



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

(a) Equality impact on employees draft ERBA for public consultation

1. Name of activity:	<p>The proposed changes of; a) one Wholetime crewed fire engine each at Taunton and Torquay to On Call; b) the conversion of Ilfracombe, Plympton and Plymstock to wholly On Call fire stations; c) removing the second Wholetime fire engine from Camelshead but maintaining its specialist rescue capability; d) the introduction of On Call crewing at Crownhill for a second fire engine and the Aerial Ladder Platform (ALP); e) The standardization of watch levels at Yeovil.</p> <p>This ERBA considers potential equalities risks and benefits on the employees.</p>
2. Main purpose of activity:	<p>This proposal incorporates changing one standard fire engine at Taunton and Torquay crewed by Wholetime employees to crewing by On Call employees. In addition it is proposed to alter the crewing arrangements at Plympton and Plymstock from Wholetime to On Call and the removal of the Wholetime Dayshift from Ilfracombe creating a full On Call response. A new On Call arrangement is proposed for Crownhill for the crewing of a second fire engine and the Aerial Ladder Platform. Additionally, the Wholetime crewing numbers for the watches at Yeovil will be standardized in line with all other Wholetime watches.</p> <p><u>A key element of the development of these proposals will be to consider how surplus crews are redeployed. There may be risks associated with changes to contracts of employment but these will be considered under a separated ERBA related to contracts.</u></p> <p>The purpose of the activity is to contribute to the Corporate Planning process in order to achieve a balanced budget and improve safety.</p>
2a. Project manager/process owner	Neil Gibbins
2b. Project/process linked to	The Development of the Corporate Plan 2013/14.
3. List the information, data or evidence used in this analysis:	<p>The evidence that we have used has been employee profiles based on all the protected characteristics and provided by the Human Resources department in December 2012.</p> <p>We have considered this evidence and assessed whether the protected characteristic profiles for employees operating from fire stations affected by the proposals are significantly different from the protected characteristic profiles for all Wholetime and Retained employees.</p>

4. Assessment

Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
A person of a particular age	X		<input type="checkbox"/>	Having reviewed the age profile of operational employees at the fire stations affected by these proposals, no related risks were identified.



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A disabled person	X		<input type="checkbox"/>	
A person of a particular sex, male or female, including issues around pregnancy and maternity	X		<input type="checkbox"/>	Having reviewed the gender profile of operational employees at the fire stations affected by these proposals, no related risks were identified.
A person of a gay, lesbian or bisexual sexual orientation	X		<input type="checkbox"/>	Having reviewed sexual orientation profile of operational employees at the fire stations affected by these proposals, no related risks were identified.
A person of a particular race	X		<input type="checkbox"/>	Having reviewed the race profile of operational employees at the fire stations affected by these proposals, no related risks were identified.
A person of a particular religion or belief	X		<input type="checkbox"/>	Having reviewed the religion/belief profile of operational employees at the fire stations affected by these proposals, no related risks were identified.
Transgender	X		<input type="checkbox"/>	We have no evidence to suggest that anyone from the Transgender protected group is impacted by these changes.
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>		<input type="checkbox"/>	

*see EA:RB2 guidance

5. Results

	Yes	No	
Are there negative scores in Low?	<input type="checkbox"/>	X	If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action plan below in section 6
Were positive impacts identified?	<input type="checkbox"/>	X	If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	X	
Are one or more negative scores in Medium or High?	<input type="checkbox"/>	X	If Yes, consult Community and Workplace Equalities (CWE) on further consultation



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6. Consultation, decisions and actions		
If medium or high range results were identified who was consulted and what recommendations were given?		
Describe the decision on this activity		
List all actions identified to address/mitigate negative risk or promote positively		
Action	Responsible person	Completion due date
When, how and by whom will these actions be monitored?		
7. Signatures		
Assessor		
Name: Sheila Meades and Gerald Taylor	Signature**	
Validated by (Line manager)		
Name: Steve West	Signature**	
Forward to CWE		
Equalities team/monitoring group member name:	Michelle Smitham	
Signature** Michelle Smitham	ERBA number: 1062	
Assessment date: 7 January 2013	Review date: In line with the Corporate Plan 2013/14 consultation program.	

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Community and Workplace Equalities (CWE)

(b) Contract changes draft ERBA for public consultation

1. Name of activity:	To revise the Wholetime and Retained Duty System (RDS) contracts as part of the development process for the Corporate Plan 2013/14.
2. Main purpose of activity:	<p>To develop, consult and implement revised Wholetime and RDS contracts for firefighters, crew and watch managers. The full details of these proposals will be published and consulted upon with employees and relevant representative bodies. This is to be undertaken with the currently stated position of no compulsory redundancies and a range of contract options that include employees maintaining their current work patterns.</p> <p><u>This is an initial ERBA developed during the early stages of the evolution of these proposals. This ERBA will be regularly reviewed as the details of these arrangements are expanded and consulted upon, to ensure that the Service avoids any unlawful discrimination based on protracted characteristics.</u></p> <p>The purpose of the activity is to contribute to the Corporate Planning process in order to achieve a balanced budget and improve safety.</p>
2a. Project manager/process owner	Neil Gibbins
2b. Project/process linked to	The development of the Corporate Plan 2013/14.
3. List the information, data or evidence used in this analysis:	

