

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24/11/2013

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

**1.1** What is the name of the PPAD being Equality Impact Assessed?

Integrated Risk Management Plan proposals (PHASES 1, 2, 3)

**1.2** What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Main aim is through a review of risk and service delivery options, is to approve the proposals for future provision of Prevention, Protection and Response services, which will result in a reduction in the operational establishment, as identified within this report for final approval by the full Fire Authority at its meeting on 14<sup>th</sup> February 2014. The intended outcome is to maintain service delivery meeting current response standards on a risk based approach, and addresses a financial shortfall of approximately £7.1 million. Phase 1 & 2 proposals will potentially realise £4.352 million of savings. This would leave a shortfall of £2.760 million approximately. PHASE 3 reviews are anticipated to identify savings toward this shortfall.

**1.3** Who is affected by the PPAD? How does it impact on people?

Staff  
Public  
Fire Authority

Public - service delivery models will change, although adverse impacts are at this stage considered minimal. Preventative service delivery will continue to be risk based and targeting vulnerable people and groups.

Staff - staff reductions of between 50 - 80 posts, mainly operational posts.

Fire Authority - there is potential for organisational reputation to be scrutinised.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

Public - ORS consultation - Opinion Research Services conducted some consultation as part of the Medium Term Plan / Integrated Risk Management Plan consultation.

The main public views were:

- Consider more economical duty systems
- Raise council tax
- Protect preventative work in the community
- Less support for reducing fire engines
- Support for principle of charging
- Not supportive of closing stations

Fire Authority Members - Lead Members have been involved in shaping these proposals, and previously discussed impact assessments at meetings of the Integrated Risk Management Forum. The representative bodies have attended these too.

Representative bodies have also had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Partners & stakeholders - April 2013 saw the introduction of the new role of Inclusion and Partnership Co-ordinator, which is responsible for building closer relationships with the voluntary sector, local authority, public health and others. The Inclusion and Partnership Co-ordinator's role includes identifying emerging risks and working with partners to develop strategies to tackle them.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

We have extensive information about the risk relevant to the Fire Service in our community and actively research relevant national and international developments in this field. This knowledge has helped to shape our Strategic Objectives.

- Extensive on-going analysis of our own historical data including characteristics of those involved in incidents, use of the MOSAIC segmentation tool to help us better understand those at most risk of fires and other incidents; use of government supplied toolkit (Fire Service Emergency Cover - FSEC) to analyse risk of fire and other incidents using data and also demographic characteristics such as Index of Multiple deprivation, tenure of housing, likelihood of disability etc.
- Extensive on-going analysis of Data sources from partners data, including Sussex police and Sussex Safer Roads Partnership - Road traffic accident data for risk areas and demographic characteristics of those likely to be in road traffic collisions; in addition we have excellent links with the Health & wellbeing boards for additional information such as smoking habits and lifestyle issues.

- Membership of national and regional working groups to ensure we keep up to date with Best Practice methodology for analysing customer risks and needs.
- A range of practical and academic papers and articles produced locally, nationally by CLG and other research bodies.

On-going face to face engagement work with our diverse customers helps us understand their needs and expectations.

A fundamental part of the work of East Sussex Fire and Rescue is community protection and this element of our on-going work brings us into regular contact with our customers. For example, we carry out around 10,000 Home Fire Safety Checks and engaged with over 19000 children and young people through our schools education programme 2012/2013. This doesn't include people we talk to at Open days and fetes and Coaching for a Safer Community.

Below is a list of just some of the activities. Reference will be seen to our specialist Community Safety Advisers who have a special remit to work with people who may be hard to engage – “getting in to places other people can't reach”. In addition, our Borough Commanders and crews work with different emphasis according to the needs of their local communities, which obviously vary around East Sussex, Brighton & Hove.

Data and research was considered from the following:

Fire Service Emergency Cover Toolkit  
 Active Total Solution mapping Phoenix  
 Electronic Incident Recording System  
 Management Information System  
 Experian Mosaic Public Sector Life Style Data  
 The Cube - inhouse community profiling tool  
 Census Data  
 StaffData  
 Rural Review of Oct 2010  
 Hasintgs Review 2012

No complaints have been made about this PPAD at this time, but document has not been made public yet.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:

Fire Service Emergency Cover Toolkit  
 Active Total Solution mapping Phoenix  
 Electronic Incident Recording System  
 Management Information System  
 Experian Mosaic Public Sector Life Style Data  
 The Cube - in house community profiling tool  
 Census Data  
 Staff Data  
 Rural review of Oct 2010  
 Hastings Review 2012

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. These vulnerable are normally more representative of the elderly community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of elderly and vulnerable. Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. East Sussex Fire and Rescue is to fund a sprinkler project in a couple of high risk hi-rise buildings. Schools education delivery, is being delivered on a risk based methodology. Web resources are in place for low risk schools.

There is an impact on staff, with potentially 50 - 80 posts to be removed, but this would not adversely impact on service delivery.

## SECTION 2 *(All parts of Section 2 must be completed)*

	Adverse Impact	Neutral Impact	Positive Impact	Explain your answer
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. These vulnerable are normally more representative of the elderly community. East Sussex Fire and Rescue works with many partners to improve the safety and well-being of elderly and vulnerable. Elderly / vulnerable - Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. East Sussex Fire and Rescue is to fund a sprinkler project in 3 high risk hi-rise buildings. Young people - Schools education delivery, is being delivered on a risk based methodology. Web resources are in place for low risk schools.
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue Service works with many partners to improve the safety and well being of vulnerable.
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable. Preventative communication and marketing materials are available in different formats.

<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable. Links are in place with the Lesbian, Gay, Bi-sexual, Transgender (LGBT) communities.
<b>Other groups</b> Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.  STAFF - There will be a reduction in posts will adversely impacts on staff.
<b>Human Rights</b> and/or <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Socio-economic factors</b> and/or <b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A review of factors impacting on rurality has previously been undertaken. Improvements are envisaged to the way we prioritise and target Home Safety Visits.

## SECTION 3

### 3.1 Have you identified any adverse impacts? List and explain the impacts.

#### PUBLIC / SERVICE DELIVERY

In some scenarios, the second fire engine to an incident in the City may be slower than pre-proposal. Predictive modelling has shown there would be no significant increase in life-risk should one pump in the City be removed and there is no additional response benefit to maintain the fifth pump as a retained pump except for Service wide resilience or initial makeups and second and subsequent calls to incidents within the City. The Service would also continue to meet our service-wide attendance standards.

From a Prevention perspective, we look at risk from the perspective of both the public and our firefighters and our various Strategies (including Community Safety, Protection and Response) reflect this. Our Community Profiling has given us a clearer understanding of the customer, risk and diversity across East Sussex and the City of Brighton & Hove and has led to the development of "The Cube". This is a community profiling tool, which collates risk information from a number of different sources and uses it to identify the most vulnerable members across our communities. These sources include the Fire Services Emergency Cover Toolkit (FSEC), Indices of Multiple Deprivation, Phoenix, and incident history. In addition, Mosaic Public Sector data is used to help understand the community profile of households and allow development of campaigns according to the most appropriate communication channel.

Data is also obtained from Adult Social Care to target those people considered most vulnerable in the community.

#### STAFF

There is potential for between 50-80 posts to be reduced from the organisation from phases 1 & 2. Phase 3 potentially could also identify some staff reductions. Other impacts could include changes to duty systems, shift patterns and ways of working.

### 3.2 What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

PUBLIC / SERVICE DELIVERY - Predictive modelling has shown there would be no significant increase in life-risk should one pump in the City be removed and there is no additional response benefit to maintain the fifth pump as a retained pump except for Service wide resilience or initial makeups and second and subsequent calls to incidents within the City. The Service would also continue to meet our service-wide attendance standards. Preventative services will be maintained, with an emphasis on targeting those most vulnerable people in the community. These vulnerable people are normally more representative of the elderly community. East Sussex Fire and Rescue works with many partners to improve the safety and well-being of elderly and vulnerable.

Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. ESFRS is proposing to fund a sprinkler project in a couple of high risk hi-rise buildings.

STAFF - Retirement profiles need to be determined as do opportunities for redeployment.

Voluntary redundancies and redundancy packages need to be developed if necessary.

### 3.3 If the adverse impact cannot be addressed, is it justified for a legitimate reason?

**SECTION 4 - Equality Improvement plan**

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b>	<b>Retirement profiles need to be determined as do opportunities for redeployment.</b>  <b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b>	<b>Head of Human Resources and Deputy Chief Fire Officer.</b>	<b>Time line and any costs to be agreed.</b>	

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24/11/2013

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

**1.2 What is the name of the PPAD being Equality Impact Assessed?**

PHASE 1 - Proposals 1,2,3,4,6,7

Proposal 1 - Community safety - Approval of five key prevention activities

Proposal 2 - Sprinklers – Funding retrofitting of Sprinklers and Proposal 3 – Campaigning for the installation of Sprinklers in vulnerable cases.

