

Community Risk Management Plan 2026-2030

Equality Impact Assessment



Accessibility

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زبان یا قالب جایگزین ، مانند بریل ، صدا یا چاپ بزرگ ، می تواند کپی باشد درخواست از طریق ایمیل.

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ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਸਕ੍ਰੀਨ ਰੀਡਰ ਲਈ ਸਧਾਰਨ ਸ਼ਬਦ ਦੇ ਰੂਪ ਵਿੱਚ ਜਾਂ ਇੱਕ ਵਿੱਚ ਲੇੜ ਹੈ ਵਿਕਲਪਿਕ ਭਾਸ਼ਾ ਜਾਂ ਫਾਰਮੈਟ, ਜਿਵੇਂ ਕਿ ਬ੍ਰੇਲ, ਆਡੀਓ ਜਾਂ ਵੱਡਾ ਪ੍ਰਿੰਟ, ਕਾਪੀਆਂ ਹੋ ਸਕਦੀਆਂ ਹਨ ਈਮੇਲ ਦੁਆਰਾ ਬੇਨਤੀ ਕੀਤੀ ਗਈ.

اگر آپ کو اس دستاویز کو سادہ لفظ کی شکل میں اسکرین ریڈر کے لیے یا ایک میں درکار ہے۔ متبادل زبان یا فارمیٹ ، جیسے بریل ، آڈیو یا بڑے پرنٹ ، کاپیاں ہوسکتی ہیں۔ ای میل کے ذریعے درخواست کی گئی

Equality Impact Assessment - Initial Screening

Equality Impact Assessments (EQIA) enable us to consider all the information about a service, policy, practice or activity from an equalities perspective and then put an action plan in place to achieve the best outcome for our employees and service users. EQIAs analyse how the work that we undertake can impact different groups. This will help us to make better decisions and evidence how we have reached these decisions.

ANALYSIS RATING

Please tick one box (the analysis rating is identified after the analysis has been completed – See EQIA procedure)

RED		AMBER		GREEN	X
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INITIAL SCREENING

Directorate:	Cleveland Fire Brigade and the Cleveland community
Department/Section:	Cleveland Fire Brigade and the Cleveland community
Title of EQIA:	Community Risk Management Plan 2026 - 2030
Date of Assessment:	16/06/2025
Assessment carried out by:	Lee Brown - Assistant Director of Prevention, Protection & Planning

	Existing	New/Proposed	Changing	Other
Is this Policy/Service/Project:		X		

	Our Staff	Our Communities	Other
Applicable to:	X	X	

PURPOSE AND OBJECTIVES

<p>What are the aims of the service / policy?</p>	<p>The Community Risk Management Plan (CRMP) is a key strategic document for Cleveland Fire Brigade. It outlines our objectives for identifying, assessing, and managing risks across Teesside. The CRMP sets out our strategic priorities and supporting actions that will guide our risk management approach over the next four years, taking us from April 2026 through to March 2030, ensuring continuous improvement in how we protect and serve our communities in Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees. The CRMP is a shared commitment to safety, to service and the people of Teesside.</p> <p>In June 2025, CFB carried out a one month pre-consultation, the results of which have helped to shape the draft CRMP that is to be proposed to stakeholders.</p> <p>From September the 8th 2025, for a 12 week period, we will be carrying out our 12 week statutory consultation with the people of Teesside, this includes the local communities, businesses, staff and partners. The statutory consultation will aim to gain as much feedback as possible on the draft CRMP to allow for any further changes to be made to it. Our staff will attend high footfall areas, utilise QR codes and be directed to areas or groups with low responses to increase our consultation reach with those groups.</p> <p>The results of the statutory CRMP can be viewed as live data. As such, utilising the diversity of respondents, which includes the nine protected characteristics as well as locations such as post codes, we can divert our staff (Prevention staff in the main) to those areas that have the least representations in terms of completed responses. This will give us a better, more rounded indication of the wishes of the communities of Teesside.</p>
<p>Who is responsible for the service / policy? Who is responsible for the assessment?</p>	<p>Lee Brown - Assistant Director of Prevention, Protection & Planning</p>
<p>Who implements the policy? Are external contractors involved?</p>	<p>Peter Rickard - Chief Fire Officer</p>

PURPOSE AND OBJECTIVES CONTINUED

Are there any related policies or processes that will need to be changed associated with this one?

The Community Risk Management Plan is the key strategic document for Cleveland Fire Brigade. It is an overarching document that will lead and guide everything within the service for the next 4 years. The objectives in the CRMP will positively impact policies and procedure across the brigade as we strive to continually meet the needs of the community. Equality Impact Assessments (EqIA) will be completed as each existing or newly created policies or procedures are reviewed to fit the needs and aims of the service and community.

To what extent does the service / policy have an impact on people? Who is affected by it and how?

Cleveland Fire Brigades Community Risk Management Plan (CRMP) 2026-2030 is the services overall strategy for keeping people, their homes, communities and environment safe from fire and other emergencies with the resources available.

It looks at the risks facing the communities we serve and sets out our high level plans for tackling those risks through our people, prevention, protection, response and resources. To be impactful, we must have consideration for the whole community who live, work and visit Teesside.