4. Assessment

Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
A person of a particular age	<input type="checkbox"/>		<input type="checkbox"/>	
A disabled person	<input type="checkbox"/>		<input type="checkbox"/>	
A person of a particular sex, male or female, including issues around pregnancy and maternity	<input type="checkbox"/>		<input type="checkbox"/>	
A person of a gay, lesbian or bisexual sexual orientation	<input type="checkbox"/>		<input type="checkbox"/>	
A person of a particular race	<input type="checkbox"/>		<input type="checkbox"/>	
A person of a particular religion or belief	<input type="checkbox"/>		<input type="checkbox"/>	



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Transgender	<input type="checkbox"/>		<input type="checkbox"/>	
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>		<input type="checkbox"/>	

*see EA:RB2 guidance

5. Results

	Yes	No	
Are there negative scores in Low?	<input type="checkbox"/>	<input type="checkbox"/>	If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action plan below in section 6
Were positive impacts identified?	<input type="checkbox"/>	<input type="checkbox"/>	If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input type="checkbox"/>	
Are one or more negative scores in Medium or High?	<input type="checkbox"/>	<input type="checkbox"/>	If Yes, consult Community and Workplace Equalities (CWE) on further consultation

6. Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative risk or promote positively

Action	Responsible person	Completion due date

When, how and by whom will these actions be monitored?

7. Signatures

Assessor



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM
ERBA 1

Community and Workplace Equalities (CWE)

Name: Sheila Meades, Steven Pope and Gerald Taylor	Signature**
Validated by (Line manager)	
Name: Steve West	Signature**
Forward to CWE	
Equalities team/monitoring group member name:	
Signature**	ERBA number:
Assessment date:	Review date:

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Community and Workplace Equalities (CWE)

(c) Updated LRP ERBA

NOTE – The introduction of Light Rescue Pumps (LRP) was consulted on as part of the 2012/12 Corporate Plan consultation and an Equality Risks & Benefits Analysis (ERBA) carried out. This ERBA has been reviewed due to the proposal in the 2013/14 Corporate Plan consultation to introduce LRPs on a wider scale.

Latest comments are shown in italics.

1. Name of activity:	<i>Reviewed December 2012 to reflect the development of the Corporate Plan 2013/14.</i>
2. Main purpose of activity:	<i>The proposal is to introduce these vehicles on a wider scale and consider them as the standard DSFRS fire engine.</i>
2a. Project manager/process owner	<i>Neil Gibbins</i>
2b. Project/process linked to	<i>Corporate Plan 2013/14</i>
3. List the information, data or evidence used in this analysis:	<i>Iveco LRP Pilot Report</i>

4. Assessment				
Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<i>December 2012</i> <i>A report was produced on the pilot at Crediton (see report)</i> <i>Based on the evidence and the changed economic conditions the proposal is to introduce the LRP as the standard DSFRS fire engine through a full procurement process.</i> <i>Following further analysis it has been</i>



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				<p><i>established that the improved flexibility and maneuverability will improve response times and therefore mean that fires will be less developed consequently reducing the risk to life (employees and community) and property.</i></p> <p><i>An advantage identified during the Crediton trial was that the smaller size gave better access to properties in rural areas.</i></p> <p><i>There is a further trial currently being undertaken of a different design of LRP at Greenbank fire station in Plymouth.</i></p> <p><i>It should be noted that this project is the subject of a procurement program and the final design of the vehicle is likely to differ from that used in the Crediton trial.</i></p>
A person living with a disability	<input type="checkbox"/>		<input checked="" type="checkbox"/>	
A person of a particular race	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
A person of a gay, lesbian or bisexual sexual orientation	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
A person of a particular sex, male or female, including issues around pregnancy and maternity	<input checked="" type="checkbox"/>		X	<i>The smaller proportions of the fire engine give easier access to more people (male and female).</i>
A person of a particular religion or belief	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
A person of a particular age	<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Transgender	<input checked="" type="checkbox"/>		<input type="checkbox"/>	

*see EA:RB2 guidance

5. Results

	Yes	No	
Are there negative scores in Low or Medium range?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	If Yes, list any actions required to adjust the activity



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			and any mitigation you will implement in the action plan below in section 6
Were positive impacts identified?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Are one or more negative scores in High or Very High range?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	If Yes, consult Community and Workplace Equalities (CWE) on further consultation

6. Consultation, decisions and actions

If High or very high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative impact or promote positively

Action	Responsible person	Completion due date

When, how and by whom will these actions be monitored?

7. Signatures

Assessor

Name: *Gerald Taylor and Sheila Meades*

Signature**

Validated by (Line manager)

Name: *Steve West*

Signature**

Forward to CWE

Equalities team/monitoring group member name:

Michelle Smitham

Signature** *Michelle Smitham1068*

Assessment date: *7 January 2013*

Review date: *in line with the development process of the Corporate Plan 2013/14*



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Community and Workplace Equalities (CWE)

