<p><b>Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution</b> 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>In Surrey the prevalence of people, 16 or over, who have presented with gender dysphoria is 37 per 100,000.</p>																			
	<p><b>Pregnancy and maternity</b></p> <p><b>Data Analysis</b></p> <p>There is a lack of data on this group. 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. Mothers will also face the additional difficulty of evacuating young children, etc.</p> <p>Consultation has not produced any specific issues related to pregnancy and maternity. There was no feedback from respondents proclaiming to be part of this section of the population.</p> <p><b>Potential positive / negative impacts</b> See above</p>	<p><b>Census 2011</b></p> <p>There has been a 17.9% increase in the 0-4 year old population in R&amp;B and a 15% increase in E&amp;E since the 2001 census.</p> <table border="1"> <thead> <tr> <th rowspan="2">Age Group</th> <th colspan="2">Reigate &amp; Banstead</th> <th colspan="2">Epsom &amp; 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>	Age Group	Reigate & Banstead		Epsom & Ewell		Surrey		Population	% Inc	Population	% Inc	Population	% Inc	Under 5s	9,200	17.9	4,600	15	71,300
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<p><b>Race</b></p>	<p><b>Data Analysis</b></p> <p>There is limited data available on vulnerabilities of specific ethnic groups in terms of fires.</p> <p>In 2012 there has been only one Arson offence with a hate flag against it (racial flag). This offence was in Mole Valley.</p> <p>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).</p> <p>The data available suggests that the groups most at risk in Surrey are White British and White Other. Please see maps on page 24 and 25</p> <p>Consultation has not produced any specific issues related to ethnicity. All ethnic groups' concerns were similar and reflected those of the general population.</p> <p><b>Potential Positive / negative impacts</b></p> <p>See above</p>	<p><b>Census 2011</b> <b>Summary of Ethnicity Data</b></p> <table border="1" data-bbox="1048 339 2022 603"> <thead> <tr> <th>Area</th> <th>White British</th> <th>All Other White</th> <th>Indian</th> <th>Paki stani</th> <th>Other Asian Ethnic Grps</th> <th>Black African/ Carb/ Black British</th> <th>All Non White Ethnic Grps</th> </tr> </thead> <tbody> <tr> <td><b>E&amp;E</b></td> <td>78.6%</td> <td>7.3%</td> <td>2.4%</td> <td>0.9%</td> <td>5.3%</td> <td>1.5%</td> <td>14.1%</td> </tr> <tr> <td><b>R&amp;B</b></td> <td>85%</td> <td>5.7%</td> <td>1.6%</td> <td>0.9%</td> <td>2.6%</td> <td>1.6%</td> <td>9.4%</td> </tr> <tr> <td><b>Surrey</b></td> <td>83.5%</td> <td>6.9%</td> <td>1.86%</td> <td>1.0%</td> <td>2.9%</td> <td>1.1%</td> <td>9.6%</td> </tr> </tbody> </table> <p><a href="http://www.surreyi.gov.uk/Resource.aspx?GroupID=55&amp;ResourceID=999">http://www.surreyi.gov.uk/Resource.aspx?GroupID=55&amp;ResourceID=999</a></p> <p>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).</p> <p>Understanding communities and particular risks relating to behaviour and lifestyles becomes more complex with changes to population demography.</p> <p><b>Hate Crime and Arson</b></p> <p>Please see page 23 Source: D10 Partnership Product, Surrey Police Incident Recording System, March 2012</p> <p><b>Age and Ethnicity</b></p> <p>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.</p> <p><a href="https://www.wp.dh.gov.uk/health/files/2012/11/Adult-Social-Care-Outcomes-Framework-Equality-Analysis.pdf">https://www.wp.dh.gov.uk/health/files/2012/11/Adult-Social-Care-Outcomes-Framework-Equality-Analysis.pdf</a></p>	Area	White British	All Other White	Indian	Paki stani	Other Asian Ethnic Grps	Black African/ Carb/ Black British	All Non White Ethnic Grps	<b>E&amp;E</b>	78.6%	7.3%	2.4%	0.9%	5.3%	1.5%	14.1%	<b>R&amp;B</b>	85%	5.7%	1.6%	0.9%	2.6%	1.6%	9.4%	<b>Surrey</b>	83.5%	6.9%	1.86%	1.0%	2.9%	1.1%	9.6%
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<b>Surrey</b>	83.5%	6.9%	1.86%	1.0%	2.9%	1.1%	9.6%																											

