

## Equality Impact Assessment (EIA) Template – Part 1

<b>Policy title and purpose (brief outline):</b>	<b>Fire and Rescue National Framework 2016</b>
<b>Name of official:</b>	<b>Kerry Citric / Carla Llewellyn</b>
<b>Department:</b>	<b>Fire Services Branch</b>
<b>Date:</b>	<b>10 September 2015</b>

## **1. Please provide a brief description of the policy/decision.**

Under section 21 of the Fire and Rescue Services Act 2004 (“the 2004 Act”) the Welsh Ministers must prepare a Fire and Rescue National Framework.

The section provides that the Framework -

- (a) must set out priorities and objectives for Fire and Rescue Authorities (FRAs) in connection with the discharge of their functions;
- (b) may contain guidance to FRAs in connection with the discharge of any of their functions;
- (c) may contain any other matter relating to FRAs or their functions that the Welsh Ministers consider appropriate.

The Fire and Rescue National Framework sets out the Welsh Government’s vision and priorities for FRAs in Wales. It describes what the Welsh Government expects of the FRAs.

The Framework states that the overriding aim of FRAs should be ‘to keep people, communities, businesses and the environment in Wales safe from fires and other hazards as effectively and efficiently as possible’. It expands on this overriding aim and sets out how FRAs should pursue it. It specifies the following key objectives for fire and rescue services:

- Continually and sustainably reducing risk and enhancing the safety of citizens and communities;
- Responding swiftly and effectively to incidents;
- Being clearly and publically accountable for delivery and funding, manifesting the highest standards of governance;
- Maintaining downward pressure on costs and taking all opportunities to realise efficiencies;
- Working effectively with partners to improve efficiency and citizen and community well-being;
- Valuing and developing the workforce to the highest standards.

**2. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?**

Officials held regular meetings with Chief Fire Officers through the National Framework Programme Board. Discussions have also taken place with the Fire Brigade Union, WLGA and Wales Audit Office as well as other personnel in the Fire Service.

There have been regular communications with colleagues from the Sustainable Development Branch who have been working on the Wellbeing of Future Generations (Wales) Act 2015. This Framework has been designed to support compliance with this Act.

A full statutory consultation was undertaken. The consultation was specifically brought to the attention of Fire and Rescue Authorities, Fire and Rescue Service staff representatives, all Local Authorities, Local Health Boards and NHS Trusts, Police and Crime Commissioners and Chief Constables, the Welsh Local Government Association, Wales Audit Office and Natural Resources Wales. Officials have also forwarded the link internally to colleague in HIW and CSSIW asking them to disseminate to their contacts to ensure maximum exposure.

**3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?**

Welsh Government Statistical Releases providing fire incident and operational data, and performance indicator data.

Stats Wales fire incident tables, for example, all emergency responses (including fires in the home, fires set deliberately, road traffic collisions, casualties as a result of fire, smoke alarms activation, false alarm data. Also data on attendances at other incidents.

Stats Wales operational data including data on the age and gender of the workforce.

CIPFA data benchmarking FRA performance across a range of functions, including service costs, staffing levels, community safety and response outcomes.

Welsh Ambulance Service NHS Trust data regarding elderly fallers.

Population data.

Fire and Rescue Service Efficiency Report by the Chief Fire and Rescue Adviser – October 2014.

Time for Action – A report exploring the impact of false alarms in Wales – June 2015

Commission on Public Service Governance and Delivery Report 2014.

Grass Fires Summit 2015.

FRAs' individual reports and community fire safety business cases.

## **Impact**

### **4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?**

<b>Age</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reasons for your decision (including evidence) / How might it impact?</b>
Younger people  <i>(Children and young people, up to 18)</i>	✓			<p>The Framework requires FRAs to tailor fire prevention programmes to those at most risk.</p> <p>Specific reference is made to continued work with young people to reduce deliberate fire-setting (with intent) and anti-social behaviour. Changing the behaviour of younger people would potentially improve their economic and social welfare.</p> <p>Households with young children have been identified as being at higher risk of fire. Whilst the Framework does not explicitly reference activity in this area the general requirement to target fire safety intervention to those most vulnerable to</p>