Proposal 3 - Sprinklers - Over the period of this Medium Term Financial Plan it is proposed to continue to share evidence with partners and developers and campaign on the installation of sprinklers in both single domestic dwellings and properties housing the more vulnerable in the community.

Proposal 4 - Home Safety Visits (HSV) – Reduction of Community Safety Advisors & greater proportion of HSVs to be undertaken by crews

Proposal 5 - Road Safety Co-ordination

Proposal 6 - Review of Schools Education

Proposal 7 - Removal of Intervention and Incident Reduction Manager post

**1.2 What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

The purpose of this PPAD is to align the Prevention and Protection activities with the reduction in incidents as per the paragraph above whilst also providing savings.



**1.4 Who is affected by the PPAD? How does it impact on people?**

**Public**

The Public are unlikely to see any difference in service delivering. Prevention activities will be maintained.

**Staff**

Staff - Proposal 4 - would see a reduction in staff. To review the number of Home Safety Visits carried out annually, targeting the most vulnerable in our community, and as a result of the reduction in incidents, a greater proportion to be undertaken by crews. This will enable a reduction in the number of Community Safety Advisors by four through redeployment and/ or natural turnover, starting in 2014/15, and to enhance their role for specific and discrete community safety work through central management. The management of the remaining 6 will transfer from the 6 Boroughs to central management (Community Risk Management department). Efficiency improvements are envisaged through improved risk assessment, targeting, prioritisation and leaner processes

Staff - Proposal 7 - would see a reduction in staff - Intervention and Incident Reduction Manager. The number of incidents of arson have been reduced; there is evidence the work of this role has been successful in recent years in reducing deliberate fires, therefore reducing the need for the role. Other mechanisms are in place for monitoring and tackling arson; for example, Community Safety Partnerships (Joint Action Groups working with Borough Commanders).

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances.

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead Members from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

Fire Service Emergency Cover Toolkit

Active Total Solution mapping Phoenix

Electronic Incident Recording System

Management Information System

Experian Mosaic Public Sector Life Style Data  
The Cube - inhouse community profiling tool  
Census Data  
Staff Data  
Rural Review of October 2010  
Hastings Review 2012

No complaints have been made about this PPAD at this time, but document has not been made public yet.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered from the following:

Fire Service Emergency Cover Toolkit  
Active Total Solution mapping Phoenix  
Electronic Incident Recording System  
Management Information System  
Experian Mosaic Public Sector Life Style Data  
The Cube - inhouse community profiling tool  
Census Data  
Staff Data  
Rural Review of Oct 2010  
Hastings Review 2012  
ORS consultation report January 2013

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. These vulnerable are normally more representative of the elderly community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of elderly and vulnerable. Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. East Sussex Fire and Rescue is to fund a sprinkler project in a couple of high risk hi-rise buildings. Schools education delivery, is being delivered on a risk based methodology. Web resources are in place for low risk schools.

There is an impact on staff, with 5 posts to be removed, but this would not adversely impact on service delivery.

## SECTION 2 *(All parts of Section 2 must be completed)*

	Adverse Impact	Neutral Impact	Positive Impact	Explain your answer
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. These vulnerable are normally more representative of the elderly community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of elderly and vulnerable. Elderly / vulnerable - Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. East Sussex Fire and Rescue is to fund a sprinkler project in 3 high risk hi-rise buildings. Young people - Schools education delivery, is being delivered on a risk based methodology. Web resources are in place for low risk schools.
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable. Preventative communication and marketing materials are available in different formats.
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.

<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable. Links are in place with the Lesbian, Gay, Bi-sexual, Transgender (LGBT) communities.
<b>Other groups</b>  Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.  STAFF - There will be a reduction in posts will adversely impact on staff.
<b>Human Rights</b>  and/or  <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire and Rescue works with many partners to improve the safety and well being of vulnerable.
<b>Socio-economic factors</b>  and/or  <b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A review of factors impacting on rurality has previously been undertaken. Improvements are envisaged to the way we prioritise and target Home Safety Visits.

## SECTION 3

**3.1** Have you identified any adverse impacts? List and explain the impacts.

STAFF - reduction in staff posts:  
4 x Community Safety Advisor posts  
1 x Intervention & Incident Reduction Manager

**3.2** What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

Retirement profiles need to be determined as do opportunities for redeployment.  
  
Voluntary redundancies and redundancy packages need to be developed if necessary.

**3.3** If the adverse impact cannot be addressed, is it justified for a legitimate reason?

Phase 1 - Proposal 4 - Community Safety Advisors - whilst a reduction is proposed, the management of the remaining 6 will transfer from the 6 Boroughs to central management (Community Risk Management department). Efficiency improvements are envisaged through improved risk assessment, targeting, prioritisation and leaner processes.

Phase 1 - Proposal 7 - Intervention & Incident Reduction Manager - the number of incidents of arson have been reduced; there is evidence the work of this role has been successful in recent years in reducing deliberate fires, therefore reducing the need for the role. Other mechanisms are in place for monitoring and tackling arson; for example, Community Safety Partnerships (Joint Action Groups working with Borough Commanders).

## SECTION 4 - Equality Improvement plan

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b>	<b>Retirement profiles need to be determined as do opportunities for redeployment.</b>  <b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b>	<b>Head of HR and DCFO.</b>	<b>Time line and any costs to be agreed.</b>	

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
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<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24/11/2013

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

**1.3** What is the name of the PPAD being Equality Impact Assessed?

PHASE1 - Proposal 5 - Introduction of Locality Managers in Hastings and Brighton.

**1.2** What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

The purpose of this PPAD is to align the operational response with the reduction in incidents as per the paragraph above and will result in a reduction in the operational establishment with the introduction of Locality Managers in Hastings and Brighton. This will reduce the number of Watch Managers by 8.

**1.5** Who is affected by the PPAD? How does it impact on people?

Public

The public would not see any difference in service delivery or be adversely impacted.

Staff

It is proposed to introduce Locality Managers in Hastings and Brighton. They will not be allocated to a specific Watch. These posts are to be introduced in 2014/15. These managers would work a duty system that would provide the appropriate level of managerial support, both administrative and operational, to the Station Manager and Crew Managers at these stations. A positive impact will be enhanced support for delivery of Borough and Station Action Plans and associated community safety activities.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead Members from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - inhouse community profiling tool
- Census Data
- Staff Data
- Rural Review of October 2010
- Hastings Review 2012

No complaints have been made about this PPAD at this time, but document has not been made public yet.



**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - in house community profiling tool
- Census Data
- Staff Data
- Rural review of Oct 2010
- Hastings Review 2012

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

Staff - There will be a reduction of 8 Watch Managers.

**SECTION 2 (All parts of Section 2 must be completed)**

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.

<b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Other groups</b> Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Some staff may become displaced as a result of the intention to reduce the number of managers. Human Resources will undertake personal consultation meetings with those who may be affected. Reduction in posts would be managed through the <i>Redundancy, Redeployment and Managing Change</i> guidance.
<b>Human Rights</b> and/or <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Socio-economic factors</b> and/or <b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.

## SECTION 3

**3.1** Have you identified any adverse impacts? List and explain the impacts.

Staff - reduction in posts. Potential for less supervision of staff.

**3.2** What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

Staff consultation to establish a suitable duty system that would optimise availability for supervision of staff.

**3.3** If the adverse impact cannot be addressed, is it justified for a legitimate reason?

Yes - there would still be management supervision provided by Crew Managers.

**SECTION 4 - Equality Improvement plan**

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b>	<b>Retirement profiles need to be determined as do opportunities for redeployment.</b>  <b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b>	<b>Head of Human Resources and Deputy Chief Fire Officer.</b>	<b>Time line and any costs to be agreed.</b>	
<b>Staff supervision</b> <b>The duty systems considered for locality manager will need to ensure that satisfactory levels of supervision and support are sustained.</b>	<b>Need to identify a duty system that provides optimum levels of supervision time (e.g. a day duty system)</b>	<b>Head of Human Resources and Deputy Chief Fire Officer.</b>	<b>Time line and any costs to be agreed.</b>	

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24/11/2013

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

#### 1.4 What is the name of the PPAD being Equality Impact Assessed?

PHASE 1 - Proposal 8

Combination of Fire safety offices.

It is proposed that the existing 6 borough fire safety offices are combined to form 2 larger Business Safety offices. These will be the City and Lewes (based at Hove) and then Rother, Hastings, Wealden and Eastbourne (based at Eastbourne) but will be centrally co-ordinated and managed through a service level agreement with Borough Commanders.

#### 1.2 What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Reduction in managers (Flexible duty Station managers x4).

