



Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Making Surrey Safer – Our Plans for 2020 - 2023
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EIA author	Sally Wilson
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2. Approval

	Name	Date approved
Approved by		

3. Quality control

Version number		EIA completed	
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4. EIA team

Name	Job title	Organisation	Team role
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5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?

All Fire and Rescue Authorities are required to produce an Integrated Risk Management Plan (IRMP) which considers all of the fire and rescue risks that could affect our communities.

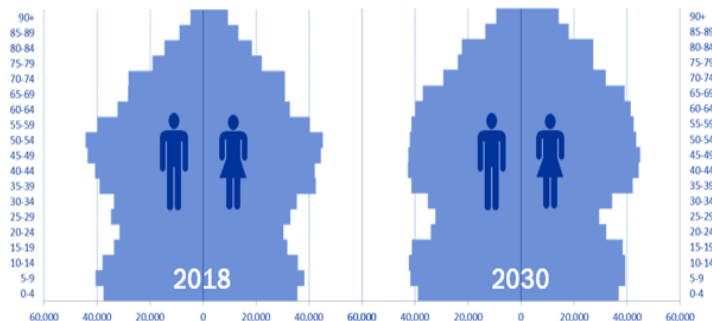
The vision of Surrey Fire and Rescue Service (SFRS) is to make Surrey a safer place to live, work, travel and do business. To achieve this in an ever changing environment, we need to reimagine our service and innovate. This means thinking differently about how we deliver our prevention, protection and response activities and finding better ways of working with partners, residents and businesses. The detail of how we intend to do this is set out in Making Surrey Safer – Our Plan 2020-2023 (“Our Plan”), our new IRMP.

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.

Surrey’s population in 2030

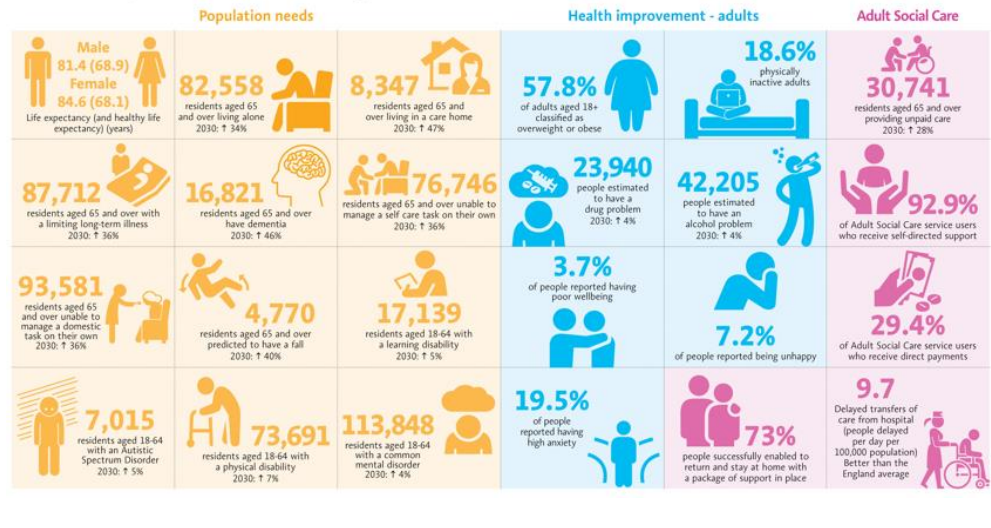
- The latest data shows Surrey’s population is growing rapidly, with more people living longer, consistently high birth rates and high migration levels. For instance, by 2030, over 22% of Surrey residents will be aged 65 and over (compared to 19% in 2018).
- Organisations need to continue adapting to keep pace with the changing and increasingly divergent needs, expectations and aspirations of the population. This includes increasing numbers of older people with more complex care needs and growing numbers of children and young people.



Notes:

- All data is latest available from sources such as Joint Strategic Needs Assessment, Surrey County Council publications and central government datasets
- Benchmarking used to show where Surrey stands out compared to local authority peers, regional and/or national averages

Growing older in Surrey



What proposals are you assessing?