(d) Ilfracombe Community Draft ERBA for public consultation

1. Name of activity:	The proposal to change Ilfracombe to an On Call Fire Station. This ERBA considers the potential risks and benefits for the <u>local community</u> .
2. Main purpose of activity:	<p>A proposal to withdraw the Wholetime crewing of the daytime cover at Ilfracombe fire station, and implement a 24 hour On Call response.</p> <p>The purpose of the activity is to contribute to the Corporate Planning process in order to achieve a balanced budget and improve safety.</p>
2a. Project manager/process owner	Neil Gibbins
2b. Project/process linked to	Development of Corporate Plan 2013/14
3. List the information, data or evidence used in this analysis:	<p>Ilfracombe, relative to other fire stations, both Wholetime and Retained, has a low number of incidents and this has led to this proposal. For example, there were 18 primary fires in 2010/11 in Ilfracombe during daytime hours.</p> <p>Detailed geographical and statistical mapping of response times for the area have demonstrated that, under the proposals, there will be a delay in how quickly the first fire engine arrives at an incident of approximately 4 minutes during daytime hours, but no change at night. The evidence shows we do have an increased number of dwellings (35%) in Ilfracombe that may receive a response outside of our Emergency Response Standard of ten minutes for the first fire engine to arrive during daytime hours. This is due to the increased time difference between mobilising a Wholetime fire engine and an On Call response.</p> <p>The Service has used this data to develop the level of mitigation required through focused fire prevention and protection activities and through investment in Light Rapid Pump (LRP) fire engines that are quicker to reach incidents. The introduction of the LRP as the first responding fire engine in Ilfracombe with an On Call response would reduce the number of dwellings that fall outside the current ten minute response time to 7%. We have also used our Mosaic database (community profile data) to identify dwellings within the potentially affected areas of Ilfracombe where there is an increased likelihood that people are at greater risk of fire. This will help us to provide more targeted prevention activities.</p> <p>We have also considered as part of this ERBA those people from the protected groups who are resident at or attend establishments such as care homes, hospitals and schools. The Regulatory Reform (Fire Safety) Order 2005 compels those people responsible for these types of premise to have assessed all risk and put in place the relevant controls regardless of fire service response. DSFRS is the regulatory authority for this legislation in Devon, Somerset, Plymouth and Torbay and, integral to the changes we are making, our enforcement officer teams are being enhanced.</p> <p>We are also reorganising our data management team to improve the way we analyse information regarding the level of risk presented by such premises and will therefore be able to provide a far more effective level of enforcement of the Fire Safety Order than currently provided for these protected groups in these types of establishments.</p>



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	<p>In assessing the likelihood of risk for protected characteristics we have referred to detailed information on fire incidents in Ilfracombe from 2009 to 2012 involving the rescue of one or more people.</p> <p>As part of this ERBA, we have also used the Local Community Plan for information on incidents and areas of risk.</p> <p>We have identified that there are gaps in our data regarding some of the protected groups and have therefore committed to engage with relevant representatives within the potentially affected communities during the consultation process.</p>
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4. Assessment

Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
A person of a particular age		1(likelihood) x 5 (impact) = 5 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks of the proposals for people of various ages.</p> <p>Due to the typical risks associated with older people involved in incidents (for example, reduced mobility, difficulties in affecting an escape) the risk is slightly increased but has been assessed as low due to the number and nature of fire incidents occurring in Ilfracombe.</p> <p>The planned increase in prevention work will reduce risks for older people. The introduction of LRPs will improve the time to respond to incidents.</p> <p>We have considered risks for older people living in premises such as care homes where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A disabled person	<input type="checkbox"/>	1(likelihood) x 5 (impact) = 5 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks of the proposals for people with various disabilities.</p> <p>Due to some of the risks associated with certain disabilities involved in incidents (for example, reduced mobility, visual and auditory impairment, difficulties in affecting an escape, cognitive impairment etc.) the risk is slightly increased but has been assessed as low due to the number and nature of fire incidents occurring in Ilfracombe.</p>



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				<p>The planned increase in prevention work will also reduce risks for people with a disability. The introduction of LRPs will improve the time to respond to incidents.</p> <p>We have considered risks for those with various disabilities living in premises such as care homes and supported living where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A person of a particular sex, male or female, including issues around pregnancy and maternity	X		<input type="checkbox"/>	No increased risks identified relating to sex.
A person of a gay, lesbian or bisexual sexual orientation	X		<input type="checkbox"/>	No increased risks identified relating to sex.
A person of a particular race	X		<input type="checkbox"/>	No increased risks identified relating to race.
A person of a particular religion or belief	X		<input type="checkbox"/>	No increased risks identified relating to religion or belief.
Transgender	X		<input type="checkbox"/>	No increased risks identified relating to transgender.
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>	1(likelihood) x 5 (impact) = 5 (low risk)	X	<p>Positive – an increased focus on prevention and protection activities will reduce risk for all protected characteristics.</p> <p>Negative - There are risks associated with people who are under the influence of drugs or alcohol as such people are likely to be slower to react to the unfolding situation and to affect an escape.</p> <p>The risk has been assessed as low due to the number and nature of fire incidents occurring in Ilfracombe.</p>

*see EA:RB2 guidance

5. Results			
	Yes	No	
Are there negative scores in Low?	X	<input type="checkbox"/>	If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action plan below in section 6



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Were positive impacts identified?	X	<input type="checkbox"/>	If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	X	
Are one or more negative scores in Medium or High?	<input type="checkbox"/>	X	If Yes, consult Community and Workplace Equalities (CWE) on further consultation

6. Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative risk or promote positively

Action	Responsible person	Completion due date
Consult with representatives of relevant protected characteristics during the Corporate Plan consultation process	Corporate Planning Manager/Community & Workplace Equalities Manager	End April 2013
Early and frequent monitoring of the implementation of agreed proposals together with mitigating actions to limit any potential negative impacts and ensure positive impacts occur as planned.	Neil Gibbins	Ongoing
Improve data collection and analysis to allow effective targeting of high risk properties and increased prevention and protection activities.	Neil Gibbins	Ongoing
Closer working with various agencies to respond in a timely way to increased dwelling risks when circumstances change.	Trevor Stratford	Ongoing

When, how and by whom will these actions be monitored?