#### 1.6 Who is affected by the PPAD? How does it impact on people?

Staff  
Public

It is proposed that the focus should be 'better engagement and education of the business community' with a shift of emphasis from enforcement to business safety. This will involve a programme of advice and guidance to the business community on how they can comply with fire safety law.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead Members from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - inhouse community profiling tool
- Census Data
- Staff Data
- Rural Review of Oct 2010
- Hastings Review 2012

No complaints have been made about this PPAD at this time, but document has not been made public yet.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:  
 Fire Service Emergency Cover Toolkit  
 Active Total Solution mapping Phoenix  
 Electronic Incident Recording System  
 Management Information System  
 Experian Mosaic Public Sector Life Style Data  
 The Cube - in house community profiling tool  
 Census Data  
 Staff Data  
 Rural review of Oct 2010  
 Hastings Review 2012

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

Public - This is a change to management supervision. The public would not see any difference in service delivery or be adversely impacted.

Staff - The management span of control would increase. Some staff may be adversely impacted by a change of work location.

**SECTION 2 (All parts of Section 2 must be completed)**

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.

<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is purely about management of teams.
<b>Other groups</b> Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Some staff may become 'at risk' as a result of the intention to reduce the number of managers. Human Resources will undertake personal consultation meetings with those who may be affected. Some staff may have a change to work location.
<b>Human Rights</b> and/or <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>Socio-economic factors</b> and/or <b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Businesses will not be affected by this proposal.

## SECTION 3

**3.1** Have you identified any adverse impacts? List and explain the impacts.

Some staff may become 'at risk' as a result of the intention to reduce the number of managers. Human Resources will undertake personal consultation meetings with those who may be affected.

Some staff may have a change to work location.

**3.2** What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

Staff consultation.

Retirement profiles need to be determined as do opportunities for redeployment.

Voluntary redundancies and redundancy packages need to be developed if necessary.

**3.3** If the adverse impact cannot be addressed, is it justified for a legitimate reason?



**SECTION 4 - Equality Improvement plan**

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b>	<b>Retirement profiles need to be determined as do opportunities for redeployment.</b>  <b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b>	<b>Head of Human Resources and Deputy Chief Fire Officer.</b>	<b>Time line and any costs to be agreed.</b>	

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24/11/2013

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

**1.5** What is the name of the PPAD being Equality Impact Assessed?

PHASE 1 - Proposal 9 - Amend the Day Crewed Duty System

**1.2** What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Approve the proposals for future provision of Prevention, Protection and Response services, which will result in a reduction in the operational establishment, for final approval by the full Fire Authority at its meeting on 14<sup>th</sup> February 2014. The intended outcome is a reduction in operational establishment of 15 or 13 posts.

**1.7** Who is affected by the PPAD? How does it impact on people?

Staff  
It is proposed to amend the current two watch system on day crewed duty system fire stations to a one Watch system across a seven day week.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead Members from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Fire Authority members have been presented with proposals for the option of the introduction of day crewed plus duty system and had the opportunity to raise issues accordingly.

Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - inhouse community profiling tool
- Census Data
- Staff Data
- Rural Review of October 2010
- Hastings Review 2012

No complaints have been made about this PPAD at this time, but document has not been made public yet.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:  
 Fire Service Emergency Cover Toolkit  
 Active Total Solution mapping Phoenix  
 Electronic Incident Recording System  
 Management Information System  
 Experian Mosaic Public Sector Life Style Data  
 The Cube - in house community profiling tool  
 Census Data  
 Staff Data  
 Rural review of October 2010  
 Hastings Review 2012

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

There are no suggested adverse impacts on service delivery.

Staff will be impacted due to the reduction in numbers and a change in duty system / working pattern.

**SECTION 2 (All parts of Section 2 must be completed)**

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.

<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.
<b>Other groups</b>  Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Staff - there will be a reduction in staff and a new duty system. There may be 'family friendly' impacts.
<b>Human Rights</b>  and/or  <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.
<b>Socio-economic factors</b>  and/or  <b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service delivery will not be affected or altered; this is about efficiency from a change in duty system.

### SECTION 3

**3.1** Have you identified any adverse impacts? List and explain the impacts.

Staff - there will be a reduction in staff and a new duty system. There may be 'family friendly' impacts.

**3.2** What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

Staff consultation. A working group has been meeting to research and propose a suitable duty system solution.

**3.3** If the adverse impact cannot be addressed, is it justified for a legitimate reason?

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**SECTION 4 - Equality Improvement plan**

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b>	<b>Retirement profiles need to be determined as do opportunities for redeployment.</b>  <b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b>	<b>Head of Human Resources and Deputy Chief Fire Officer.</b>	<b>Time line and any costs to be agreed.</b>	

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24.11.13

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

**1.6** What is the name of the PPAD being Equality Impact Assessed?

Removal of one pumping appliance and associated crewing from the City of Brighton and Hove.

**1.2** What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

The purpose of this PPAD is to align the operational response with the reduction in incidents as per the paragraph above whilst also providing significant savings through the reduction of one pumping appliance and 24 fire-fighter posts. This will result in 4 fire appliances remaining in the city with resilience provided from other areas of the service through other operational response initiatives still being developed.

**1.8 Who is affected by the PPAD? How does it impact on people?**

Predictive modelling has shown there would be no significant increase in life-risk should one pumping appliance in the City be removed. There is also no additional response benefit to maintain the fifth appliance as a retained pump except for Service wide resilience or initial makeups and second and subsequent calls to incidents within the City. This resilience will be delivered through other proposals that form part of this medium term financial plan. Service-wide attendance standards will still be met.

Public will be affected as there will be a slight delay in the response time of a second appliance in some circumstances dependant on the locality and community profile of the emergency incident occurs. However, service wide standards will still be met and in fact will still remain some of the fastest response times across the whole county of East Sussex and Brighton and Hove.

Staff will be affected as there will be a reduction of 24 posts and thus natural turnover and redeployment options will need to be considered. This would affect **X** male staff, **Y** female staff of which **D** are known have to declared a disability.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

he Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead officers from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Fire Authority members have been presented with proposals for the option of the introduction of day crewed plus duty system and had the opportunity to raise issues accordingly.

Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises, the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

Fire Service Emergency Cover Toolkit  
Active Total Solution mapping Phoenix  
Electronic Incident Recording System



Management Information System  
Experian Mosaic Public Sector Life Style Data  
The Cube - inhouse community profiling tool  
Census Data  
Staff Data

Brighton and Hove Black and Ethnic Minorities Needs Assessment. This is a snapshot report published in December 2013 by the Black and Ethnic Community Partnership as part of an on-going piece of work on their Needs Assessment. This assessment will need analysing further in conjunction with in house data and community profiling information to identify if any particular protected characteristic group is adversely affected more than others. This may inform which groups need to be targeted during consultation.

No complaints have been made about this PPAD at this time, but document has not been made public.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:

Fire Service Emergency Cover Toolkit  
Active Total Solution mapping Phoenix  
Electronic Incident Recording System  
Management Information System  
Experian Mosaic Public Sector Life Style Data  
The Cube - in house community profiling tool  
Census Data included in reports detailed below

Brighton and Hove Black and Ethnic Minorities Needs Assessment. This is a snapshot report published in December 2013 by the Black and Ethnic Community Partnership as part of an on-going piece of work on their Needs Assessment. This report provides information from a range of City of Brighton and Hove sources, including Census 2011, Health Counts Survey 2012, City tracker, Safe and Well at School Survey, Place Survey and Count Me in Too.

Will need to discuss with partners and community groups in the City to ensure that all views are taken into account. Main problems with regard to crime etc.(including fire setting) in the city are related to substance misuse and mental health issues. Although the service wide attendance standards will still be met there will be slight delays in 2<sup>nd</sup> and subsequent appliance attendance times dependant on incident location. It should be noted that East Sussex Fire And Rescue Service are involved in the Drug Alcohol Action Team work that is ongoing in the city and this group will be contacted as part of the consultation.

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

There could be a slight delay in the 2<sup>nd</sup> and subsequent appliance attendance times dependant on location of the incident.

**SECTION 2** *(All parts of Section 2 must be completed)*

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location
<b>Gender Reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location
<b>Religion &amp; Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location

<p><b>Other groups</b></p> <p>Including employee groups i.e. part-time staff, Retained Duty System staff etc.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location.</p> <p>Operational tactics employed at an incident will have to be commensurate with the numbers of firefighters available at any given time following completion of a dynamic risk assessment.</p> <p>There will be a reduction in staff numbers and thus natural turnover and redeployment options will need to be considered.</p>
<p><b>Human Rights</b></p> <p>and/or</p> <p><b>The 10 dimensions of equality</b></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location</p>
<p><b>Socio-economic factors</b></p> <p>and/or</p> <p><b>Rurality</b></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location</p>

### SECTION 3

**3.1** Have you identified any adverse impacts? List and explain the impacts.

Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location.

This adverse impact is consistent across all characteristic groups. Work will be undertaken to identify any groups that may be affected more by this adverse impact.