Our Plan makes the following proposals:

- a. To spend more time on community and business safety prevention and protection activities to reduce the likelihood of emergencies. This means educating people and businesses about the risks of fire and other emergencies, and how to prevent them. This will realign our resources to meet the risk in Surrey and this will ensure that we deliver public value.
- b. To increase availability of crews at Haslemere and Walton over during weekends, during the days, which will improve our resilience for specific risks including water and wildfire.
- c. To maintain the number of fire stations in Surrey and change how some of them are crewed. Changes are proposed in the Banstead, Camberley, Egham, Fordbridge, Guildford, Painshill and Woking areas. Camberley, Fordbridge, Guildford and Woking will have one frontline appliance immediately available fire engine available of a night, rather than two. There will be no dedicated night time response cover for Egham, Banstead and Painshill. Night time cover at these locations would come from neighbouring fire stations. The response for the first appliance, would continue, on average, to be less than 10 minutes.
- d. To increase the number of On Call firefighters in Surrey. We will do this by improving the attractiveness of the role and by increasing the area we can recruit from. This will further improve our availability to respond.
- e. To charge for some incidents we attend such as false reports of fire (hoax calls and automatic false alarms) and animal rescues so that we can recover our costs. Wherever possible, we will work with partners, business and animal owners (in particular farmers), to avoid the need to respond to these types of incidents in the first place - handing them over to the responsible person(s). This will avoid the need for a charge to be made.

Who is affected by the proposals outlined above?

- All communities in Surrey
- Visitors to the county
- Surrey Fire and Rescue members of staff
- Fire Authority Members
- Surrey Local Authorities and other Emergency Services we work with

6. Sources of information

Engagement carried out

Direct contact:

- 37 face to face briefings offered to all SFRS staff at fire stations were attended by 371 members of staff.
- Briefing for SCC Chairman's Group meeting
- Presentations/ briefings for Elmbridge, Mole Valley and Reigate & Banstead informal local committees
- Presentation at Surrey Police Independent Advisory Group meeting
- Member workshop
- Briefing and Q&A for the Vision Action Group
- Briefing and Q&A for Long Term Neurological Conditions Community Group
- Briefing and Q&A for the East Disability Empowerment Network
- Briefing and Q&A for the Haslemere Lunch Club
- Information shared (by email) with all members of the Surrey Equality Group, Faith Groups, Surrey Minority Ethnic Forum and Sight for Surrey
- Information shared by Catalyst (drug and alcohol service)
- Information shared by Surrey Youth Cabinet (via social media)
- Regular member briefings and FAQs
- Emails to staff.

Print:

- Full and summary versions of the draft plan and questionnaires distributed to libraries, district and borough offices, SCC's contact centre and members of the public (on request).
- Emails to approximately 200 stakeholders, including other emergency services (e.g. Police, NHS, Ambulance and other fire and rescue services), Surrey MPs, borough and county councillors, district and borough council leaders & chief executives, parish councils, business groups, Surrey Coalition of Disabled People members and other partners.
- Posters issued to fire stations, libraries, district and boroughs, colleges, community centres, churches, resident associations and parish councils.
- Postcards issued to libraries and district and boroughs

- Roadside banners at Reigate, Guildford, Camberley, Woking, Walton, Painshill, Sunbury and Egham fire stations
- Articles in newsletters including Surrey Matters, e-brief, Issues Monitor and Communicate.
- Newspaper advertising
- Media –the proposals featured in many items of media during the consultation period, including BBC Surrey radio, Eagle Radio, the Surrey Advertiser and the Herald series. Media work included media releases, a video and radio interviews.

Online:

- Standard and accessible formats (easy read, audio, screen reader and large print from May 2019) of the draft plan/summary document
- On-line consultation survey
- Regular social media promotion on SFRS Twitter and Facebook and SCC Surrey Matters account
- Online advertising, Facebook promoted posts and ad messenger scrolling text banner.

Data used

The following are some examples of the data we have used to support this work to date.

- Fatal Fires Report
- Surrey-i
- Community Risk Profile – Understanding the risks we face is a key part of our decision making process. It forms our planning for how and where we should use our resources to reduce the occurrence and impact of emergency incidents across Surrey. Our [Community Risk Profile](#) document has been developed setting out how the Service works to address risk in Surrey and to achieve the proposals set out in our Plan.
- SFRS local intelligence data
- Office of National Statistics (ONS) data
- Neighbourhood data

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

This EIA focusses on the overall impact of the Making Surrey Safer – Our Plan 2020-2023.