Specific timings, methods and responsibilities will be detailed in the implementation of the Corporate Plan.

7. Signatures

Assessor



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM
ERBA 1

Community and Workplace Equalities (CWE)

Name: Sheila Meades and Gerald Taylor	Signature**
Validated by (Line manager)	
Name: Steve West	Signature**
Forward to CWE	
Equalities team/monitoring group member name:	Michelle Smitham
Signature** Michelle Smitham	ERBA number: 1064
Assessment date: 7 January 2013	Review date: In line with the Corporate Plan 2013/14 consultation program.

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EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

(e) Plymouth Community draft ERBA for public consultation

1. Name of activity:	A proposal to introduce On Call Firefighters into <u>Plymouth</u> . This ERBA considers the potential risks and benefits on the <u>local community</u> .
2. Main purpose of activity:	<p>A proposal to alter a) Plymstock and Plympton to On Call fire stations; b) to change the crewing of the second fire engine at Camels Head from Wholetime to On Call crewed; c) to crew the Aerial Ladder Platform at Crownhill with Wholetime firefighters on an On Call response.</p> <p>The purpose of the activity is to contribute to the Corporate Planning process in order to achieve a balanced budget and improve safety.</p>
2a. Project manager/process owner	Neil Gibbins
2b. Project/process linked to	The development of the Corporate Plan 2013/14.
3. List the information, data or evidence used in this analysis:	<p>There has been a reduction of 20% in the number of all incidents that fire engines have been called out to in Plymouth area over the last five years and this has led to this proposal.</p> <p>Detailed geographical and statistical mapping of response times for the area have demonstrated that, under the proposals, we have an increased number of dwellings (1.4%) in the wider Plymouth area that may receive a response outside of our Emergency Response Standard of ten minutes for the first fire engine to arrive. This is due to the increased time difference of approximately four minutes between mobilising a Wholetime fire engine and an On Call response.</p> <p>The Service has used this data to develop the level of mitigation required through focused fire prevention and protection activities and through investment in Light Rapid Pump (LRP) fire engines that are quicker to reach incidents.</p> <p>We have also considered as part of this ERBA those people from the protected groups who are resident at or attend establishments such as care homes, hospitals and schools. The Regulatory Reform (Fire Safety) Order 2005 compels those people responsible for these types of premise to have assessed all risk and put in place the relevant controls regardless of fire service response. DSFRS is the regulatory authority for this legislation in Devon, Somerset, Plymouth and Torbay and, integral to the changes we are making, our enforcement officer teams are being enhanced.</p> <p>We are also reorganising our data management team to improve the way we analyse information regarding the level of risk presented by such premises and will therefore be able to provide a far more effective level of enforcement of the Fire Safety Order than currently provided for these protected groups in these types of establishments.</p> <p>In assessing the likelihood of risk for protected characteristics we have referred to detailed information on fire incidents in Plymouth from 2009 to 2012 involving the rescue of one or more people.</p> <p>As part of this ERBA, we have also used the Local Community Plans for information on incidents and areas of risk.</p>



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We have identified that there are gaps in our data regarding some of the protected groups and have therefore committed to engage with relevant representatives within the potentially affected communities during the consultation process.

4. Assessment

Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
A person of a particular age	<input type="checkbox"/>	1(likelihood) x 5 (impact) = 5 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks for people of various ages who live in the dwellings that are proposed to fall outside the 10 minute response zone (as modeled) for the first fire engine attending.</p> <p>Due to the typical risks associated with older people involved in incidents (for example, reduced mobility, difficulties in affecting an escape) the risk is slightly increased but has been assessed as low due to the reducing number of fire incidents in the area, the relatively low number of dwellings affected by the proposals.</p> <p>The planned increase in prevention work will reduce risks for older people. The introduction of LRPs will improve the time to respond to incidents.</p> <p>We have considered risks for older people living in premises such as care homes where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A disabled person	<input type="checkbox"/>	1(likelihood) x 5 (impact) = 5 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks for people with various disabilities who live in the dwellings that are proposed to fall outside the 10 minute response zone (as modeled) for the first fire engine attending.</p> <p>Due to some of the risks associated with certain disabilities involved in incidents (for example, reduced mobility, visual and auditory impairment, difficulties in affecting an escape, cognitive impairment etc.) the risk is slightly increased but has been assessed as low due to the reducing</p>