**3.2** What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

Any areas or characteristic groups will be identified and targeted preventive work will be undertaken to further reduce the risk of fire from starting in the first place.

East Sussex Fire And Rescue Service is currently working in partnership with the city council and, through a risk assessment approach, have identified two high rise premises where sprinkler systems will be installed.

**3.3** If the adverse impact cannot be addressed, is it justified for a legitimate reason?

NA.

## SECTION 4 - Equality Improvement plan

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<p>Although the service wide attendance standards will still be met there will be slight delays in 2nd and subsequent appliance attendance times dependant on incident location.</p> <p>This adverse impact is consistent across all characteristic groups. Work will be undertaken to identify any groups that may be affected more by this adverse impact.</p>	<p>Specific community safety and preventative measures will be targeted at identified characteristic groups to further reduce the chance of fires starting in the first place.</p> <p>East Sussex Fire And Rescue Service are curently working in partnership with the city council and, through a risk assessment approach, have identified two high rise premises where sprinkler systems will be intstalled.</p>	<p>Head of Community Risk Management delivered through the central community safety team and Borough personnel.</p>	<p>Time line to be agreed. Work should be able to be completed with current staff levels.</p>	

<p><b>Work is required to determine any groups that may be more adversely affected dependant on which appliance is removed.</b></p>	<p><b>Specific community safety and preventative measures will be targeted at identified characteristic groups to further reduce the chance of fires starting in the first place.</b></p>	<p><b>Head of Community Risk Management delivered through the central community safety team and Borough personnel.</b></p>	<p><b>Time line to be agreed. Work should be able to be completed with current staff levels.</b></p>	
<p><b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b></p>	<p><b>Retirement profiles need to be determined as do opportunities for redeployment.</b></p> <p><b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b></p>	<p><b>Head of Human Resources and Deputy Chief Fire Officer.</b></p>	<p><b>Time line and any costs to be agreed.</b></p>	

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24.11.13

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

#### 1.7 What is the name of the PPAD being Equality Impact Assessed?

PHASE 2 - Proposal 2A - Convert Battle Fire Station from Wholetime (Day Crewed) to the new day Crewed System and remove the retained appliance, and associated crew, from the Ridge fire station Hastings.

#### 1.2 What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

The purpose of this PPAD is to align the operational response with the reduction in incidents as per the paragraph above whilst also providing savings through the conversion of Battle fire station from a wholetime day crewed appliance to the new day crewed system and removal of the retained appliance at the Ridge fire station Hastings.

Operational response in Battle would be improved due to additional firefighters on the wholetime establishment and the resilience for response into Hastings would be enhanced.

**1.9 Who is affected by the PPAD? How does it impact on people?**

Predictive modelling has shown there would be no significant increase in life-risk should Battle be converted to the new day crewed system and the retained appliance at the Ridge fire station removed. We would also continue to meet the Fire Authority's Service-wide attendance standards.

Public will be unaffected as there will be an overall improvement in the operational response in Battle and resilience improved with regard to incidents in Hastings and other service areas.

Staff will be affected as there will be a rise of 3 in the number of staff at Battle fire station and a reduction of retained posts at the Ridge fire station.

This would affect **X** male staff, **Y** female staff of which **D** are known to have a declared disability.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead Members from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Representative bodies have had one to one meetings with DCFO Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - inhouse community profiling tool
- Census Data
- Staff data

Information gathered as part of the Hastings Review of September 2012

Information gathered as part of the Rural Review of October 2010

No complaints have been made about this PPAD at this time, but document has not been made public.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - in house community profiling tool
- Census Data
- Staff Data
- Information gathered as part of the Hastings review of 2012
- Information gathered as part of the Rural Review of 2010

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

There will be a positive impact for all groups of people with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.

There will be an adverse effect on those Retained staff at The Ridge fire station who are displaced when the appliance is removed.

There will be negative impact on some residents of Hastings, and other surrounding areas, during hours when Battle fire station are 'on call', with regard to attendance times of appliance for 'make ups' with the removal of the retained appliance at the Ridge fire station.

Further analysis of the protected characteristic groups will be undertaken utilising in house data and community profiling information to identify if any particular protected characteristic group is adversely affected more than others. This may inform which groups need to be targeted during consultation.

**SECTION 2 (All parts of Section 2 must be completed)**

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.



<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Other groups</b> Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas. This will include additional posts available for staff displaced from other post reductions across the service.  There will be a negative impact on retained staff at The Ridge fire station due to them being displaced with the removal of the appliance.
<b>Human Rights</b> and/or <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.

<b>Socio-economic factors</b>  and/or  <b>Rurality</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
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## SECTION 3

**3.1** Have you identified any adverse impacts? List and explain the impacts.

There will be an adverse effect on those Retained staff at The Ridge fire station who are displaced when the appliance is removed.

Although the Service wide attendance standards will still be met there there will be negative impact on some residents of Hastings, and other surrounding areas, during hours when Battle fire station are 'on call', with regard to attendance times of appliance for 'make ups' with the removal of the retained appliance at the Ridge fire station.

Further analysis of the protected characteristic groups will be undertaken utilising in house data and community profiling information to identify if any particular protected characteristic group is adversely affected more than others. This may inform which groups need to be targeted during consultation.

**3.2** What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

Support for staff displaced by removal of retained fire appliance at The Ridge fire station.

Community safety activities targeted at any identified group of people or area to try and stop the instances of fire starting in the first place or to mitigate their effects should one occur.

**3.3** If the adverse impact cannot be addressed, is it justified for a legitimate reason?

## SECTION 4 - Equality Improvement plan

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<p>Although the Service wide attendance standards will still be met there will be negative impact on some residents of Hastings, and other surrounding areas, during hours when Battle fire station are 'on call', with regard to attendance times of appliance for 'make ups' with the removal of the retained appliance at the Ridge fire station.</p>	<p>Specific community safety and preventative measures will be targeted at identified characteristic groups to further reduce the chance of fires starting in the first place.</p>	<p>Head of Community Risk Management delivered through the central community safety team and Borough personnel.</p>	<p>Time line to be agreed. Work should be able to be completed with current staff levels.</p>	
<p>Support for staff displaced by removal of retained fire appliance at The Ridge fire station.</p>	<p>Individual one to one meetings (consultation)</p>	<p>Head of Human Resources Borough Commander</p>		

## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24.11.13

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

#### 1.8 What is the name of the PPAD being Equality Impact Assessed?

PHASE 2 - Proposal 2A - Convert Battle Fire Station from Wholetime (Day Crewed) to the new day Crewed System and remove the retained appliance, and associated crew, from the Ridge fire station Hastings.

#### 1.2 What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

The purpose of this PPAD is to align the operational response with the reduction in incidents as per the paragraph above whilst also providing savings through the conversion of Battle fire station from a wholetime day crewed appliance to the new day crewed system and removal of the retained appliance at the Ridge fire station Hastings.

Operational response in Battle would be improved due to additional firefighters on the wholetime establishment and the resilience for response into Hastings would be enhanced.

**1.10 Who is affected by the PPAD? How does it impact on people?**

Predictive modelling has shown there would be no significant increase in life-risk should Battle be converted to the new day crewed system and the retained appliance at the Ridge fire station removed. We would also continue to meet the Fire Authority's Service-wide attendance standards.

Public will be unaffected as there will be an overall improvement in the operational response in Battle and resilience improved with regard to incidents in Hastings and other service areas.

Staff will be affected as there will be a rise of 3 in the number of staff at Battle fire station and a reduction of retained posts at the Ridge fire station.

This would affect **X** male staff, **Y** female staff of which **D** are known to have a declared disability.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead Members from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Representative bodies have had one to one meetings with DCFO Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - inhouse community profiling tool
- Census Data
- Staff data

Information gathered as part of the Hastings Review of September 2012

Information gathered as part of the Rural Review of October 2010

No complaints have been made about this PPAD at this time, but document has not been made public.

**1.6** What data and information do you need to consider? List all data and information used.

Data and research was considered to be required from the following:

Fire Service Emergency Cover Toolkit  
 Active Total Solution mapping Phoenix  
 Electronic Incident Recording System  
 Management Information System  
 Experian Mosaic Public Sector Life Style Data  
 The Cube - in house community profiling tool  
 Census Data  
 Staff Data  
 Information gathered as part of the Hastings review of 2012  
 Information gathered as part of the Rural Review of 2010

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7** Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?

There will be a positive impact for all groups of people with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.

There will be an adverse effect on those Retained staff at The Ridge fire station who are displaced when the appliance is removed.

There will be negative impact on some residents of Hastings, and other surrounding areas, during hours when Battle fire station are 'on call', with regard to attendance times of appliance for 'make ups' with the removal of the retained appliance at the Ridge fire station.

Further analysis of the protected characteristic groups will be undertaken utilising in house data and community profiling information to identify if any particular protected characteristic group is adversely affected more than others. This may inform which groups need to be targeted during consultation.