# EQUALITY IMPACT ASSESSMENT

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 106</p> <p><b>Religion and belief</b></p>	<p><b>Data Analysis</b></p> <p>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.</p> <p>Consultation has not produced any specific issues related to faith or belief. All religious groups' concerns were similar and reflected those of the general population.</p> <p><b>Potential Positive / negative impacts</b></p> <p>See above</p>	<p><b>Census 2011</b></p> <p><b>Summary of Faith &amp; Belief Data</b></p> <table border="1" data-bbox="1048 408 1989 539"> <thead> <tr> <th>Region</th> <th>Christian</th> <th>Buddhist</th> <th>Hindu</th> <th>Jewish</th> <th>Muslim</th> <th>Sikh</th> </tr> </thead> <tbody> <tr> <td>E&amp;E</td> <td>46,222</td> <td>480</td> <td>1,913</td> <td>239</td> <td>2,277</td> <td>125</td> </tr> <tr> <td>R&amp;B</td> <td>85,325</td> <td>618</td> <td>1,880</td> <td>294</td> <td>2,637</td> <td>205</td> </tr> <tr> <td>Surrey</td> <td>711,110</td> <td>6,019</td> <td>15,018</td> <td>3,055</td> <td>24,378</td> <td>3,783</td> </tr> </tbody> </table> <p><a href="http://www.surreyi.gov.uk/Resource.aspx?GroupID=55&amp;ResourceID=1000">http://www.surreyi.gov.uk/Resource.aspx?GroupID=55&amp;ResourceID=1000</a></p> <p><b>Hate Crime and Arson</b></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. Please see page 23 Source: D10 Partnership Product, Surrey Police Incident Recording System, March 2012</p>	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
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<p><b>Sex</b></p>	<p><b>Data Analysis</b></p> <p>Identified the individuals most at risk of fire are white British males and females in the 30 - 60 year age range. Overall the age ranges, white British Females are shown to be the biggest groups at risk from injury and/or rescue from fire.</p> <p>Consultation has not produced any specific issues related to gender. Both genders' concerns were similar and reflected those of the general population.</p>	<p><b>SFRS Community Risk Profile 2011-12</b></p> <p><b>Accidental Dwelling Fires</b></p> <table border="1" data-bbox="1048 1174 1888 1430"> <thead> <tr> <th>Category</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Deaths</td> <td>7</td> <td>7</td> <td>14</td> </tr> <tr> <td>Deaths (+ under influence of alcohol)</td> <td>2</td> <td>5</td> <td>7</td> </tr> <tr> <td>Injured and/or rescued</td> <td>39</td> <td>52</td> <td>91</td> </tr> <tr> <td>Injured attempting to extinguish before arrival of Fire Service</td> <td>3</td> <td>6</td> <td>9</td> </tr> </tbody> </table>	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								
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# EQUALITY IMPACT ASSESSMENT

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	<p><b>Potential Positive / negative impacts</b></p> <p>See above</p>	<p><b>Road Casualties</b> In terms of road casualties, 72% were male. And in terms of slight casualties 56% were male.</p> <p><b>Risk of Fire and Alcohol Misuse</b> 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).</p> <p><b>Risk of Fire, Age, Gender and Mobility</b> See previous section on age.</p> <p><b>Risk of Fire, Gender and Mental Health</b> See previous section on disability.</p> <p><b>Risk of Fire, Age, Gender, and Ethnicity</b> The proportion of White men aged 85 living alone is around 42%, which is much higher than for other ethnic groups. <a href="https://www.wp.dh.gov.uk/health/files/2012/11/Adult-Social-Care-Outcomes-Framework-Equality-Analysis.pdf">https://www.wp.dh.gov.uk/health/files/2012/11/Adult-Social-Care-Outcomes-Framework-Equality-Analysis.pdf</a></p>
<p><b>Sexual orientation</b></p>	<p><b>Data Analysis</b></p> <p>There is a lack of data on this group, there may be an associated risk relating to living alone.</p> <p>Consultation has not produced any specific issues related to sexual orientation. Concerns from all individual groups were similar and reflected those of the general population.</p> <p><b>Potential Positive / negative impacts</b></p> <p>See above</p>	<p>People living alone at higher risk of accidental fires</p> <p>National research has found that Gay men and women in Britain are far more likely to end up living alone and have less contact.</p> <p>It has been found that 75 % of older LGBT people leave 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 &amp; 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</p>

## EQUALITY IMPACT ASSESSMENT

	<p><b>Negative impacts</b></p> <p>Whilst there are many causes for deliberate fires, hate crime is one potential cause. If hate crime against specific groups with protected characteristics is taking place then these groups will be more regular users of SFRS and would therefore experience a greater impact</p>	<p>with a racial or religious motivation. This was in Mole Valley.</p> <p>Please see Hate Crime and Arson on page 23</p>
<p><b>Marriage and civil partnerships</b></p> <p>Page 108</p>	<p><b>Data Analysis</b></p> <p>There is a lack of data on this group. There may be an associated risk with living alone.</p> <p>Consultation has not produced any specific issues related to status of marriage or civil partnership. Concerns from all individual groups were similar and reflected those of the general population.</p> <p><b>Potential Positive / negative impacts</b> See above</p>	<p>It is 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.</p>