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				<p>number of fire incidents in the area, the relatively low number of dwellings affected by the proposals.</p> <p>The planned increase in prevention work will reduce risks for people with a disability. The introduction of LRPs will improve the time to respond to incidents.</p> <p>We have considered risks for older people living in premises such as care homes where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A person of a particular sex, male or female, including issues around pregnancy and maternity	X		<input type="checkbox"/>	No increased risks identified relating to sex.
A person of a gay, lesbian or bisexual sexual orientation	X		<input type="checkbox"/>	No increased risks identified relating to sexual orientation.
A person of a particular race	X		<input type="checkbox"/>	No increased risks identified relating to race.
A person of a particular religion or belief	X		<input type="checkbox"/>	No increased risks identified relating to religion or belief.
Transgender	X		<input type="checkbox"/>	No increased risks identified relating to transgender.
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>	1(likelihood) x 5 (impact) = 5 (low risk)	X	<p>Positive – an increased focus on prevention and protection activities will reduce risk for all protected characteristics.</p> <p>Negative - There are risks associated with people who are under the influence of drugs or alcohol as such people are likely to be slower to react to the unfolding situation and to affect an escape.</p> <p>The risk has been assessed as low due to the reducing number of fire incidents in the area, the relatively low number of dwellings affected by the proposals.</p>

*see EA:RB2 guidance

5. Results

	Yes	No	
Are there negative scores in Low?	X	<input type="checkbox"/>	If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action



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			plan below in section 6
Were positive impacts identified?	X	<input type="checkbox"/>	If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	X	
Are one or more negative scores in Medium or High?	<input type="checkbox"/>	X	If Yes, consult Community and Workplace Equalities (CWE) on further consultation

6. Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative risk or promote positively

Action	Responsible person	Completion due date
Consult with representatives of relevant protected characteristics during the Corporate Plan consultation process	Corporate Planning Manager/Community & Workplace Equalities Manager	End April 2013
Early and frequent monitoring of the implementation of agreed proposals together with mitigating actions to limit any potential negative impacts and ensure positive impacts occur as planned.	Neil Gibbins	Ongoing
Improve data collection and analysis to allow effective targeting of high risk properties and increased prevention and protection activities.	Neil Gibbins	Ongoing
Closer working with various agencies to respond in a timely way to increased dwelling risks when circumstances change.	Trevor Stratford	Ongoing

When, how and by whom will these actions be monitored?

Specific timings, methods and responsibilities will be detailed in the implementation of the Corporate Plan.

7. Signatures

Assessor



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM
ERBA 1

Community and Workplace Equalities (CWE)

Name: Sheila Meades and Gerald Taylor	Signature**
Validated by (Line manager)	
Name: Steve West	Signature**
Forward to CWE	
Equalities team/monitoring group member name:	Michelle Smitham
Signature** Michelle Smitham	ERBA number: 1065
Assessment date: 7 January 2013	Review date: In line with the Corporate Plan 2013/14 consultation program.

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EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

(f) Taunton Community draft ERBA for public consultation

1. Name of activity:	The proposal to change the crewing of the second fire engine at Taunton fire station from Wholetime to On Call employees. This ERBA considers the potential risks and benefits for the local community.
2. Main purpose of activity:	<p>A proposal to change the crewing of the standard fire engines at Taunton from two Wholetime and one Retained crewed to one Wholetime and two On Call.</p> <p>The purpose of the activity is to contribute to the Corporate Planning process in order to achieve a balanced budget and improve safety.</p>
2a. Project manager/process owner	Neil Gibbins
2b. Project/process linked to	The Development of the Corporate Plan 2013/14.
3. List the information, data or evidence used in this analysis:	<p>Detailed geographical and statistical mapping of response times for the Taunton area have demonstrated that, under the proposals, there will be no change in how quickly the first fire engine arrives at an incident. However, the evidence shows we do have a number of dwellings (7.9%) in Taunton that may receive a slower response from the second fire engine of approximately three minutes which is outside the Service's 13 minute response standard. This is due to the increased time difference between mobilising a wholetime fire engine and a retained crewed fire engine.</p> <p>The Service has used this data to develop the level of mitigation required through focused fire prevention and protection activities and through investment in Light Rapid Pump (LRP) fire engines that are quicker to reach incidents. We have also used our Mosaic database (community profile data) to identify dwellings within the potentially affected areas of Taunton where there is an increased likelihood that people are at greater risk of fire. This will help us to provide more targeted prevention activities.</p> <p>We have also considered as part of this ERBA those people from the protected groups who are resident at or attend establishments such as care homes, hospitals and schools. The Regulatory Reform (Fire Safety) Order 2005 compels those people responsible for these types of premise to have assessed all risk and put in place the relevant controls regardless of fire service response. DSFRS is the regulatory authority for this legislation in Devon, Somerset, Plymouth and Torbay and, integral to the changes we are making, our enforcement officer teams are being enhanced.</p> <p>We are also reorganising our data management team to improve the way we analyse information regarding the level of risk presented by such premises and will therefore be able to provide a far more effective level of enforcement of the Fire Safety Order than currently provided for these protected groups in these types of establishments.</p> <p>In assessing the likelihood of risk for protected characteristics we have referred to detailed information on fire incidents in Taunton from 2009 to 2012 requiring two or more pumps and involving the rescue of one or more people.</p> <p>As part of this ERBA, we have also used the Local Community Plan for information on incidents and areas of risk.</p>



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM **ERBA 1**

Community and Workplace Equalities (CWE)

We have identified that there are gaps in our data regarding some of the protected groups and have therefore committed to engage with relevant representatives within the potentially affected communities during the consultation process.