## **SECTION 2** *(All parts of Section 2 must be completed)*

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.

<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
<b>Other groups</b> Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas. This will include additional posts available for staff displaced from other post reductions across the service.  There will be a negative impact on retained staff at The Ridge fire station due to them being displaced with the removal of the appliance.
<b>Human Rights</b> and/or <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.

<b>Socio-economic factors</b>  and/or  <b>Rurality</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact with regard to enhanced availability of operational crew and associated operational response in the Battle area with improved resilience for support to incidents in Hastings and other service wide areas.
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**SECTION 3**

**3.1 Have you identified any adverse impacts? List and explain the impacts.**

There will be an adverse effect on those Retained staff at The Ridge fire station who are displaced when the appliance is removed.

Although the Service wide attendance standards will still be met there there will be negative impact on some residents of Hastings, and other surrounding areas, during hours when Battle fire station are 'on call', with regard to attendance times of appliance for 'make ups' with the removal of the retained appliance at the Ridge fire station.

Further analysis of the protected characteristic groups will be undertaken utilising in house data and community profiling information to identify if any particular protected characteristic group is adversely affected more than others. This may inform which groups need to be targeted during consultation.

**3.2 What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.**

Support for staff displaced by removal of retained fire appliance at The Ridge fire station.

Community safety activities targeted at any identified group of people or area to try and stop the instances of fire starting in the first place or to mitigate their effects should one occur.

**3.3 If the adverse impact cannot be addressed, is it justified for a legitimate reason?**



## SECTION 4 - Equality Improvement plan

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<p><b>Although the Service wide attendance standards will still be met there will be negative impact on some residents of Hastings, and other surrounding areas, during hours when Battle fire station are 'on call', with regard to attendance times of appliance for 'make ups' with the removal of the retained appliance at the Ridge fire station.</b></p>	<p><b>Specific community safety and preventative measures will be targeted at identified characteristic groups to further reduce the chance of fires starting in the first place.</b></p>	<p><b>Head of Community Risk Management delivered through the central community safety team and Borough personnel.</b></p>	<p><b>Time line to be agreed. Work should be able to be completed with current staff levels.</b></p>	
<p><b>Support for staff displaced by removal of retained fire appliance at The Ridge fire station.</b></p>	<p><b>Individual one to one meetings (consultation)</b></p>	<p><b>Head of Human Resources Borough Commander</b></p>		

# EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24.11.13

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

## SECTION 1

**1.9** What is the name of the PPAD being Equality Impact Assessed?

PHASE 2 - Proposal 2B - Convert Battle Fire Station from Wholetime (Day Crewed) to fully Retained Station.

**1.2** What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

The purpose of this PPAD is to align the operational response with the reduction in incidents as per the paragraph above whilst also providing savings through the conversion of Battle fire station from a wholetime day crewed appliance to a fully retained appliance with the reduction of 9 fire-fighter posts.

**1.11** Who is affected by the PPAD? How does it impact on people?

Predictive modelling has shown there would be no significant increase in life-risk should Battle become a fully retained station. We would also continue to meet the Fire Authority's Service-wide attendance standards but there would be a consequential impact on make ups into Hastings, fire cover to other areas of the rural community of Rother. There are no guarantees that there will be the maintenance of the retained complement at the station in the future and there may be an impact on specialisms currently operating from this station. Battle Fire Station currently operates with 9 wholetime firefighters working on its own specific day crewed rota system which is different to the other five day crewed duty system fire stations

Public will be affected as there will be a delay in the response time of the appliance in some circumstances dependant on the location of the emergency incident.

Staff will be affected as there will be a reduction of 9 posts and thus natural turnover and redeployment options will need to be considered. This would affect X male staff, Y female staff of which D are known have to declared a disability.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead Members from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

- Fire Service Emergency Cover Toolkit
- Active Total Solution mapping Phoenix
- Electronic Incident Recording System
- Management Information System
- Experian Mosaic Public Sector Life Style Data
- The Cube - inhouse community profiling tool
- Census Data
- Staff Data
- Rural Review of October 2010
- Hastings Review 2012

No complaints have been made about this PPAD at this time, but document has not been made public yet.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:  
 Fire Service Emergency Cover Toolkit  
 Active Total Solution mapping Phoenix  
 Electronic Incident Recording System  
 Management Information System  
 Experian Mosaic Public Sector Life Style Data  
 The Cube - in house community profiling tool  
 Census Data  
 Staff Data  
 Rural review of Oct 2010  
 Hastings Review 2012

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

There will be an adverse effect that is consistent across all groups of people. Further work is required to determine if any groups are more disadvantaged.

9 wholetime firefighters from Battle fire station will be displaced due to the removal of an appliance.

Further analysis of the protected characteristic groups will be undertaken utilising in house data and community profiling information to identify if any particular protected characteristic group is adversely affected more than others. This may inform which groups need to be targeted during consultation.

**SECTION 2 (All parts of Section 2 must be completed)**

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.

<b>Gender Reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.
<b>Religion &amp; Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.
<b>Other groups</b>  Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.  9 wholetime firefighters from Battle fire station will be displaced due to the removal of an appliance.
<b>Human Rights</b>  and/or  <b>The 10 dimensions of equality</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.

<b>Socio-economic factors</b>  and/or  <b>Rurality</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.
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## SECTION 3

### 3.1 Have you identified any adverse impacts? List and explain the impacts.

There will be an adverse effect that is consistent across all groups of people. Further work is required to determine if any groups are more disadvantaged.

9 wholetime firefighters from Battle fire station will be displaced due to the removal of an appliance.

Further analysis of the protected characteristic groups will be undertaken utilising in house data and community profiling information to identify if any particular protected characteristic group is adversely affected more than others. This may inform which groups need to be targeted during consultation.

### 3.2 What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

Specific community safety and preventative measures will be targeted at identified characteristic groups to further reduce the chance of fires starting in the first place.

Provision of support for displaced staff.

Retirement profiles need to be determined as do opportunities for redeployment.

Voluntary redundancies and redundancy packages need to be developed if necessary.

### 3.3 If the adverse impact cannot be addressed, is it justified for a legitimate reason?

## SECTION 4 - Equality Improvement plan

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<p><b>Slower response time for fire appliance in the Battle area during the day time when the appliance would otherwise have been crewed by wholetime staff. In addition there will also be a slight delay in the response times to assist at incidents in other areas outside of Battle dependant on the location of the incident.</b></p>	<p><b>Specific community safety and preventative measures will be targeted at identified characteristic groups to further reduce the chance of fires starting in the first place.</b></p>	<p><b>Head of Community Risk Management delivered through the central community safety team and Borough personnel.</b></p>	<p><b>Time line to be agreed. Work should be able to be completed with current staff levels.</b></p>	
<p><b>Work is required to determine any groups that may be more adversely affected dependant on which appliance is removed.</b></p>	<p><b>Specific community safety and preventative measures will be targeted at identified characteristic groups to further reduce the chance of fires starting in the first place.</b></p>	<p><b>Head of Community Risk Management delivered through the central community safety team and Borough personnel.</b></p>	<p><b>Time line to be agreed. Work should be able to be completed with current staff levels.</b></p>	

<b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b>	<b>Retirement profiles need to be determined as do opportunities for redeployment.</b>  <b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b>	<b>Head of Human Resources and Deputy Chief Fire Officer.</b>	<b>Time line and any costs to be agreed.</b>	



## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	23.11.13

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

**1.10** What is the name of the PPAD being Equality Impact Assessed?

PHASE 2 - Proposal 3 - Day Crewing Plus Duty System for Roedean Fire Station and The Ridge Fire Station.

**1.2** What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?

To provide an alternative crewing option that ensures maintainance of the current performance standards in the County whilst providing savings through the reduction of 50% of the current posts required to staff a four watch duty system. The day crewed plus duty system recognises the need to maintain a cost effective, efficient service delivery arrangement.

The Day Crewing Plus duty system is a new wholetime duty system that does not comply with the requirements as set out in the National Joint Council (NJC) Schemes and Conditions of Service would need consultation with the Fire Brigade Union (FBU).

The proposals will see staff providing positive hours on station and stand-by hours of cover in separate on site accommodation for periods of up to 24 hours; exact times still to be determined through consultation. For the stand-by elements, staff will be provided with purpose built accommodation on an individual basis. For undertaking the additional stand-by element, staff will be paid a pensionable enhancement to their salaries (quantum to be agreed).

The proposed new duty system will enable the Service to maintain and where possible, enhance its current level of service provision.

The duty system will not be imposed onto any member of staff, but will be delivered through voluntary transfers and appointments only.

The basic operating premise of the duty system is centered on a self-rostering arrangement to enable staff to have more choice about when they will work.