			<p>fire indirectly implies FRAs continued focus on this group. Reducing the incidents of fires (and/or the damage caused when fires do occur) in families with young children should reduce the risk of injury and potentially reduces any negative economic impact on those children.</p> <p>The Framework supports FRAs continuing to deliver programmes to improve road safety and reduce the risk of road traffic collisions. Current programmes are based on young people aged between 16 and 25 (as they are at very high risk of such accidents) and the benefit is clearly to reduce the risk of death or injury as a result of a RTC.</p>
People 18-50	✓		<p>The Framework supports FRAs continuing to deliver programmes to improve road safety and reduce the risk of road traffic collisions. Current programmes are based on young people aged between 16 and 25 (as they are at very high risk of such accidents) and the benefit is clearly to reduce the risk of death or injury as a result of a RTC.</p> <p>The Framework does not explicitly reference fire safety activity for people in the 18-50 age category. However there are groups within this age span likely to be at more risk (eg single men aged 40-50).</p>



				Therefore the general requirement to target fire safety intervention to those most vulnerable to fire indirectly implies the potential for FRA prevention activity with this group.
Older people (50+)	✓			<p>The Framework clearly makes the link between older people and an increased risk of fire, and the need to target fire safety at those most at risk. It develops this further in terms of the link between older people and the risk of other hazards in the home resulting in slips, trips and falls, and encourages innovative partnership working in FRAs to deliver wider community safety messages. Potential outcome is to reduce casualties from fire and other domestic incidents, ensuring older people are safer and able to maintain independence.</p> <p>The Framework requires FRAs to continue to operate an agreed single fitness standard, and support firefighters, especially older firefighters, who may struggle to meet it. There is therefore a potential positive impact on the financial and physical well-being of older firefighters.</p>



## 4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment	✓			<p>The Framework indicates the need for FRAs to prioritise their home safety activity on the most vulnerable parts of the population, where they will have the greatest benefits.</p> <p>The Framework specifically identifies that those people with a disability are potentially at higher of a fire, and at greater risk or injury if a fire occurs.</p> <p>Effective targeting has the potential to improve the health and economic wellbeing of people with disabilities.</p> <p>The risk of other hazards in the home resulting in slips, trips and falls applies to those with physical disabilities as well as older people. As set out above the Framework encourages innovative partnership working in FRAs to deliver wider community safety messages. Potential outcome is to reduce the risk of injury in the home ensuring those people with a disability are safer.</p>
Hearing impairment	✓			
Physically disabled	✓			
Learning disability	✓			
Mental health problem	✓			
Other impairments issues	✓			

#### 4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male			✓	No Impact. Gender is not a significant risk factor for fire.
Female			✓	

#### 4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
			✓	Low impact. The Framework sets out a general requirement to target fire safety intervention to those most vulnerable to fire. Whilst there is no specific reference to transgender within the Framework, there is an indirect link in terms of the potential for FRA prevention activity with this group, in the context of identifying and providing support to minimise to impact of fire-related hate crime.

#### 4.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage			✓	<p>Low Impact. The Framework refers to the National Training Framework for Violence against Women, Domestic Abuse and Sexual Violence. It sets out that FRA employment practices must support staff who disclose abuse.</p>
Civil Partnership			✓	<p>Low impact. The Framework refers to the National Training Framework for Violence against Women, Domestic Abuse and Sexual Violence. It sets out that FRA employment practices must support staff who disclose abuse.</p> <p>The Framework sets out a general requirement to target fire safety intervention to those most vulnerable to fire. Whilst there is no specific reference to civil partnership within the Framework, there is an indirect link in terms of the potential for FRA prevention activity with this group, in the context of identifying and providing support to minimise to impact of fire-related homophobic hate crime.</p>

#### 4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy			✓	No Impact. Pregnancy and maternity are not significant risk factors for fire.
Maternity (the period after birth)			✓	

#### 4.7 Because of their race?

Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,			✓	<p>Low Impact. The Framework sets out a general requirement to target fire safety intervention to those most vulnerable to fire. Whilst there is no specific reference to race within the Framework, there is an indirect link in terms of the potential for FRA prevention activity with this group, in the context of :</p> <ul style="list-style-type: none"> <li>- Identifying and providing support to minimise to impact of fire-related racist hate crime.</li> <li>- Reaching those less accessible for</li> </ul>
National Origin (e.g. Welsh, English)			✓	
Asylum Seeker and Refugees			✓	
Gypsies and Travellers			✓	
Migrants			✓	
Others			✓	