Impacts may come from changes to both the community safety offer and the change to response times. There are potential impacts from the changes to fire and rescue cover at the stations of Banstead, Camberley, Dunsfold, Egham, Fordbridge, Gomshall, Haslemere, Guildford, Painshill, Walton and Woking. In some areas, response times are predicted to increase, and so it will take longer on average for an appliance to arrive at an incident. In other areas, response times are predicted to decrease, so on average the first appliance will arrive sooner than under the current

system. Appendix C provides the response time data for each Borough/District, and is summarised in the following section.

A change in the way that community and business safety activities are delivered may have positive impacts to certain groups. For example the plan is to increase Safe and Well Visits from approximately 4,500 in 2018 to 20,000 by 2021. Targeted visits could have an overall positive impact for groups at risk of fire, including the elderly and people with disabilities.

The proposals within Making Surrey Safer – Our Plan 2020-2023 set out similar provision for fire and rescue cover at each of the stations as they have now, with the same amount of fire engines at the same locations. The primary difference would be the way in which they are crewed.

Changes to crewing patterns from ‘days and nights’ to ‘days only’ will have an impact on staff. There may be positive and/or negative impacts to individuals depending on their personal circumstances. Patterns in terms of impacts to groups with shared protected characteristics will be assessed by an EIA specific to the changes in crewing patterns, using internal data regarding the specific staff at each station.

No specific issue has been identified at this stage, however there is potential for disproportionate impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the EIA(s) for the crewing system once these are known and will then be addressed accordingly.

To understand the impact that the proposed changes to crewing patterns will have on the communities that they serve, response times have been analysed. The detail for the choice of data sets used, the different response times in the scenario proposed in the Plan, and supporting data, are contained in Appendix C.

Summary of potential changes to response:

- Daytime response times on a weekday – no change.
- Daytime response times on a weekend - on average a first appliance will arrive at a critical incident 12 seconds sooner under the Plan.
- Night time response cover - on average a first appliance will arrive at a critical incident 38 seconds later under the Plan.
- Average response times – on average a first appliance will arrive at a critical incident 12 seconds later under the Plan, up from 07:22 minutes to 07:34 minutes.

The proposed changes to response times per Borough/District are captured in Appendix C.

Where response times are reduced there is potential for a positive impact on all areas of the community, as at times of emergency the public would receive a more rapid response than the current response. In the proposed scenario, these improved times are found, for the most part, on weekend days resulting from changes in fire and rescue cover at Walton and Haslemere.

Where response times are increased, there is potential for a negative impact on all areas of the community, as at times of emergency the public will have to wait longer for a fire appliance than the current response. There is evidence to suggest that the people most vulnerable to these outcomes are disproportionately likely to come from certain protected characteristics, the elderly and people with disabilities in particular. In the proposed scenario, these increased times are found, for the most part, at night, resulting from changes to night-time cover at Banstead, Camberley, Egham, Fordbridge, Guildford, Painshill and Woking.

The impacts on equalities in regards to people from specific protected characteristics are captured in Section 7a. The Action Plan in Section 9 sets out the mitigating actions to compensate for the potential negative impacts. Our Plan sets out an uplift in business and community safety activity

and over a number of years such activity has been shown to drive down the likelihood of incidents occurring in the first place.

Following the public consultation period, comments were reviewed and compared against the original findings in this EIA. Potential impacts were identified and the EIA was updated where appropriate.

Perceived impacts are:

- Potential cost recovery for animal rescue. This issue was analysed and no evidence was available that indicated a disproportionate impact to any particular group with a specific protected characteristic.
- Risk to residents in high rise accommodation. This issue was analysed and no evidence was available that indicated a disproportionate impact to any particular group with a specific protected characteristic.
- The risk to students in tertiary education in the event of a fire. This issue was analysed and potential impacts were identified, the findings of which are included in section 7a and 9. Mitigating factors have been considered and will be implemented as detailed in section 9.
- The impact on the elderly and vulnerable from reductions in night time fire and rescue cover. This issue had already been covered, but sections 7a and 9 have been updated to acknowledge concerns regarding the trend in more people aged 65 or older living alone with reduced ability to undertake domestic or self-care tasks. Mitigating factors have been considered and will be implemented as detailed in section 9.
- The impact on the ability of Surrey Fire and Rescue Service to respond to water rescue and flooding incidents as a result of changes to crewing patterns. Evidence suggests that males aged 15 to 29 and 45 to 59 are disproportionately likely to suffer death in water related incidents. The majority of these incidents (70%) took place during the day where proposed changes to fire and rescue cover wouldn't have a direct impact. Investing in prevention and educational activities has the potential to reduce these incidents, so may have a particular positive impact on males in these age groups.
- The impact on the ability of Surrey Fire and Rescue Service to respond to air accidents. This issue was analysed and no evidence was available that indicated a disproportionate impact to any particular group with a specific protected characteristic.
- The impact to residents of office to residential conversions in the event of a fire. This issue was analysed and no evidence was available that indicates a disproportionate impact to any particular group with a specific protected characteristic.