Staff will benefit through being given the opportunity to undertake a different duty system to any of those currently used by the service. Staff will also be given the opportunity to undertake a duty system for those who require greater levels of flexibility to self-roster their working arrangements, which provides for enhancement to work life balance and personal individual.

**1.12 Who is affected by the PPAD? How does it impact on people?**

**Public**

Will see very little difference as introduction of the day crewed plus system at Roedean and the Ridge fire stations will enable maintenance of the current performance standards within the highest risk areas of the County as there are no changes to the provision of the number of appliances at these stations (1 wholetime appliance at each station). A negative impact maybe attributed to media coverage during consultation.

**Staff**

Will be affected as the Day Crewed Plus Duty System requires 50% of total number of staff that are currently employed at Roedean Fire station working a four watch system comprising of 2 days on duty followed by two nights on duty followed by four days off duty. (2-2-4).

Those volunteering to work this new duty system maybe positively impacted as it offers more flexibility for a work life balance. Conversely there maybe a negative impact if the staff demand for this duty system exceeds the posts available.

This would affect **X** male staff, **Y** female staff of which **D** are known have to declared a disability.

**General**

There will be a required investment in both accommodation and allowances paid to firefighters working the new Duty System. The day crewed plus system requires separate facilities for the on call fire-fighters during stand-by hours. An enhancement to current salaries will be paid to those fire-fighters volunteering to go on to this duty system to recompense the additional stand-by element.

**Families**

Firefighters when on standby duty, can utilise the provided accommodation for family use therefore consideration should be given to disabled family members when design and construction of accommodation is progressed.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

The Public were consulted through Opinion Research Services and one of the preferred options for providing operational cover was to explore alternative options for crewing appliances

An Integrated Risk Management Forum was set up, consisting of service staff, Representative bodies and Lead officers from the Fire Authority, with the aim of discussing the issues likely to be presented to the Fire Authority.

Fire Authority members have been presented with proposals for the option of the introduction of day crewed plus duty system and had the opportunity to raise issues accordingly.

Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh and formal consultation procedures will be adhered to.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

**1.5 What data and research have you considered? Have any complaints been made about this PPAD?**

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

Data and research was considered from the following:

Fire Service Emergency Cover Toolkit  
Active Total Solution mapping Phoenix  
Electronic Incident Recording System  
Management Information System  
Experian Mosaic Public Sector Life Style Data  
The Cube - inhouse community profiling tool  
Census Data  
Staff data

No complaints have been made about this PPAD at this time, but document has not been made public yet.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following:

Fire Service Emergency Cover Toolkit  
Active Total Solution mapping Phoenix  
Electronic Incident Recording System  
Management Information System  
Experian Mosaic Public Sector Life Style Data  
The Cube - in house community profiling tool  
Census Data  
Staff data

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

Neutral impact with regard to operational response across all of the characteristics but potential adverse impacts for issues surrounding staff that volunteer for the duty system and the accommodation provided. In addition there are potential adverse impact issues for those members of staff currently working the 2-2-4 shift system at Roedean and do not wish to volunteer for the new duty system.

**SECTION 2** *(All parts of Section 2 must be completed)*

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>Although Age is not a determining criteria in recruitment and selection, it is highly likely that staff who are closer to retirement will be more likely to volunteer to work it because the duty system allowance is pensionable. This may reduce opportunities for younger members of staff.</p> <p>The duty system will be made available to all staff who want to volunteer to work it irrespective of age. A selection matrix will be developed to ensure that appointment is based on skills and attributes. The accommodation that will be built will maintain facilities for all ages, family members and consideration given to disability needs.</p>
<b>Disability</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>Day crewed plus is an operational duty system that requires all staff to maintain high levels of operational fitness as with all operational duty systems. Notwithstanding this, the Service currently employs xx firefighters who classify themselves as disabled. Furthermore, it may affect staff who have caring responsibilities.</p> <p>Accommodation provided for standby periods will need to be Equality Act compliant.</p>
<b>Gender Reassignment</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>The self-rostering element of the duty system will provide employees with greater flexibility in choosing work patterns to accommodate personal responsibilities.</p> <p>Ensuite shower facilities in the accommodation block will need to offer enough dignity for anybody who is going through the transition to transgender process.</p>

<b>Race</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>Staff from Black or Minority Ethnic backgrounds (and because of cultural and religious beliefs) may be deterred from volunteering to work the new duty system because of the requirement to work for periods of up to 24 hours. Although there is no evidence of this from research with other services, there will be a need to monitor.</p>
<b>Religion &amp; Belief</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>Because of cultural and religious beliefs staff may be deterred from volunteering to work the new duty system because of the requirement to work for periods of up to 24 hours.</p> <p>Staff appointed to the duty system will be free to use their own cooking utensils in the communal cooking area.</p> <p>Private rooms with ensuite facilities will assist with observance of prayers.</p> <p>Increased flexibility through self rostering may improve arrangements to take part fully in religious festivals.</p> <p>Although there is no evidence of this impact from research with other services, there will be a need to monitor.</p>
<b>Sex</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>The duty system may affect staff who are in same sex relationships and/or have not disclosed their sexual orientation.</p> <p>The accommodation facilities will be appropriate for both males and females irrespective of their sexual orientation.</p> <p>Marriage and Civil Partnerships. As with all duty systems whereby there is a requirement to work for periods of 12 hours or more, marital/civil partnership issues may be apparent.</p> <p>The self-rostering element of the duty system will provide employees with greater flexibility in choosing work patterns to accommodate personal responsibilities.</p>

<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>The duty system may affect staff who are in same sex relationships and/or have not disclosed their sexual orientation.</p> <p>The accommodation facilities will be appropriate for both males and females irrespective of their sexual orientation.</p> <p>Ensuite shower facilities will offer enough dignity for anybody who is going through the transition to transgender process.</p>
<b>Other groups</b>  Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Caring Responsibilities.</p> <p>The self-rostering element of the duty system will provide employees with greater flexibility in choosing work patterns to accommodate personal responsibilities.</p> <p>A reduced overall number of contracted shifts to be worked in each calendar year will enable greater flexibility to account for caring responsibilities.</p> <p>There will be a reduction in staff numbers and thus natural turnover and redeployment options will need to be considered.</p> <p>Those volunteering to work this new duty system maybe positively impacted as it offers more flexibility for a work life balance. Conversely there maybe a negative impact if the staff demand for this duty system exceeds the posts available.</p>
<b>Human Rights</b>  and/or  <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>East Sussex Fire &amp; Rescue Service works with many partners to improve the safety and well-being of the vulnerable.</p>
<b>Socio-economic factors</b>  and/or  <b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Response times will still be within the current performance standards.</p> <p>Volunteering to work on the day duty plus system may provide an opportunity to improve the socio-economics of staff who may be having issues providing funding for permanent homes either as first time buyers or following changes in personal lives.</p> <p>If this model is adopted in more rural areas there will be an improvement in attendance times over current day crewed duty system.</p>

## SECTION 3

### 3.1 Have you identified any adverse impacts? List and explain the impacts.

Yes for issues surrounding staff that volunteer for the duty system and the accommodation provided.

All adverse impacts have been detailed in Section 2. In addition East Sussex Fire & Rescue Service will,

#### Race and religion

We will monitor the number of applicants and appointments to the new duty system to try and identify any barriers that may exist.

#### Disabilities

Individuals will be assessed in relation to any disability issues that may arise i.e. insulin dependent.

The accommodation will be built in accordance with the Equality Act.

We will monitor the number of applicants and appointments from staff who classify themselves as disabled to the new duty system to try and identify any barriers that may exist.

#### Gender

We will monitor the number of female applicants and appointments to the new duty system to try and identify any barriers that may exist.

#### General

Shift start and finish times will be agreed to ensure greater capacity for rest.

A premises agreement will be formulated.

Safeguarding issues surrounding accommodation will be addressed.

A Local Agreement will be required due to this duty system being outside the confines of the Grey Book.

Insufficient numbers of staff volunteering to work the new duty system rendering it impossible to introduce with the anticipated timescales.

Failure to get appropriate planning approval to permit the building of accommodation for standby periods.

### 3.2 What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

See Section 2 and Section 3.1 above.

### 3.3 If the adverse impact cannot be addressed, is it justified for a legitimate reason?

NA as all adverse impacts can be addressed.

