

ANNEX F

Integrated Risk Management Plan (IRMP) 2015: Equality Impact Assessment

1. Introduction

- 1.1 The Combined Fire Authority (CFA) is developing its IRMP for 2015-2020.
- 1.2 In accordance with the Public Sector Equality Duty, the CFA is expected to exercise due regard to the impact of its proposed IRMP on the different communities living in Leicester, Leicestershire and Rutland.
- 1.3 In exercising due regard the CFA has opted to utilise an Equality Impact Assessment (EIA) to inform itself of any differential impact on people and communities that share a protected characteristic in its geographical area of service.
- 1.4 The protected characteristics covered by the EIA include: Age, disability, gender, gender reassignment, race, religion or belief, and sexual orientation.
- 1.5 The CFA has also undertaken a public consultation exercise on its IRMP proposals.

2. Sources of Information Available

- 2.1 The CFA has considered local demographic (census 2011 reports) reports for Leicester, Leicestershire and Rutland and any operational data that can be utilised to inform the EIA. This included:
 - Historic incident data (Risk Model) at district and ward level
 - Performance indicators
 - After the Incident Survey report for 2013-14
 - Work force equality data analysis
 - IRMP consultation responses
- 2.2 The information from the historical incident (Risk Model) indicated that:
 - The Leicester City wards of Castle and Highfields indicate significantly high levels of domestic calls
 - The Loughborough Southfields Ward indicates a significantly high level of domestic calls
- 2.3 The information from the workforce equality data analysis indicates that:
 - There have been no female applicants for the Day Crewing Plus (DCP) system

3. Pre-Consultation Considerations

- 3.1 The EIA process involves three stages with each stage being informed by the outcome of the previous exercise. The three stages are:
- Screening stage – Where the responsible Authority is able to screen for any potential disproportionate impact
 - Partial EIA – Which is considered where an Authority has identified a potentially disproportionate impact (through the screening exercise) and that Authority wishes to seek guidance and advice from interest groups or professionals
 - Full EIA – Specifically instituted consultation on a specific proposal when there is sufficient evidence of disproportionate impact
- 3.2 The Service undertook an equality impact screening exercise which did not highlight any potential for disproportionate impact on any of the communities living in the CFA area.
- 3.3 The equality screening exercise was conducted by the Service's Equality and Diversity Advisor, Mpazi Siame in consultation with Richard Hall (Area Manager Organisational Change Project). Richard Hall provided the necessary operational knowledge to adequately inform the process.
- 3.4 The screening exercise considered the impact of the IRMP proposals on staff as well as the different communities (in line with the protected characteristics) living within the geographical area in relation to the:
- Proposed changes to ridership (from the current five to four)
 - Proposed removal of one fire engine at Loughborough Fire and Rescue Station
 - Proposed removal of one fire engine in the City area
 - Proposed removal of one fire engine at Oakham Fire and Rescue Station
 - Proposed removal of the Resilience Team
 - Proposed changes for Wigston Fire and Rescue Station (from wholetime 2/2/4 and On-Call shift pattern to a wholetime DCP and On-Call shift pattern)

4. Outcomes from the Screening Exercise

- 4.1 The outcome of the screening process indicated that there is no apparent disproportionate impact on the diverse communities living in the CFA geographical area except the areas covered by Loughborough and Oakham Fire and Rescue Stations.
- 4.2 The outcome is based on the fact that the attendance times at incidents will largely remain unaffected for the first fire engine.
- 4.3 In the areas covered by Loughborough and Oakham Fire and Rescue Stations the attendance times by the first fire engine remain unaffected.
- 4.4 However the proposals indicate that the second fire engine would not meet the current attendance times and therefore suggests that the communities served by Loughborough and Oakham Fire and Rescue Stations may be affected where a second Fire engine is required.