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

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p style="text-align: center;">Age</p>	<p>The proposed Lifelong Learning programme will help to identify what community safety provision is most valuable for people in different age groups. The plan is to ensure that safety messages are delivered to residents at all stages of their lives in Surrey, to build communities resilient to fire and other emergencies.</p> <p>Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people in higher risk age groups. A focus on campaigns for older people will allow us to target those most at risk. An uplift in visits from 4,500 to 20,000 by 2021 will significantly increase our capacity.</p> <p>Increased use of wider community safety initiatives may be used to target accident prevention work to at risk groups. For example the Safe Drive Stay Alive programme has delivered road safety awareness</p>	<p>An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact on the elderly given their vulnerability statistically to be injured or killed in fires. Furthermore, forecasts suggest that the number of people aged 65 and older who live alone, have dementia, are unable to perform self-care tasks, or are unable to perform domestic tasks will increase. These people are likely to be more vulnerable to fire in the home.</p> <p>Increase in response times to road traffic collisions may hamper our ability to provide emergency first aid and extricate casualties as quickly as we can under the current resourcing model. This may have a greater impact on young people, as they are disproportionately likely to be involved in road collisions, are disproportionately likely to be</p>	<p>A study by Arch and Thurston into Cheshire Fire and Rescue Service shows that in the period 2002-12 community fire safety provision was statistically correlated with a reduction in accidental dwelling fires (ADFs). Analysis on Surrey data in the period 2006 to 2017 indicates a correlation between the number of Safe and Well Visits and a decrease in dwelling fires in Surrey (see Appendix D).</p> <p>In England as a whole, research has demonstrated that older people, people with disabilities, those living in single parent households, males aged 46-60 who live alone and drink and smoke in the home, and young people aged 16-24 (including students) are at a greater risk of dying in fires. Those aged 80 and over have a higher fire-related fatality rate, accounting for 5 per cent of the population but 20 per cent of all fire-related fatalities in 2016/17.</p> <p><u>People aged 65+</u> Internal data shows that in Surrey, in the years 2009-18, 45% of fire fatalities fell into the age group 70+, although they only represented 14% of the population.</p> <p>Data from the community risk profile suggests that by 2030 the number of people aged 65 and older living alone will have increased by 34%. The number of people aged 65 and older with dementia will have increased by 46%. The number of people aged 65 and older unable to perform a self-care task or domestic task will have increased by 36%.</p>