4. Assessment

Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
A person of a particular age	<input type="checkbox"/>	1(likelihood) x 3 (impact) = 3 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks of people of various ages who live in the dwellings that are proposed to fall outside the 13 minute response zone (as modeled). It is important to note that there will be no change to the first responding fire engine and therefore the ability to affect immediate rescue when required remains.</p> <p>The potential risk is a delay to the second responding fire engine which has the role of maintaining safe systems of work when required.</p> <p>Due to the typical risks associated with older people involved in incidents (for example, reduced mobility, difficulties in affecting an escape) the risk is slightly increased but has been assessed as low due to the fact that the first and possibly second casualty would be dealt with by the first pump.</p> <p>We have considered risks for older people living in premises such as care homes where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A disabled person	<input type="checkbox"/>	1(likelihood) x 3 (impact) = 3 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks of people with various disabilities who live in the dwellings that are proposed to fall outside the 13 minute response zone (as modeled). It is important to note that there will be no change to the first responding fire engine and therefore the ability to affect immediate rescue when required remains.</p> <p>The potential risk is a delay to the second</p>



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

				<p>responding fire engine which has the role of maintaining safe systems of work when required.</p> <p>Due to some of the risks associated with certain disabilities involved in incidents (for example, reduced mobility, visual and auditory impairment, difficulties in affecting an escape, cognitive impairment etc.) the risk is slightly increased but has been assessed as low due to the fact that the first and possibly second casualty would be dealt with by the first pump.</p> <p>We have considered risks for those with various disabilities living in premises such as care homes and supported living where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A person of a particular sex, male or female, including issues around pregnancy and maternity	X		<input type="checkbox"/>	No increased risks identified relating to sex.
A person of a gay, lesbian or bisexual sexual orientation	X		<input type="checkbox"/>	No increased risks identified relating to sexual orientation.
A person of a particular race	X		<input type="checkbox"/>	No increased risks identified relating to race.
A person of a particular religion or belief	X		<input type="checkbox"/>	No increased risks identified relating to religion or belief.
Transgender	X		<input type="checkbox"/>	No increased risks identified relating to sexual orientation.
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>	1(likelihood) x 3 (impact) = 3 (low risk)	X	<p>Positive – an increased focus on prevention and protection activities will reduce risk for all protected characteristics.</p> <p>Negative - There are risks associated with people who are under the influence of drugs or alcohol and are involved in an incident in an area that falls outside the 13 minute response zone (as modeled). People under the influence are likely to be slower to react to the unfolding situation, to respond to fire fighter instructions and</p>



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

				<p>to be able to affect an escape.</p> <p>It is important to note that there will be no change to the first responding fire engine and therefore the ability to affect immediate rescue when required remains.</p> <p>The risk has been assessed as low due to the fact that the first and possibly second casualty would be dealt with by the first pump.</p>
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*see EA:RB2 guidance

5. Results

	Yes	No	
Are there negative scores in Low?	X	<input type="checkbox"/>	If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action plan below in section 6
Were positive impacts identified?	X	<input type="checkbox"/>	If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	X	
Are one or more negative scores in Medium or High?	<input type="checkbox"/>	X	If Yes, consult Community and Workplace Equalities (CWE) on further consultation

6. Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative risk or promote positively

Action	Responsible person	Completion due date
Consult with representatives of relevant protected characteristics during the Corporate Plan consultation process	Corporate Planning Manager/Community & Workplace Equalities Manager	End April 2013
Early and frequent monitoring of the implementation of		Ongoing



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM

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agreed proposals together with mitigating actions to limit any potential negative impacts and ensure positive impacts occur as planned.	Neil Gibbins	
Improve data collection and analysis to allow effective targeting of high risk properties and increased prevention and protection activities.	Neil Gibbins	Ongoing
Closer working with various agencies to respond in a timely way to increased dwelling risks when circumstances change.	Trevor Stratford	Ongoing

When, how and by whom will these actions be monitored?

The above actions will be monitored through the Corporate Risk Register. Specific timings, methods and responsibilities will be detailed in the implementation of the Corporate Plan.

7. Signatures

Assessor

Name: Sheila Meades and Gerald Taylor

Signature**

Validated by (Line manager)

Name: Steve West

Signature**

Forward to CWE

Equalities team/monitoring group member name: Michelle Smitham

Signature** Michelle Smitham

ERBA number: 1066

Assessment date: 7 January 2013

Review date: In line with the Corporate Plan 2013/14 consultation program.