## SECTION 4 - Equality Improvement plan

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<p><b>Age</b></p> <p>Although Age is not a determining criteria in recruitment and selection, it is highly likely that staff who are closer to retirement will be more likely to volunteer to work it because the duty system allowance is pensionable. This may reduce opportunities for younger members of staff.</p>	<p>The duty system will be made available to all staff who want to volunteer to work it irrespective of age. A selection matrix will be developed to ensure that appointment is based on skills and attributes. The accommodation that will be built will maintain facilities for all ages.</p>	<p>Head of Human Resources</p>	<p>To coincide with timeline set for recruitment to new duty system.</p> <p>Costs for staff associated with the recruitment process.</p>	



<p><b>Disability</b></p> <p>Day crewed plus is an operational duty system that requires all staff to maintain high levels of operational fitness.</p>	<p>Accommodation provided for standby periods will need to be Equality Act compliant.</p> <p>The number of applicants will be monitored to try and identify any barriers that may exist.</p>	<p>Estates Manager</p> <p>Head of Human Resources</p>	<p>To coincide with the construction of the new accommodation.</p> <p>To coincide with timeline set for recruitment to the new duty system.</p> <p>Staff costs associated with building work and monitoring of applicants.</p>	
<p><b>Gender reassignment</b></p>	<p>Ensuite shower facilities in the accommodation block will need to offer enough dignity for anybody who is going through the transition to transgender process.</p>	<p>Estates Manager</p>	<p>To coincide with the construction of the new accommodation.</p> <p>Staff costs associated with construction project and monitoring of applicants.</p>	

<p><b>Race</b></p> <p>Staff from Black or Minority Ethnic backgrounds (and because of cultural and religious beliefs) may be deterred from volunteering to work the new duty system because of the requirement to work for periods of up to 24 hours.</p>	<p>The number of applicants will be monitored to try and identify any barriers that may exist.</p>	<p><b>Inclusion and Diversity Advisor</b></p>	<p>To coincide with timeline set for recruitment to new duty system.</p> <p>Costs for staff associated with monitoring of applicants.</p>	
<p><b>Religion and belief</b></p> <p>Because of cultural and religious beliefs staff may be deterred from volunteering to work the new duty system because of the requirement to work for periods of up to 24 hours.</p>	<p>Provision of relevant information to all staff prior to start of application process to permit staff to make informed decisions.</p> <p>Provision of a premises agreement.</p> <p>Staff appointed to the duty system will be free to use their own cooking utensils in the communal cooking</p>	<p><b>Head of Human Resources</b></p> <p><b>Estates manager</b></p>	<p>To coincide with timeline set for recruitment process.</p> <p>Staff costs associated with recruitment process.</p> <p>To coincide with occupation of new accommodation.</p> <p>Staff costs associated with construction project.</p>	

	<p><b>area. Appropriate facilities will be provided for a variety of dietary / faith needs.</b></p> <p><b>Private rooms with ensuite facilities will assist with observance of prayers.</b></p> <p><b>Increased flexibility through self rostering may improve arrangements to take part fully in religious festivals.</b></p> <p><b>The number of applicants will be monitored to try and identify any barriers that may exist.</b></p>	<p><b>Head of Human Resources</b></p>	<p><b>To coincide with timeline set for recruitment process.</b></p> <p><b>Costs for staff associated with monitoring of applicants.</b></p>	
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<p><b>Sexual orientation</b></p> <p>The duty system may affect staff who are in same sex relationships and/or have not disclosed their sexual orientation.</p>	<p>The accommodation facilities will be appropriate for both males and females irrespective of their sexual orientation.</p> <p>Ensuite shower facilities will offer sufficient dignity for anybody who is going through the transition to transgender process.</p>	<p><b>Estates manager</b></p>	<p>To coincide with the construction of the new accomodation.</p> <p>Costs for staff associated with construction project.</p>	
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<p><b>Other groups Caring Responsibilities.</b></p>	<p>The self-rostering element of the duty system will provide employees with greater flexibility in choosing work patterns to accommodate personal responsibilities.</p> <p>A reduced overall number of contracted shifts to be worked in each calendar year will enable greater flexibility to account for caring responsibilities.</p>	<p><b>Head of Human Resources</b></p>	<p>To coincide with timeline set for recruitment to new duty system.</p> <p>Staff costs associated with this strand of work.</p>	
<p><b>Employee groups.</b></p>	<p>There will be a reduction in staff numbers and thus natural turnover and redeployment options will need to be considered.</p> <p>Those volunteering to work this new duty system maybe positively impacted as it</p>	<p><b>Head of Human Resources and Deputy Chief Fire Officer.</b></p>	<p>To coincide with timeline set for recruitment to new duty system.</p> <p>Staff costs associated with this strand of work.</p> <p>Recruitment and selection needs to take this into account</p>	

	<p><b>offers more flexibility for a work life balance. Conversely there maybe a negative impact if the staff demand for this duty system exceeds the posts available.</b></p>			
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## EQUALITY IMPACT ASSESSMENT

<b>Function/Department</b>	Community Risk Management
<b>Name of Policy, Practice, Activity or Decision.</b> What is being assessed?	Integrated Risk Management Plan proposals
<b>Name of EIA Assessor</b> Who is completing the EIA?	Neal Robinson
<b>Date</b>	24/11/2013

Equality Impact Assessments (EIAs) must be completed **on policies, practices, activities and decisions** referred to in this template as **PPADs** and also applies to projects, strategies, services and proposals whether formally written down or whether informal custom and practice.

### SECTION 1

#### 1.11 What is the name of the PPAD being Equality Impact Assessed?

PHASE 3 proposals

- 1 - Undertake a Full Review of Retained Establishment and Duty System and payments.
- 2 - Commence the purchase of two Aerial Rescue Pumps for Hastings and the City of Brighton & Hove – following a review of the implementation of this appliance at Eastbourne in April 2014. If agreed this would result in the introduction of the two appliances in 2017/18. This will reduce the firefighter establishment by 8.
- 3 - Revisit the results of the Rural Review in the light of the Sussex Control Centre and dynamic mobilising to consider the future of the retained fire stations at Herstmonceux, Mayfield and Forest Row.
- 4 - It is proposed to investigate the introduction of smaller appliances, where appropriate, with the correct personnel and equipment to manage the incidents being attended across the Service.
- 5 - Review the Technical Rescue Unit capability and usage with a view to reducing to one unit at an optimum location with consequential savings on the capital programme and some revenue savings from reduced maintenance, fuel, training, etc.
- 6 - Review the number of Flexible Duty System (FDS) Management Posts through the introduction of Retained Support Managers at Watch Manager Level.
- 7 - Demand-led rostering – we will now consider the optimum resource level which provides adequate resources and response capability cover for the highest average daily demand, whilst considering where and when we are potentially over-resourced, thereby presenting an opportunity for improvement and potential savings.
- 8 - Carry out a full review of our Schools Education programme.
- 9 - It is proposed to review our current policy for call challenge and attending calls to automatic fire detection systems to reduce the number of unwanted calls and mobilisations and, at the same time, consider the appropriateness of recovering costs from the owner or operator of the premises/locations where the number of false alarm calls are high.
- 10 - Investigate the benefits of the provision of a new Day Crewed Plus Fire Station in the Uckfield area and the impact on Crowborough Fire Station becoming a Retained Station, reducing the establishment by a further 14 posts.
- 11 - Investigate the benefits of the provision of a new Day Crewed Plus Fire Station in Lewes and removing the retained appliance at Lewes.
- 12 - Review the provision of offshore Maritime Response.
- 13 - Review the provision of Large Animal Rescue Capability to Kent Fire and Rescue Service.
- 14 - Continuing reviews of all non-operational services to identify future service delivery options and savings opportunities



**1.2 What is the main purpose or aim of the PPAD? What are the intended outcomes? Who is intended to benefit and how?**

Main aim is through a review of risk and service delivery options, is to approve the proposals for future provision of Prevention, Protection and Response services, which will result in a reduction in the operational establishment, as identified within this report for final approval by the full Fire Authority at its meeting on 14<sup>th</sup> February 2014. The intended outcome is to maintain service delivery meeting current response standards on a risk based approach, and addresses a financial shortfall of approximately £7.1 million. Phase 1 & 2 proposals will potentially realise £4.352 million of savings. This would leave a shortfall. PHASE 3 reviews are anticipated to identify savings toward this shortfall. PHASE 3 may need to yield savings of approximately £2.7 million.

**1.13 Who is affected by the PPAD? How does it impact on people?**

Public  
Staff  
Fire Authority

Public - service delivery models will change, although adverse impacts are at this stage considered minimal. Preventative service delivery will continue to be risk based and targeting vulnerable people and groups.

Staff - staff reductions of between 50 - 80 posts, mainly operational posts.

Fire Authority - there is potential for organisational reputation to be scrutinised.

**1.4 Who has been consulted? Who are the members of the assessment panel? Who has been involved in completing the EIA?**

Public - ORS consultation - Opinion Research Services conducted some consultation as part of the Medium Term Plan / Integrated Risk Management Plan consultation.

The main public views were:

- Consider more economical duty systems
- Raise council tax
- Protect preventative work in the community
- Less support for reducing fire engines
- Support for principle of charging
- Not supportive of closing stations

Fire Authority members - Lead Members have been involved in shaping these proposals, and previously discussed impact assessments at meetings of the Integrated Risk Management Forum. The representative bodies have attended these too.