	<p>to approximately 13,500 young people in 2018.</p> <p>Data shows that in Surrey in the years 2015-2018, people in the age groups 15-29 and 45-59 account for 60% of all deaths in water to which SFRS responded. An increase in community engagement and educational work through an expanded community safety programme may serve to reduce incidence of water rescue and fatality to these vulnerable groups.</p> <p>Safe and Well Visits look at all elements of a family's lifestyle and circumstances. They offer meaningful advice and interventions to help ensure that families not only stay safe in their homes but get wider support in their community. An uplift in these visits could mean more families can be better protected.</p>	<p>killed or seriously injured in road collisions, and are likely to be involved in road collisions at night where fire and rescue cover will be reduced.</p> <p>Students have been shown to be at a greater risk from fire. Large concentrations of young people, including students, are resident in Runnymede and Guildford due in part to the presence of tertiary education establishments. These boroughs are predicted to have longer average response times under the proposed plans.</p> <p>S11 Children Act 2004 imposes a duty to ensure that decisions affecting children have regard to the need to safeguard them and protect their welfare. An increase in response times in certain areas at certain times through changes in fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact for families with children in areas where cover will be reduced at night.</p>	<p><u>Young People</u> Young drivers (aged 17-24) are known to be in the highest risk group for road traffic collisions. Department of Transport Data shows that in 2013 in Great Britain, drivers in this age group accounted for 5% of miles travelled but 18% of reported road traffic collisions.</p> <p>The road safety charity, Brake, highlight that in the UK, male drivers aged 17-20 are seven times more likely to crash than all male drivers, but between the hours of 2am and 5am their risk is 17 times higher (2005 data). This may not reflect the situation in Surrey.</p> <p>Data from Surrey County Council's Travel and Transport Group shows that in the years 2004 to 2016, 25% of all people killed or seriously injured in road traffic collisions were aged 17-24. This age group only makes up 11% of the driving age population (17+). Data from RoSPA and the Water Incident Database shows that in England in the period 2015 – 2018, males accounted for 83.7% of all naturally occurring or accidental deaths in water. Of these, 51.4% were males in the 15-29 and 45-69 age brackets. Internal data shows that in Surrey in the years 2015-2018, 60% of all deaths in water to which SFRS responded were in the age groups 15-29 and 45-59. 70% of these incidents occurred in the hours of 07:00 to 19:00. 75% of these incidents occurred on a week day, and 25% on a weekend day.</p> <p>Surrey picture of the population There are estimated to be 72,900 children aged under 5 in Surrey (6.2% of the population). Elmbridge (7.4%) and Woking (7.2%) have the highest proportion of under 5s and Mole Valley the lowest (5.3%).</p> <p>There are estimated to be 169,500 children aged 5-16</p>
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			<p>(14.5% of the population). Elmbridge has the highest proportion of children (16.3%) and Runnymede the lowest (12.5%).</p> <p>There are estimated to be 104,400 people aged 17-24 making up almost a tenth of the population (8.9%). Runnymede (14.0%) and Guildford (13.8%) have the highest percentage due to the universities situated in these boroughs, and Elmbridge the lowest (6.5%).</p> <p>There are estimated to be 605,300 people aged 25-64 making up just over half of the population (51.8%). Woking has the highest percentage (54.0%) and Waverley the lowest (48.9%).</p> <p>There are estimated to be 216,700 older people aged 65+, making up just under one in five (18.5%) of the population. Mole Valley has the highest proportion of older people (22.8%) and Guildford the lowest (16.3%).</p> <p>Appendix B1 provides a breakdown of age groups per Borough/District.</p>
<p>Disability</p>	<p>Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people with disabilities.</p> <p>An uplift in visits from 4,500 to 20,000 by 2021 will significantly increase our capacity.</p> <p>Increased use of wider community safety initiatives may be used to target accident</p>	<p>An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact on those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fire, and on people with mobility issues given that they may have greater difficulty escaping a fire.</p>	<p><u>Census 2011</u> In 2011, 13.5% of residents in Surrey reported a health problem, with 7.8% limited a little and 5.7% limited a lot. The overall proportion reporting a health problem was unchanged from 2001.</p> <p>The proportion of the Surrey population reporting a health problem is highest in Spelthorne (14.9%) and lowest in Elmbridge (12.1%). Fewer Surrey residents reported a health problem than the national average. In England as a whole 17.6% reported a health problem with 9.3% limited a little and 8.3% limited a lot.</p> <p><u>Disability and Mobility:</u></p>

	<p>prevention work to at risk groups.</p>	<p>Between April 2006 and March 2012, of the 16 people who died in a fire in Surrey, 7 (45%) were known to have mobility issues that affected their ability to escape the fire. 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. (CRP 2013/14)</p> <p><u>Mental Health:</u> The fatal fires analysis highlights mental health issues as a contributory factor to accidental dwelling fire deaths.</p> <p>9 of the 18 people who died in fires outside the home between April 2006 and March 2016 were suffering from mental health issues.</p> <p>The numbers of people with alcohol and drug dependencies are also forecast to rise by 4% by 2030.</p> <p><u>Race and ethnicity:</u> Differences in the levels of mental well-being and prevalence of mental disorders are influenced by a complex combination of socio-economic factors, racism, diagnostic bias and cultural and ethnic differences and are reflected in how mental health and mental distress are presented, perceived and interpreted.</p> <p><u>Gender:</u> 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 suicide, drug and alcohol abuse, anti-social personality disorder, crime and violence are more prevalent among men. Gay, lesbian, bisexual and gender reassignment people are at increased risk for some mental health problems –</p>
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			<p>notably anxiety, depression, self-harm and substance misuse – and more likely to report psychological distress than their heterosexual counterparts.</p> <p><u>Smoking (and Mental Health):</u> Surrey’s Joint Strategic Needs Assessment (JSNA) also identifies that mental health service users exhibit rates of smoking at least twice that found among the general population. Between April 2006 and March 2016, in 35% of the accidental fatal dwelling fires, smoking materials was the primary cause of the fires.</p> <p>Appendix provides a breakdown of B2 Long term illness or disability per Borough/District</p>
Gender reassignment	There is no indication that there will be a significant impact on people with this protected characteristic.	There is no indication that there will be a significant impact on people with this protected characteristic	Data on gender reassignment across the county is limited. The Office of National Statistics have identified the need for this data to inform further policy making decisions.
Pregnancy and maternity	The proposed Lifelong Learning programme will help to identify what community safety provision is most valuable for people in different age groups. The plan is to ensure that safety messages are delivered to residents at all stages of their lives in Surrey, to build communities resilient to fire and other emergencies.	An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact for people generally in areas where cover will be reduced.	Expectant and new mothers could potentially be more at risk when escaping from a fire, 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 babies and/or young children. Further research needs to be done to establish a link between pregnancy/maternity and risk from fire and other emergencies.
Race	Increased, targeted use of our Safe and Well Visit programme and business fire safety auditing should allow us to reduce the risk to residents and businesses from all groups. Community	There is no indication that there will be a significant impact on people with this protected characteristic	<i>The breakdown of racial/ethnic groups by Borough/District can be found in the appendices (A and B3) to this document, and are taken from Surrey-i – 2011 census data.</i>