				<p>example because of language barriers.</p> <ul style="list-style-type: none"> <li>- In some cases, cooking practices which are common among particular ethnic groups (eg stir-frying) may present a greater risk of fire. FRAs would be expected to identify and act on such risks.</li> </ul>
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#### 4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)			✓	Low Impact. The Framework sets out a general requirement to target fire safety intervention to those most vulnerable to fire. Whilst there is no specific reference to religion and belief within the Framework, there is an indirect link in terms of the potential for FRA prevention activity with this group, in the context of identifying and providing support to minimise to impact of fire-related religious hate crime.
Belief e.g. Humanists			✓	No Impact
Non-belief			✓	No Impact

#### 4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men			✓	Low Impact. The Framework sets out a general requirement to target fire safety intervention to those most vulnerable to fire. Whilst there is no specific reference to sexual orientation within the Framework, there is an indirect link in terms of the potential for FRA prevention activity with this group, in the context of identifying and providing support to minimise to impact of fire-related homophobic hate crime.
Lesbians			✓	
Bi-sexual			✓	

**4.10 Do you think that this policy will have a positive or negative impact on people's human rights? Please refer to point 1.4 of the EIA Annex A - Guidance for further information about Human Rights.**

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?

Human Rights including Human Rights Act and UN Conventions			✓	No Impact
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**Equality Impact Assessment – Part 2**

**1. Building on the evidence you gathered and considered in Part 1, please consider the following:**

**1.1 How could, or does, the policy help advance / promote equality of opportunity?**

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

See details already set out in Part 1.

The Framework focusses heavily on a preventative agenda. It recognises people at greatest risk of accidental fire are likely to include those who are frail, who have a disability, who smoke, who live alone or who have substance misuse problems. It indicates that FRAs need to prioritise their home safety and other preventative activity on the most vulnerable parts of the population, where they will have the most benefit. To do this they will need to identify those at risk consistently and effectively. This will depend on effective sharing of data and intelligence with other third-sector agencies which provide services to such groups. A similar approach is also required in respect of deliberate fire setting and fire related crime. This work relies on collaboration with other agencies (including the third sector) to identify and target those most at risk.

The Framework refers to the need for FRAs to undertake local risk profiling, and to ensure that arrangements for effective emergency response are reflective of these risk profiles. It indicates FRAs should ensure communities are aware of the response they can expect to receive and the performance of FRAs in achieving this.



## **1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?**

As set out in Part 1 of this EIA, the Framework sets out a general requirement to target fire safety intervention to those most vulnerable to fire. Whilst there is no specific reference to race, religion and belief or sexual orientation, there is an indirect link in terms of the potential for FRA prevention activity with these groups, in the context of identifying those at risk and providing support to minimise to impact of fire-related hate crime.

## **1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?**

Certain fires and the risk of them pose a serious threat to community cohesion. For instance, deliberately-set grass fires both threaten community safety and can engender mistrust towards those seen as responsible (eg young people).

The Framework sets out a vision of change for FRAs to meet new and developing financial and societal challenges such as this. It requires FRAs to seek citizen input into their long term vision and its delivery through annual improvement plans. It sets out that FRAs should ensure that fair and balanced proposals and options are presented as part of their consultation and engagement with communities, in a form which members of the public can understand.

The Framework also focusses on the need for effective engagement to deliver effective community safety advice and support, including ensuring that staff have the required skills to do so.

It indicates that all relevant fire safety programmes should be delivered in collaboration with other public bodies and third-sector organisations which also have a role in keeping people safe, including third sector organisations.

## 2. Strengthening the policy

**2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?**

**What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?**

Not applicable as no negative effect is foreseen.

**2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.**

**(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)**

No negative or adverse impact foreseen.

## 3. Monitoring, evaluating and reviewing

**How will you monitor the impact and effectiveness of the policy?**

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

Consultation on the Framework was undertaken as part of its development.

Under the Fire and Rescue Services Act 2004 Welsh Ministers are required to report on how far the FRAs have acted in accordance with the Framework every two years. The next report will be published in 2017.

The Act also requires Welsh Ministers to keep the terms of the Framework under review. A specific deadline is not set for such a review, although generally this would be between 3 and 5 years from its implementation.

The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.

#### 4. Declaration

**The policy does not have a significant impact upon equality issues**

##### Official completing the EIA

Name:

Kerry Citric / Carla Llewellyn

Department:

Fire Services Branch

Date:

10 September 2015

##### Head of Division (Sign-off)

Name:

Karin Phillips

Job title and department:

Deputy Director – Community Safety Division

Date:

10 September 2015

Signature:



Review Date:

2018