What analysis has been done to identify if the service / policy is meeting the needs of all of these groups of people?

Consultation underpinned the identification of our priorities. Our approach involved engaging with the public, partner agencies and local businesses through a public survey to which we received 1125 responses. Additionally, a number of staff focus groups were carried out to gather professional feedback on a range of areas. This consultation provided us with the evidence and data to develop the CRMP.

In addition, the 12 week statutory consultation will attempt to gather as many responses as possible from underrepresented parts of the community, better informing the CRMP process.

We also use strands of intelligence to understand our community risks, these include analysis of incident and societal data, risk modelling, stakeholder engagement which included the survey mentioned above and professional judgement. Our approach enables us to assess current and emerging risks and ensure our CRMP is grounded in evidence.

Establishing Relevance

In this section we review the data and evidence above and consider the actual and potential impact of the policy, service, activity or practice on employees, residents, groups and other service users. Findings should be noted in the table below.

You should also consider whether the decision will, or is likely to, influence CFB's ability to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act and other relevant legislation.
- Advance equality of opportunity between different groups of people
- Foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics groups from the Equality Act 2010	Negative	Neutral	Positive	Explain your answer
Age		x		<p>38% of the Teesside community are over 66 years old (19%) and 0-15 years old (19%) (ONS Midyear estimates via LG Inform June 2025)</p> <p>39% of those who completed the CRMP pre-consultation survey were over 55 years old.</p> <p>National Home Office statistics for fire incidents attended by fire and rescue services give clear evidence that older people are more likely to be victims of fire.</p> <p>We know that 38% of the Teesside population are over 66 years old and this can make people more vulnerable, it can be a combination of age, and other factors including frailty, poverty and disability that puts people at greater risk. We have a robust processes in place to ensure safer homes visits are carried out. We have groups and services that engage with a cross section of ages in the community, from school engagement to the later life club.</p>

Age Continued				<p>Cleveland Fire Brigade also recognises that age has an increased risk factor in relation to road traffic collisions. We have a Safe roads and water team to provide advice, guidance and education in this area.</p> <p>Age can also have an impact on a person's ability to engage with technology and access information. Our CRMP and the CRMP statutory consultation survey are available in a number of formats, which include electronic, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, through our key documents page.</p> <p>Our CRMP identifies those at greatest risk and targets prevention activity towards those most vulnerable.</p>
Disability		x		<p>21% of the Teesside community identify as having a disability. (ONS Midyear estimates via LG Inform June 2025) 15% of those who completed the CRMP pre-consultation survey had a disability.</p> <p>The term disability covers a wide range of impairment types and conditions, and it is important to recognise that disabled people are not a homogenous group and will have a range of needs and experiences. Disabilities can increase the likelihood of an individual accidentally causing a fire and can hinder escape when one occurs. Safer homes visits ensure that robust evacuation plans are in place and people are signposted to partner agencies as required. Cleveland Fire Brigade have partnerships to ensure that there are two way referral processes to support people.</p> <p>Disability can also have an impact on a person's ability to engage with technology and access information. Our CRMP and the CRMP statutory consultation survey are available in a number of formats, which include electronic, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, through our key documents page.</p>

CRMP EQUALITY IMPACT ASSESSMENT

Disability Continued				<p>Cleveland Fire Brigade will continue to be an inclusive organisation, and we remain a disability confident leader. The service has a Disability staff network that promotes inclusion and provides education and acceptance in staff.</p>
Gender Reassignment		X		<p>We do not have community data or survey data for gender reassignment.</p> <p>The aims of the CRMP will have a neutral impact on people with this protected characteristic. People may be more vulnerable if there are factors of social isolation or mental health difficulties. There are still discrimination and hate crime experienced by members of this community and this could increase vulnerability in this group.</p> <p>Cleveland Fire Brigade is committed to equality of opportunity for trans people both as an employer and service provider. Our staff are sensitive to individual needs and circumstances.</p>
Pregnancy and Maternity		X		<p>We do not have community data or survey data for pregnancy or maternity.</p> <p>The aims of the CRMP will have a neutral impact on people with this protected characteristic. People who are pregnant may be at greater risk of fire due to reduced mobility. On childbirth, there will be additional vulnerable people in the household.</p>

Race		X	<p>92% of the Teesside community identify as white. 4.7% as Asian/Asian British. (ONS Midyear estimates via LG Inform June 2025)</p> <p>94% of those who completed the CRMP pre-consultation survey identified as white.</p> <p>49 of 1125 responses were from members of the community from ethnic minority communities.</p> <p>Cleveland Fire Brigade will distribute the CRMP widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>Cleveland Fire Brigade will continue to be an inclusive organisation. The service attends local cultural festivals including the Middlesbrough Mela, Sikh Parade and Diwali and engage with local cultural charities such as Transformers in Hartlepool. The service has a Cultural Diversity staff network that promotes inclusion and provides education and acceptance in staff.</p> <p>Language can also have an impact on a person's ability to engage with technology and access information. Our CRMP and CRMP statutory consultation survey can be made available in a range of different languages along with easy read technology.</p>
Religion and Belief		X	<p>50% of the Teesside community are Christian, 4.1% are Muslim and 39% have no religion. (ONS Midyear estimates via LG Inform June 2025)</p> <p>In order to ensure that all of the communities we serve are safe we will work to increasingly understand the specific needs and requirements that stem from their religious or other beliefs.</p>