** Please type your signature to allow forms to be sent electronically.



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

(g) Torquay Community draft ERBA for public consultation

1. Name of activity:	The proposal to change the crewing of the second fire engine at <u>Torquay</u> fire station from Wholetime to On Call employees. This ERBA considers the potential risks and benefits for the <u>local community</u> .
2. Main purpose of activity:	<p>A proposal to change the crewing of the standard fire engines at Torquay from two Wholetime and one Retained crewed to one Wholetime and two On Call.</p> <p>The purpose of the activity is to contribute to the Corporate Planning process in order to achieve a balanced budget and improve safety.</p>
2a. Project manager/process owner	Neil Gibbins
2b. Project/process linked to	The Development of the Corporate Plan 2013/14.
3. List the information, data or evidence used in this analysis:	<p>Detailed geographical and statistical mapping of response times for the Torquay area have demonstrated that, under the proposals, there will be no change in how quickly the first fire engine arrives at an incident. However, the evidence shows we do have a number of dwellings (0.1%) in Torquay that may receive a slower response from the second fire engine of approximately three minutes which is outside the Service's 13 minute response standard. This is due to the increased time difference between mobilising a wholetime fire engine and a retained crewed fire engine.</p> <p>The Service has used this data to develop the level of mitigation required through focused fire prevention and protection activities and through investment in Light Rapid Pump (LRP) fire engines that are quicker to reach incidents. We have also used our Mosaic database (community profile data) to identify dwellings within the potentially affected areas of Torquay where there is an increased likelihood that people are at greater risk of fire. This will help us to provide more targeted prevention activities.</p> <p>We have also considered as part of this ERBA those people from the protected groups who are resident at or attend establishments such as care homes, hospitals and schools. The Regulatory Reform (Fire Safety) Order 2005 compels those people responsible for these types of premise to have assessed all risk and put in place the relevant controls regardless of fire service response. DSFRS is the regulatory authority for this legislation in Devon, Somerset, Plymouth and Torbay and, integral to the changes we are making, our enforcement officer teams are being enhanced.</p> <p>We are also reorganising our data management team to improve the way we analyse information regarding the level of risk presented by such premises and will therefore be able to provide a far more effective level of enforcement of the Fire Safety Order than currently provided for these protected groups in these types of establishments.</p> <p>In assessing the likelihood of risk for protected characteristics we have referred to detailed information on fire incidents in Torquay from 2009 to 2012 requiring two or more pumps and involving the rescue of one or more people.</p> <p>As part of this ERBA, we have also used the Local Community Plan for information on incidents and areas of risk.</p>



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

We have identified that there are gaps in our data regarding some of the protected groups and have therefore committed to engage with relevant representatives within the potentially affected communities during the consultation process.

4. Assessment

Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
A person of a particular age	<input type="checkbox"/>	1(likelihood) x 3 (impact) = 3 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks of people of various ages who live in the dwellings that are proposed to fall outside the 13 minute response zone (as modeled). It is important to note that there will be no change to the first responding fire engine and therefore the ability to affect immediate rescue when required remains.</p> <p>The potential risk is a delay to the second responding fire engine which has the role of maintaining safe systems of work when required.</p> <p>Due to the typical risks associated with older people involved in incidents (for example, reduced mobility, difficulties in affecting an escape) the risk is slightly increased but has been assessed as low due to the fact that the first and possibly second casualty would be dealt with by the first pump.</p> <p>We have considered risks for older people living in premises such as care homes where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A disabled person	<input type="checkbox"/>	1(likelihood) x 3 (impact) = 3 (low risk)	<input type="checkbox"/>	<p>We have considered the potential risks of people with various disabilities who live in the dwellings that are proposed to fall outside the 13 minute response zone (as modeled). It is important to note that there will be no change to the first responding fire engine and therefore the ability to affect immediate rescue when required remains.</p> <p>The potential risk is a delay to the second</p>



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM

ERBA 1

Community and Workplace Equalities (CWE)

				<p>responding fire engine which has the role of maintaining safe systems of work when required.</p> <p>Due to some of the risks associated with certain disabilities involved in incidents (for example, reduced mobility, visual and auditory impairment, difficulties in affecting an escape, cognitive impairment etc.) the risk is slightly increased but has been assessed as low due to the fact that the first and possibly second casualty would be dealt with by the first pump.</p> <p>We have considered risks for those with various disabilities living in premises such as care homes and supported living where the Regulatory Reform (Fire Safety) Order 2005 applies and assessed that there is no increased risk.</p>
A person of a particular sex, male or female, including issues around pregnancy and maternity	X		<input type="checkbox"/>	No increased risks identified relating to sex.
A person of a gay, lesbian or bisexual sexual orientation	X		<input type="checkbox"/>	No increased risks identified relating to sexual orientation.
A person of a particular race	X		<input type="checkbox"/>	No increased risks identified relating to race.
A person of a particular religion or belief	X		<input type="checkbox"/>	No increased risks identified relating to religion or belief.
Transgender	X		<input type="checkbox"/>	No increased risks identified relating to sexual orientation.
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>	1(likelihood) x 3 (impact) = 3 (low risk)	X	<p>Positive – an increased focus on prevention and protection activities will reduce risk for all protected characteristics.</p> <p>Negative - There are risks associated with people who are under the influence of drugs or alcohol and are involved in an incident in an area that falls outside the 13 minute response zone (as modeled). People under the influence are likely to be slower to react to the unfolding situation, to respond to fire fighter instructions and</p>



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM **ERBA 1**

Community and Workplace Equalities (CWE)

			<p>to be able to affect an escape.</p> <p>It is important to note that there will be no change to the first responding fire engine and therefore the ability to affect immediate rescue when required remains.</p> <p>The risk has been assessed as low due to the fact that the first and possibly second casualty would be dealt with by the first pump.</p>
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*see EA:RB2 guidance

5. Results

	Yes	No	
Are there negative scores in Low?	X	<input type="checkbox"/>	If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action plan below in section 6
Were positive impacts identified?	X	<input type="checkbox"/>	If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	X	
Are one or more negative scores in Medium or High?	<input type="checkbox"/>	X	If Yes, consult Community and Workplace Equalities (CWE) on further consultation

6. Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

Describe the decision on this activity

List all actions identified to address/mitigate negative risk or promote positively

Action	Responsible person	Completion due date
Consult with representatives of relevant protected characteristics during the Corporate Plan consultation process	Corporate Planning Manager/Community & Workplace Equalities Manager	End April 2013



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM

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Community and Workplace Equalities (CWE)

Early and frequent monitoring of the implementation of agreed proposals together with mitigating actions to limit any potential negative impacts and ensure positive impacts occur as planned.	Neil Gibbins	Ongoing
Improve data collection and analysis to allow effective targeting of high risk properties and increased prevention and protection activities.	Neil Gibbins	Ongoing
Closer working with various agencies to respond in a timely way to increased dwelling risks when circumstances change.	Trevor Stratford	Ongoing

When, how and by whom will these actions be monitored?