	<p>outreach programmes will assist in ensuring that people who have English as a second language will receive appropriate fire safety provision.</p>		<p>In some areas there are populations of people from certain ethnic backgrounds notably larger than the Surrey average (mean). Elmbridge, Reigate and Banstead, Runnymede, Spelthorne and Woking are all cases in point. Of these, Runnymede is facing the biggest impact to response times under the proposed changes. It could be argued that the Indian community are disproportionately affected by the changes to response times, as the Indian population in Runnymede is 39% higher than the Surrey average. However there is no evidence to suggest that people from an Indian background in Runnymede will be disproportionately affected compared to the community of Runnymede as a whole. Furthermore Runnymede will retain a response time within the target of 10 minutes and quicker than the Surrey mean.</p>
<p>Religion and belief</p>	<p>Increased, targeted use of our Safe and Well Visit programme and business fire safety auditing should allow us to reduce the risk to residents and businesses from all groups. Community outreach programmes will assist in ensuring that fire safety activities will take place in places of religious worship in order to reach a large audience.</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic.</p>	<p><i>The breakdown of religious groups by Borough/District can be found in the appendices (A and B4) to this document, and are taken from Surrey-i – 2011 census data.</i></p> <p>In certain areas there are populations of people from certain religions notably larger than the Surrey mean. Epsom and Ewell, Spelthorne and Woking are all cases in point. All of these boroughs will retain a response time within the target of 10 minutes and quicker than the Surrey mean, so it cannot be clearly argued that people from any particular religion will be disproportionately impacted by changes to fire and rescue cover.</p>
<p>Sex</p>	<p>In Surrey in the years 2015-2018 85% of FRS incidents involving fatalities in water the casualties were males. An increase in community engagement and educational work through an expanded</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic</p>	<p>Surrey's population, according to the ONS's estimates for 2017 is 50.9% female and 49.1% male in all age groups as a whole. Guildford Borough has the most statistically balance population, with 50% male and female, and Elmbridge Borough the least balanced, with 51.6% female and 48.4% male. Further information is available in Appendix B5.</p>

	community safety programme may serve to reduce incidence of water rescue and fatality to this vulnerable group.		Data from RoSPA and the Water Incident Database shows that in England in the period 2015 – 2018, males accounted for 83.7% of all naturally occurring or accidental deaths in water. Internal data shows that in Surrey in the years 2015-2018, 85% of water related fatalities that SFRS responded to were males. 70% of these incidents occurred in the hours of 07:00 to 19:00. 75% of these incidents occurred on a week day, and 25% on a weekend day.
Sexual orientation	There is no indication that there will be a significant impact on people with this protected characteristic	There is no indication that there will be a significant impact on people with this protected characteristic	Data on sexual orientation across the county is limited. ONS estimates are by County and are not broken down into Borough so do not contain the detail necessary for analysis. Estimates suggest that in 2013-15 97.3 % of the Surrey population was heterosexual, 0.7% gay or lesbian, 0.3% bisexual, 0.3% other and 5.1% don't know or refuse to comment. This is broadly in line with National estimates. There is a slightly higher estimated percentage of heterosexual individuals compared to the National average (93.5%) a slightly lower estimated percentage of gay or lesbian (1.2% Nationally), a lower estimated percentage of bisexual (0.6 Nationally), a lower estimated percentage of "other" (0.4 Nationally) and a higher estimated percentage of those who didn't know or preferred not to comment (4.4 Nationally). There is no strong evidence to suggest that people of any particular sexual orientation may be at a higher risk of injury from fire or other FRS-relevant incidents.
Marriage and civil partnerships	There is no indication that there will be a significant impact on people with this protected characteristic	There is no indication that there will be a significant impact on people with this protected characteristic	People who live alone, rather than those who live with partners, are at higher risk of accidental fires. The largest change (in the number of people living alone by age group, 2005 – 2015) is in the 45 to 64 age group, where the number of people living alone increased by 23% between 2005 and 2015, a statistically significant change. This is partly due to the increasing population aged 45 to 64 in the UK over this period, as the 1960s baby boom