Representative bodies - The representative bodies have been involved in the Integrated Risk Management Forum too. Representative bodies have had one to one meetings with Deputy Chief Fire Officer Gary Walsh.

Partners & stakeholders - April 2013 saw the introduction of the new role of Inclusion and Partnership Co-ordinator, which is responsible for building closer relationships with the voluntary sector, local authority, public health and others. The Inclusion and Partnership Co-ordinator's role includes identifying emerging risks and working with partners to develop strategies to tackle them.

Those involved in producing this EIA to date include, Deputy Chief Fire Officer Gary Walsh, Assistant Chief Officer Cheryl Rolph, Neal Robinson Head of Community Risk Management, Hannah Scott-Youldon to advise on issues surrounding inclusion and diversity, and Keith Ring (Executive Support Officer to DCFO Gary Walsh).

### 1.5 What data and research have you considered? Have any complaints been made about this PPAD?

Over the last decade this Service has reported to the Fire Authority a significant reduction in the number of incidents attended. Even with the unprecedented financial challenges faced by the Fire Authority so far, there has been minimal impact to 'service delivery' and the operational establishment and investment in prevention activity. The trend in incidents demonstrates that the risks in the community are reducing as a result of the Fire Authority's investment in prevention and protection activities. Even though there has been an increase in the population, number of cars on the road, the number of dwelling and commercial premises the number of incidents we attend has not increased to reflect this indicating that the public are more safety conscious. In fact we have seen a reduction across a range of service delivery performance indicators.

We have extensive information about the risk relevant to the Fire Service in our community and actively research relevant national and international developments in this field. This knowledge has helped to shape our Strategic Objectives.

- Extensive on-going analysis of our own historical data including characteristics of those involved in incidents, use of the MOSAIC segmentation tool to help us better understand those at most risk of fires and other incidents; use of government supplied toolkit (Fire Service Emergency Cover - FSEC) to analyse risk of fire and other incidents using data and also demographic characteristics such as Index of Multiple deprivation, tenure of housing, likelihood of disability etc.
- Extensive on-going analysis of Data sources from partners data, including Sussex police and Sussex Safer Roads Partnership - Road traffic accident data for risk areas and demographic characteristics of those likely to be in road traffic collisions; in addition we have excellent links with the Health & wellbeing boards for additional information such as smoking habits and lifestyle issues.
- Membership of national and regional working groups to ensure we keep up to date with Best Practice methodology for analysing customer risks and needs.
- A range of practical and academic papers and articles produced locally, nationally by CLG and other research bodies.

On-going face to face engagement work with our diverse customers helps us understand their needs and expectations.

A fundamental part of the work of East Sussex Fire and Rescue is community protection and this element of our on-going work brings us into regular contact with our customers. For example, we carry out around 10,000 Home Fire Safety Checks and engaged with over 19000 children and young people through our schools education programme 2012/2013. This doesn't include people we talk to at Open days and fetes and Coaching for a Safer Community.

Below is a list of just some of the activities. Reference will be seen to our specialist Community Safety Advisers who have a special remit to work with people who may be hard to engage – "getting in to places other people can't reach". In addition, our Borough Commanders and crews work with different emphasis according to the needs of their local communities, which obviously vary around East Sussex, Brighton & Hove.

Data and research was considered from the following:

Fire Service Emergency Cover Toolkit  
Active Total Solution mapping Phoenix  
Electronic Incident Recording System  
Management Information System  
Experian Mosaic Public Sector Life Style Data  
The Cube - inhouse community profiling tool  
Census Data  
Rural Review of Oct 2010  
Hasintgs Review 2012

No complaints have been made about this PPAD at this time, but document has not been made public yet.

**1.6 What data and information do you need to consider? List all data and information used.**

Data and research was considered to be required from the following programmes,  
 Fire Service Emergency Cover Toolkit  
 Active Total Solution mapping Phoenix  
 Electronic Incident Recording System  
 Management Information System  
 Experian Mosaic Public Sector Life Style Data  
 The Cube - in house community profiling tool  
 Census Data  
 Staff Data  
 Rural review of Oct 2010  
 Hastings Review 2012

*\*If further information is required, this should form an action in the Equality Improvement Plan at Section 4.*

**1.7 Does the information suggest that this PPAD could have positive or adverse impacts on certain groups of people?**

Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. These vulnerable are normally more representative of the elderly community. ESFRS works with many partners to improve the safety and well being of elderly and vulnerable.  
 Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. ESFRS is to fund a sprinkler project in a couple of high risk hi-rise buildings. Schools education delivery, is being delivered on a risk based methodology. Web resources are in place for low risk schools.

There is potential impact on staff.

**SECTION 2 (All parts of Section 2 must be completed)**

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. These vulnerable are normally more <i>representative</i> of the elderly community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well-being of elderly and vulnerable. Elderly / vulnerable - Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. ESFRS is to fund a sprinkler project in 3 high risk hi-rise buildings. Young people - Schools education delivery, is being delivered on a risk based methodology. Web resources are in place for low risk schools.
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable.

<b>Gender Reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable.
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable. Preventative communication and marketing materials are available in different formats.
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable.

**SECTION 2** *(All parts of Section 2 must be completed)*

	<b>Adverse Impact</b>	<b>Neutral Impact</b>	<b>Positive Impact</b>	<b>Explain your answer</b>
<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable.
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable. Links are in place with the Lesbian, Gay, Bi-sexual, Transgender (LGBT) communities.
<b>Other groups</b> Including employee groups i.e. part-time staff, Retained Duty System staff etc.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable.  STAFF - There maybe a reduction in posts.

<b>Human Rights</b>  and/or  <b>The 10 dimensions of equality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preventative services will be maintained, with an emphasis on targeting those most vulnerable in the community. East Sussex Fire & Rescue Service works with many partners to improve the safety and well being of vulnerable.
<b>Socio-economic factors</b>  and/or  <b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A review of factors impacting on rurality has previously been undertaken. Improvements are envisaged to the way we prioritise and target Home Safety Visits.

## SECTION 3

### 3.1 Have you identified any adverse impacts? List and explain the impacts.

#### PUBLIC / SERVICE DELIVERY

PHASE 3 Proposal reviews have the potential to impact on attendance times both speed and weight of response. Conversely the Proposal 11 - investigate benefits of a new Day Crewed Plus Fire station in Lewes, would improve the speed of response in that particular area.

From a Prevention perspective, we look at risk from the perspective of both the public and our firefighters and our various Strategies (including Community Safety, Protection and Response) reflect this. Our Community Profiling has given us a clearer understanding of the customer, risk and diversity across East Sussex and the City of Brighton & Hove and has led to the development of "The Cube". This is a community profiling tool, which collates risk information from a number of different sources and uses it to identify the most vulnerable members across our communities. These sources include the Fire Services Emergency Cover Toolkit (FSEC), Indices of Multiple Deprivation, Phoenix, and incident history. In addition, Mosaic Public Sector data is used to help understand the community profile of households and allow development of campaigns according to the most appropriate communication channel.

Data is also obtained from Adult Social Care to target those people considered most vulnerable in the community.

#### STAFF

There is potential for further reductions in posts as other delivery models are researched during reviews.

**3.2** What can be done to address these adverse impacts? Include in Equality Improvement Plan at Section 4.

**PUBLIC / SERVICE DELIVERY** - The Service would expect to continue to meet our service-wide attendance standards. Preventative services will be maintained, with an emphasis on targeting those most vulnerable people in the community. These vulnerable people are normally more representative of the elderly community. East Sussex Fire and Rescue Service works with many partners to improve the safety and well-being of elderly and vulnerable.

Sprinkler awareness campaigns are likely to have a positive impact; particularly for the vulnerable. East Sussex Fire and Rescue Service is proposing to fund a sprinkler project in a couple of high risk hi-rise buildings.

**STAFF** - Retirement profiles need to be determined as do opportunities for redeployment.

Voluntary redundancies and redundancy packages need to be developed if necessary.

**3.3** If the adverse impact cannot be addressed, is it justified for a legitimate reason?

**SECTION 4 - Equality Improvement plan**

<b>Issue</b> <b>Area of adverse impact?</b> <b>Lack of information/data?</b>	<b>Solution/Action</b> <b>What can be done to mitigate impact?</b> <b>What can be done to obtain further information?</b>	<b>Responsibility/ Lead Manager</b> <b>Who will be responsible for this action?</b>	<b>Target Timescale</b> <b>When will this be completed?</b> <b>Financial factors?</b>	<b>Comments</b> <b>Corporate Risk factors?</b>
<b>Need to determine what will happen to displaced staff as a result in the reduction of posts.</b>	<b>Retirement profiles need to be determined as do opportunities for redeployment.</b>  <b>Voluntary redundancies and redundancy packages need to be developed if necessary.</b>	<b>Head of Human Resources and Deputy Chief Fire Officer.</b>	<b>Time line and any costs to be agreed.</b>	