# EQUALITY IMPACT ASSESSMENT

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

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence																																							
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 109</p> <p style="text-align: center;"><b>Age</b></p>	<p>The new stations in Salfords and Burgh Heath may be a more convenient location for some staff to access.</p>	<p>The new stations in Salfords and Burgh Heath may be a less convenient location for some staff to access.</p>	<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><b>% of Staff by Age Group</b></p> <table border="1" data-bbox="1469 639 1921 1214"> <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><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b> 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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# EQUALITY IMPACT ASSESSMENT

<p><b>Disability</b></p>	<p>The new stations in Salfords and Burgh Heath may be more accessible to some staff.</p>	<p>The new stations in Salfords and Burgh Heath may be less accessible to some staff. However disabled accessibility is a legal requirement and will need to be ensured as part of the relocation.</p>	<p>The location of the new venue may be less accessible for some staff.</p> <p><b>% of Staff with a Disability</b></p> <table border="1" data-bbox="1469 336 1904 601"> <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><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b> 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><b>Gender reassignment</b></p>	<p>No specific issues have been identified.</p>	<p>No specific issues have been identified.</p>	<p><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b> No specific concerns were raised on grounds of a protected characteristic.</p>												
<p><b>Pregnancy and maternity</b></p>	<p>The new stations in Salfords and Burgh Heath may be more accessible to some staff, e.g in terms of changing rooms, etc.</p>	<p>The new stations in Salfords and Burgh Heath may be less accessible to some staff. However such accessibility is a legal requirement and will need to be ensured as part of the relocation.</p>	<p><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b> No specific concerns were raised on grounds of a protected characteristic.</p>												

# EQUALITY IMPACT ASSESSMENT

<p style="text-align: center;"><b>Ethnicity</b></p>	<p>No specific issues have been identified</p>	<p>No specific issues have been identified.</p>	<p><b>% of BME Staff</b></p> <table border="1" data-bbox="1402 236 1984 499"> <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><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b> 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 style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 111</p> <p style="text-align: center;"><b>Religion and belief</b></p>	<p>The new stations in Salfords and Burgh Heath may be more accessible to some staff, e.g in terms of pray space, etc.</p>	<p>The new stations in Salfords and Burgh Heath may be less accessible to some staff. However such accessibility will need to be ensured as part of the relocation.</p>	<p><b>% of Staff by Religion/Belief</b></p> <table border="1" data-bbox="1391 807 1977 1230"> <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><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b> 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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# EQUALITY IMPACT ASSESSMENT

## Sex

The new stations in Salfords and Burgh Heath may be a more convenient location for some staff to access.

The new stations in Salfords and Burgh Heath may be a less convenient location for some staff to access.

Due to the makeup of the workforce, more males will be affected by the proposals than females.

Some firefighters may need to be relocated which might mean increased travelling times and cause potential childcare/caring issues.

### % of Staff by Gender

Gender	SFRS %	SCC %
Female	9.51	73.00
Male	90.49	27.00

### % of Male/Female Staff Full and Part Time

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

### % of Female Staff

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

### SFRS Consultation on Changes to Fire Engine Deployment 2013

No specific concerns were raised on grounds of a protected characteristic.



# EQUALITY IMPACT ASSESSMENT

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<p><b>Sexual orientation</b></p>	<p>No specific issues have been identified</p>	<p>No specific issues have been identified.</p>	<p><b>% of Staff by Sexual Orientation</b></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><b>SFRS Consultation on Changes to Fire Engine Deployment 2013</b> 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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# EQUALITY IMPACT ASSESSMENT

## 8. Amendments to the proposals

Change	Reason for change
<p><b>Impact on Residents and Users.</b> 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.</p> <p><b>Impact on Staff</b> The project will pursue a cooperative and voluntary approach where possible to identifying and selecting 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 &amp; 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
Improved balance of service provision: some areas will have improved first fire engine response times, other areas a longer second fire engine response time.	None identified.		

# EQUALITY IMPACT ASSESSMENT

## 10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
None identified.	

## 11. Summary of key impacts and actions

<b>Information and engagement underpinning equalities analysis</b>	Consultation process JSNA, GIREs 2009, Community Risk Profile, Census 2011
<b>Key impacts (positive and/or negative) on people with protected characteristics</b>	Better response times for first fire engines in Reigate and Banstead, and the whole of Surrey. Longer response times for first fire engines in Epsom and Ewell, however on average they will be within the Surrey Response Standard. Longer response times for second fire engines in all areas (Reigate and Banstead, Epsom and Ewell and Surrey), however on average they will still be within the Surrey Response Standard.
<b>Changes you have made to the proposal as a result of the EIA</b>	None identified.
<b>Key mitigating actions planned to address any outstanding negative impacts</b>	None identified.
<b>Potential negative impacts that cannot be mitigated</b>	None identified.

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