			<p>generation have been reaching this age group. The increase could also be due to a rise in the proportion of the population aged 45 to 64 who are divorced or never married.</p> <p>Appendix B6 provides a breakdown of marital status by Borough/District.</p>
<p>Carers (protected by association)</p>	<p>Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people in higher risk groups. Improved fire safety in these homes may help protect carers by association.</p>	<p>An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This is likely to have a greater impact on elderly and disabled residents. Their carers may be impacted by association, but there is no clear evidence for this.</p>	<p>There is no clear evidence available to correlate adverse impact to carers with changes to fire and rescue response times.</p>

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

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p>Age</p>	<p>An increase in dedicated fire safety roles may provide opportunities for firefighters for whom the fitness requirements of an operational role can become progressively more challenging.</p>	<p>No specific issue has been identified at this stage</p>	<p>A 1990 study by Rogers et al found that, from the age of 30, VO2 max (VO2 max measures the optimum rate at which heart, lungs and muscles can effectively use oxygen during exercise) declines by 12% per decade. VO2 max is used as a factor in determining firefighter fitness.</p> <p>Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.</p>

Disability	An increase in dedicated fire safety roles may provide opportunities for firefighters who develop disabilities that prohibit an operational role, such as reduced mobility.	No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Gender reassignment		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Pregnancy and maternity		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Race		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Religion and belief		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Sex		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Sexual orientation		No specific issue has been identified at this stage	Data on the profile of the Service according to sexual orientation is not mandatory for employees to declare, and to date responses have been at low levels. This leaves the Service with limited data on the number of LGBT employees in Service. Therefore it is not possible to tell whether members of a particular sexual orientation are impacted positively or negatively, for example therefore suffer an indirect impact through the service restructure. Efforts will be undertaken to capture better staff demographic data in order to better understand impacts in future. Positive action could be taken to mitigate any adverse risk. On a national level data from the Fire & Rescue Service Equality and Diversity Strategy 2008 – 2018 demonstrates that there is recognition that the number of gay, lesbian and bisexual Fire & Rescue Service employees who feel

			able to be open about their sexuality at work is less than 10 per cent of the national average. Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Marriage and civil partnerships		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Carers (protected by association)	No specific benefit has been identified at this stage, however there is potential for flexible working to have a positive impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the individual EIAs for each region/station affected.	No specific issue has been identified at this stage, however there is potential for disproportionate impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the individual EIAs for each crewing system once these are known.	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.

8. Amendments to the proposals

Change	Reason for change

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
An increase in targeted fire safety provision should reduce the risk to the most people most vulnerable to fire, which includes the elderly and people with restricted mobility, sensory impairments and mental health issues	Targeted campaigns in coordination with community engagement programmes will assist in delivering fire safety provision to people most vulnerable from fire and other emergencies.	Frequency based on risk analysis and Person Centred Approach	Andrew Treasure
The increase in response times through changes to fire and rescue cover at several fire stations may mean greater risk to life and serious injury. This could have a greater impact on the following groups: <ul style="list-style-type: none"> the elderly given their vulnerability statistically to be injured or killed in fires, and on the elderly and parents with young children given that they may have greater difficulty escaping a fire. those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fire, and on the disabled given that they may have greater difficulty escaping a fire. On Carers and the children or adults they 	<p>Additional investment will be allocated to fire safety provision. Prevention work will continue across the County, e.g. Safe and Well Visits (SAWVs), in order to inform and educate the public about reducing the risk of fire and other emergencies. Individuals at greatest risk, such as the elderly and people with mobility issues will be targeted to improve equality of opportunity in fire safety provision. The number of SAWVs is proposed to increase from 4,500 in 2018 to 20,000 by 2021.</p> <p>A key priority for Surrey County Council is to support people to live at home for longer. Telecare is the name given to the range of sensors which link with the traditional community or lifeline alarms. Telecare equipment ranges from pendants that can be worn to smoke and carbon monoxide detectors, and bed and falls sensors for those with mobility</p>	<p>Increases on an annual basis</p> <p>Increases in partnerships on an annual basis</p>	<p>Andrew Treasure</p> <p>Andrew Treasure</p>