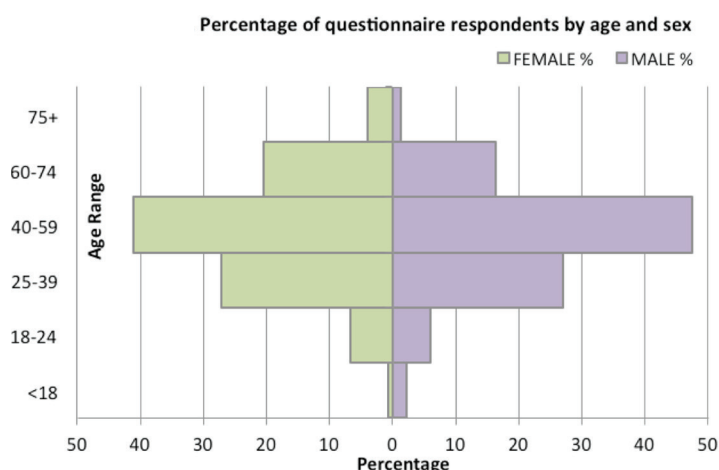
- 4.5 Based on historic incident data, the Southfields Ward (covered by Loughborough Fire and Rescue Station) has a significantly high level of fire related domestic incidents.
- 4.6 The demographics of Southfields Ward indicate a Black and Minority Ethnic (BME) community of 22.7% and a student population.
- 4.7 The demographics of the County of Rutland indicates that the population is largely White British with 27% of the adult population (16+) being 65 years or over (Census 2011).
- 4.8 However, the historic incident data in the area covered by Oakham Fire and Rescue Station indicates a low volume of fire related incidents.
- 4.9 The screening process also indicated that there is potential for disproportionate impact on female operational staff in relation to the proposed DCP system at Wigston Fire and Rescue Station.

5. IRMP Public Consultation (including staff)

- 5.1 The CFA consulted widely as part of the IRMP process and efforts were made to ensure that the consultation process took into account the diverse nature of the geographical area.
- 5.2 The CFA consulted on the six proposals listed at 3.4 above.
- 5.3 The consultation did stimulate interest across the CFA area with 511 questionnaire responses.
- 5.4 Of the questionnaire responses 315 (62%) were via the online questionnaire and 196 (38%) were via the paper-based questionnaire.
- 5.5 Demographic information was collected on an equality monitoring form at the end of the questionnaire. This section was optional and 79% of respondents completed the form.
- 5.6 Not all respondents answered every question. Therefore the totals are only calculated on responses given. This means the totals for each question will vary depending on the number of respondents who answered the question.

6. Respondent Profile

a) Age



6.1 The largest age group is 40-59 year olds at 47% of respondents. In comparison, this age group is over represented, as only 27% of the population in the CFA area are aged 40-59 years old.

b) Gender

6.2 In total 61% of respondents were male, which is 12% points higher than the population for the CFA area as a whole.

c) Transgender

6.3 Six respondents identified themselves as transgender representing 0.01 of the total responses.

d) Ethnicity

Table 1: Ethnicity of respondents compared to census figures

Ethnicity	Consultation	Consultation%	Census%
White	339	88.06%	78.38%
Mixed	21	5.45%	2.02%
Asian	20	5.19%	16.08%
Black	3	0.78%	2.42%
Other	2	0.52%	1.10%
Total	385	100%	100%

6.4 The table above compares the ethnicity of the respondent sample with that of the population of the CFA area.

6.5 It shows that the majority of respondents were White (British), which is higher compared to the local population.

6.6 There were proportionally fewer responses from the Asian community (Indian, Pakistani and Bangladeshi).

e) Religion

Table 2: Religion of respondents compared to census figures

Religion	Respondents	Consultation%	Census%
Christian	177	45.14%	51.56%
None	102	26.02%	25.56%
Not Stated	76	19.39%	6.18%
Hindu	9	2.30%	6.75%
Other	9	2.30%	0.43%
Muslim	6	1.53%	6.94%
Sikh	5	1.28%	2.21%
Buddhist	4	1.02%	0.28%
Jewish	4	1.02%	0.09%
Total	392	100%	100%