<p>Religion and Belief Continued</p>				<p>There is some evidence that certain religious practices and habits, such as the use of candles during religious celebrations, may increase the risk of domestic fires. We will therefore tailor our safety advice and key messages to religious groups, especially around the time of religious events and festivals.</p> <p>We target our prevention activities and work with partner organisations to provide advice and guidance to those most in need and the most vulnerable and hard to reach members of our communities.</p> <p>Cleveland Fire Brigade will continue to be an inclusive organisation. The service attends and supports local religious festivals including Christmas celebrations, Sikh Parades and Diwali and engage with local religious groups. The service has a Cultural Diversity staff network incorporating race and religion that promotes inclusion and provides education and acceptance in staff.</p> <p>Language can also have an impact on a person's ability to engage with technology and access information. Our CRMP and CRMP statutory consultation survey can be made available in a range of different languages along with easy read technology.</p>
<p>Gender</p>		<p>x</p>		<p>49% of the Teesside community are male and 51% are female (ONS Midyear estimates via LG Inform June 2025) based the definition of gender being that assigned at birth.</p> <p>53% of those who completed the CRMP pre-consultation survey were female, 45% were male and 1% non-binary.</p> <p>The Service is committed to advancing gender equality in the workplace and being more representative of the communities that we serve, and as part of that, we are corporate members of women in the fire service (WFS). We use positive action to reach underrepresented groups within the workforce.</p>

Sexual Orientation		X		<p>91% of the Teesside community identify as heterosexual, 1.5% as gay or lesbian and 1% as bisexual (ONS Midyear estimates via LG Inform June 2025)</p> <p>Cleveland Fire Brigade will continue to be an inclusive organisation. The service attends local pride activities and engage with local LGBTQ+ charities and communities. The service has a LGBTQ+ staff network that promotes inclusion and provides education and acceptance in staff.</p>
Marriage and civil Partnerships		X		<p>We do not have community data or survey data for gender reassignment.</p> <p>The aims of the CRMP will have a neutral impact on people with this protected characteristic.</p>

Is a full Equality Impact Assessment required? Yes or No? If not why?

If you have identified a negative potential impact for group, then you must complete a full Equality Impact Assessment. If you have identified a neutral or positive impact on any groups then no further action is required.

Cleveland Fire Brigade have considered a wide range of data, intelligence, and information to ensure we are making the right decisions to continue the ongoing safety of the people, buildings and communities of Teesside. Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.

We are able to provide the CRMP and CRMP statutory consultation survey in various formats including easy read and different languages as required.

Cleveland Fire Brigade have used intelligence data and community engagement to create a CRMP which will have a positive impact on the community, but targeted interventions will be resourced towards groups identified as higher risk.

Cleveland Fire Brigade will also utilise live data from survey respondents to target underrepresented communities, thereby increasing our engagements with those 'seldom heard' groups.

The Equality Impact Assessment will continue to evolve throughout the life of the CRMP, and any findings will be reflected in our approach to delivering our aims. All new or amended policies, procedures and activities will be subject to EqIAs to ensure that we eliminate unlawful discrimination and advance equality of opportunity.

Our CRMP highlights how we will address the risks, threats and challenges facing our communities and workforce and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.

We have identified a number of objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of Teesside.

The information contained within the CRMP will be made available in multiple formats one being an easy read version which will target a variety of our audience.

The delivery of the actions and objectives will use an evidence-based approach, that will create a suite of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 4-year CRMP ensures a phased approach to delivery, covering the short, medium, and longer term needs of the service and the communities we serve, building the foundation for an effective fire and rescue service.

MONITORING AND REVIEW

<p>What procedures are in place to monitor the impacts outlined in the analysis?</p>	<p>Cleveland Fire Brigade have considered a wide range of data, intelligence, and information to ensure we are making the right decisions to continue the ongoing safety of the people, buildings and communities of Teesside.</p> <p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p>
<p>How often will this take place?</p>	
<p>Date of next planned review?</p>	<p>The equality impact assessment will be reviewed in line with the creation of a new CRMP in 2030.</p> <p>This EqIA will continue to evolve as the CRMP is progressed.</p>

PROCEED TO FULL EQIA

Yes		No	X
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SIGNATURE OF PERSON COMPLETING THIS SCREENING

Name:	Lee Brown
Job Title:	Assistant Director - Prevention, Protecting and Planning
Date:	16/06/2025

SIGNATURE OF LINE MANAGER - MINIMUM HEAD OF DEPARTMENT

Name:	Simon Weastell
Job Title:	Assistant Chief Fire Officer - Director of Service Delivery
Date:	17/06/2025

SIGNATURE OF PERSON COMPLETING THIS SCREENING

Name:	Anne Skillcorn
Date:	09/09/2025

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