<p>are caring for in particular given that they may have greater difficulty escaping a fire.</p> <ul style="list-style-type: none"> • Young people are statistically at a high risk from death and serious injury resulting from road traffic collisions. Reduction in night time fire and rescue cover may impact on the time it takes to rescue them. • Students in further educational establishments may be at higher risk from fire. Reduction in night time fire and rescue cover may impact on the time it takes to rescue them. • An increase in water safety education as part of the Lifelong Learning programme and increased community safety provision may help reduce the number of water rescue incidents, which will be a particular benefit to males who make up the majority of casualties. 	<p>difficulties. The sensors are designed to assist people of all ages to live more independently by monitoring their safety. In Surrey, when a linked smoke detector is activated, SFRS will respond. The predicted rise in the number of supported residents means that we will continue to work with partners to ensure they refer supported residents to us for advice via our SAWVs.</p> <p>Further roll-out of road safety education will assist in reducing the risks to young drivers. Road User Awareness Days and the Safe Drive Stay Alive programme can reach thousands of young people every year. Their impact needs to be assessed, as there is no clear evidence to show the correlation between increased road safety campaigns and a decrease in accidents.</p> <p>Increased delivery of business safety provision will allow SFRS to better assess the risks of campuses and halls of residence, suggest improvements and enforce against non-compliance where appropriate.</p> <p>In all instances, the effect of community and business safety programmes must be assessed to quantify their effect on reducing risks. This will allow SFRS to determine whether they are effective at mitigating impacts from changes to fire and rescue cover at night.</p> <p>Drills and exercises will be run at university campuses and halls of residence affected. This will allow us to check that responsible persons are fulfilling their responsibilities under fire safety legislation.</p>	<p>Annually</p> <p>Increases on an annual basis</p> <p>Annually</p> <p>An exercise per year</p>	<p>Andrew Treasure</p> <p>Andrew Treasure</p> <p>Andrew Treasure</p> <p>Gary Locker</p>
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<p>General impacts to people of different protected groups may not be immediately evident from existing analysis.</p>	<p>Robust equality monitoring during the consultation process may reveal patterns in views relevant to protected groups.</p>	<p>End of September 2019</p>	<p>Sarah Kershaw</p>
<p>Temporal fire patterns within Surrey, and specifically in the areas most directly affected by the proposed changes, need to be analysed to assess the potential impact on different groups.</p>	<p>Negative impacts may be mitigated by an increase of targeted fire safety provision, but the overall effect of such mitigation should be assessed. SAWVs will increase from 4,500 to 20,000 by 2021.</p>	<p>Increases on an annual basis</p>	<p>Andrew Treasure</p>

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
No impact has been identified for which measures cannot be taken in an attempt at mitigation. However the anticipated positive impacts of mitigation will be monitored using evaluative performance measures to assess effectiveness.	

11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<p>Full public consultation was undertaken and responses considered in regard to potential impacts. The findings of the consultation process can be found at:</p>
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>Increased business and community safety provision will benefit all sectors of our community, and there will be an increased focus on fire safety for people who are most vulnerable, which includes people 65 and older and people with disabilities. Increases in response times might impact young drivers and older people.</p>
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>The content of the EIA, and the impacts identified, have been considered along with feedback from the consultation when developing the final plan. No substantive changes have been made to the initial proposals. However there are clear actions that we can take to mitigate the impact set out here whilst still delivering the plan.</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>Business and community safety work will see a significant increase across the County, including all areas which are being affected by a change in fire and rescue cover. Work will look into focussing on people and communities most vulnerable to fire and other emergencies and those who have had lower than average levels of fire safety engagement.</p>
<p>Potential negative impacts that cannot be mitigated</p>	

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