- 6.7 The table above compares the religion of the respondent sample with that of the population of the CFA area.
- 6.8 It shows that the sample is under represented for the Hindu and Muslim communities in particular.
- 6.9 In contrast a higher proportion of respondents preferred not to state their religion.

f) Disability

- 6.10 Only 7% of respondents were disabled, this is lower than the 16.5% of the CFA area population whom reported a long term health condition which limited daily activities to some extent.

g) Sexual orientation

Table 3: Sexual orientation of respondents

	Bisexual	Gay/Lesbian	Heterosexual	Not Stated	Prefer not to say
Sample	8	11	232	12	140
Sample%	1.98%	2.73%	57.57%	2.98%	34.74%

- 6.11 The above table shows the sexual orientation makeup of the respondents (403) who completed the relevant part of the equality monitoring questionnaire.
- 6.12 The table shows that 4.71% of the respondents were bisexual, gay or lesbian.
- 6.13 There are no current local or national statistics on sexual orientation.

h) Opinion Research Services (ORS)

- 6.14 ORS hosted eight focus groups in the community and the equality monitoring data from six of those focus groups is given below.
- 6.15 One of the remaining two focus groups was for the business community while the other was for Parish Councillors. There was no equality monitoring conducted at these two focus groups.

Table 4: Demographics of focus groups participants

	City 1 (24)	City 2 (16)	C'ntywide (16)	L'borough (19)	Oakham (26)	Wigston (24)	Overall (125)
Age	16-34:17	16-34:11	16-34: 4	16-34: 6	16-34:2	16-34:6	16-34:46
	25-54: 2	25-54: 3	25-54: 5	25-54: 6	25-54:7	25-54:7	25-54:30
	55+: 5	55+ : 2	55+: 7	55+ : 7	55+ : 17	55+ : 11	55+ :49
Gender	Male:13	Male:9	Male: 11	Male:9	Male:17	Male:12	Male:71
	Female:11	Female: 7	Female: 5	Female:10	Female:9	Female:12	Female:54
Ethnicity	BME: 18	BME: 5	BME: 2	BME: 1	BME: 0	BME: 6	BME: 32

- 6.16 ORS held another three focus groups with members of staff but no equality monitoring was conducted.

7. Findings from the Consultation Exercise

- 7.1 The public consultation exercise has not raised any issues that are relevant to the equality duty except the issue surrounding the proposed DCP at Wigston Fire and Rescue Station.
- 7.2 30 of the respondents suggested that the proposed DCP system at Wigston Fire and Rescue Station was not family friendly and therefore was likely to have an adverse impact on firefighters with families.
- 7.3 Total number of comments received in relation to the proposed DCP system at Wigston Fire and Rescue Station was 154 and 30 (19.48%) of those relate to DCP having an adverse impact on families.
- 7.4 Although family friendly is not a protected characteristic, it is acknowledged that there is a link to gender and therefore this has been included in this report.

8. Conclusion

- 8.1 Participation in the public consultation indicates that the diverse communities living in Leicester, Leicestershire and Rutland did take part in the consultation.

- 8.2 In relation to the protected characteristics of age, disability, gender, gender reassignment, race, religion or belief, and sexual orientation the process has not identified any apparent disproportionate impact on the communities living in the CFA geographical area.
- 8.3 However the review of the proposal for Loughborough Fire and Rescue Station indicates that there will be an impact across all communities served by the local station.
- 8.4 The review of the proposal for Oakham Fire and Rescue Station also indicates that there will be an impact across all communities and it is important to note that there is a significant population aged 65 years and over.
- 8.5 Equally the review and feedback on the proposals for Wigston Fire and Rescue Station indicates that there is the potential for disproportionate impact on female operational staff in relation to the proposed DCP system.
- 8.6 Based on the outcome of the screening process and the public consultation it is not necessary to undertake a full impact assessment.