The above actions will be monitored through the Corporate Risk Register. Specific timings, methods and responsibilities will be detailed in the implementation of the Corporate Plan.

7. Signatures

Assessor

Name: Sheila Meades and Gerald Taylor	Signature**
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Validated by (Line manager)

Name: Steve West	Signature**
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Forward to CWE

Equalities team/monitoring group member name:	Michelle Smitham
Signature** Michelle Smitham	ERBA number: 1067
Assessment date: 7 January 2013	Review date: In line with the Corporate Plan 2013/14 consultation program.

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EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

Community and Workplace Equalities (CWE)

(h) Co-responder draft ERBA for public consultation

1. Name of activity:	<p>The proposal to modify the <u>Co-responder</u> response to one employee from the place that they receive the alert.</p> <p>This ERBA considers potential equalities risks and benefits on the <u>employees and the local communities.</u></p>
2. Main purpose of activity:	<p>This proposal is to change the method of responding to Co-responder incidents at all 19 DSFRS Retained Co-responding stations from two suitably qualified On Call personnel mobilising from the fire station to one suitably qualified On Call employee mobilising from the place that they receive the alert.</p> <p>The 19 Co-responding stations are:- Axminster, Chagford, Cheddar, Combe Martin, Crediton, Dawlish, Dulverton, Hartland, Hatherleigh, Holsworthy, Ivybridge, Lynton, Moretonhampstead, Nether Stowey, Porlock, Princetown, Seaton, Williton and Woolacombe.</p> <p><u>A key element of the development of these proposals will be to consider how crews are consulted, trained, equipped and mobilised. There may be risks associated with changes to contracts of employment but these will be considered under a separated ERBA related to contracts.</u></p> <p>The purpose of the activity is to contribute to the Corporate Planning process in order to achieve a balanced budget and improve safety.</p>
2a. Project manager/process owner	Neil Gibbins
2b. Project/process linked to	The Development of the Corporate Plan 2013/14.
3. List the information, data or evidence used in this analysis:	

4. Assessment				
Characteristics	Neutral (x)	Negative* (enter score)	Positive (x)	Describe the particular characteristic you are assessing and explain: Negative: What are the risks? Positive: What are the benefits and/or opportunities?
A person of a particular age	X		<input type="checkbox"/>	
A disabled person	X		<input type="checkbox"/>	
A person of a particular sex, male or female, including issues around pregnancy and maternity	X		<input type="checkbox"/>	
A person of a gay, lesbian or bisexual sexual orientation	X		<input type="checkbox"/>	



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM ERBA 1

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A person of a particular race	X		<input type="checkbox"/>	
A person of a particular religion or belief	X		<input type="checkbox"/>	
Transgender	X		<input type="checkbox"/>	
Community considerations (e.g. applying across communities or associated with socio-economic factors, criminal convictions, rural living or Human Rights)	<input type="checkbox"/>		X	<p>Neutral: For employees at the 19 co-responding stations the equality impact is neutral as the proposed change affects all 19 stations and all suitably qualified personnel. There may be risks associated with changes to contracts of employment but these will be considered under a separate ERBA.</p> <p>Positive: The removal of the element of staff having to travel to the fire station once they have received the alert before responding will result in an improvement in the speed of response in the region of four minutes. <u>This will potentially have a positive impact on all protected characteristics.</u></p>

*see EA:RB2 guidance

5. Results

	Yes	No	
Are there negative scores in Low?	<input type="checkbox"/>	X	If Yes, list any actions required to adjust the activity and any mitigation you will implement in the action plan below in section 6
Were positive impacts identified?	X		If No, Community and Workplace Equalities will contact you about this
Are some people benefiting more than others? If so explain who and why.	<input type="checkbox"/>	X	
Are one or more negative scores in Medium or High?	<input type="checkbox"/>	X	If Yes, consult Community and Workplace Equalities (CWE) on further consultation

6. Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?



EQUALITY RISKS AND BENEFITS ASSESSMENT FORM
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Community and Workplace Equalities (CWE)

Describe the decision on this activity		
List all actions identified to address/mitigate negative risk or promote positively		
Action	Responsible person	Completion due date
When, how and by whom will these actions be monitored?		
7. Signatures		
Assessor		
Name: Sheila Meades and Gerald Taylor	Signature**	
Validated by (Line manager)		
Name: Steve West	Signature**	
Forward to CWE		
Equalities team/monitoring group member name:	Michelle Smitham	
Signature** Michelle Smitham	ERBA number: 1069	
Assessment date: 7 January 2013	Review date: In line with the Corporate Plan 2013/14 consultation program.	

** Please type your signature to allow forms to be sent electronically.