



**COMMUNITY RISK MANAGEMENT PLAN
2022-2026**

**EQUALITY IMPACT
ASSESSMENT**



Alternative Formats

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یہ دستاویز اگر آپ کو کسی دیگر زبان، بڑے حروف کی چھپائی یا بریل میں درکار ہو تو برائے مہربانی بلا جھجک ہم سے رابطہ کریں

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INTRODUCTION

The Community Risk Management Plan (CRMP) is one of Cleveland Fire Brigade's primary planning documents and includes our strategic objectives in relation to identifying, assessing and managing the 'fire' risks across Teesside. It provides a suite of priorities and underpinning actions for the next four years that will drive improvements in the ways in which we manage our risks.

An Equalities Impact Assessment or 'EqIA' involves assessing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined by the Equality Act 2010, and also within the Public Sector Equality Duty (PSED).

Under this requirement we must look at the equality data which we capture ourselves, or the data we have access to and consider the impacts for our local communities and our staff.

Undertaking equality impact assessments helps to ensure our Community Risk Management planning process is:

- mitigating the risks of inequality and/or discrimination detrimentally impacting a risk group or individuals
- eliminating the risk of unconscious bias and/or discrimination inadvertently influencing decision making and/or resource allocation
- fully considering and understanding the needs and expectations of our diverse communities and groups including our staff
- ensuring we are meeting our legislative duties linked to supporting equality and inclusivity

- supporting our strategic objectives, embedded within our strategy, of ensuring inclusivity in all the services we provide to our local communities and our staff

(Source: NFCC CRMP Guidance – Equality/People Impact Assessment August 2021)

This Equalities Impact Assessment is a high level evaluation of the proposals contained within our Community Risk Management Plan 2022–2026

Equality Impact Assessment

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. Equality Impact Assessments 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.

Department/Section:	Cleveland Fire Authority
Title of EqIA (Name of Service Policy):	Community Risk Management Plan (CRMP) 2022-2026
Date of Assessment:	September 2021-Jan 2022
Assessment carried out by:	K Winter, Assistant Chief Fire Officer Strategic Planning and Resources
Is this Policy: Existing <input type="checkbox"/> New/Proposed <input checked="" type="checkbox"/> New CRMP Changing <input type="checkbox"/> Other <input type="checkbox"/>	Applicable to: Our Staff <input checked="" type="checkbox"/> Our Communities <input checked="" type="checkbox"/> Other: Our Partners <input checked="" type="checkbox"/>

What is the aim or purpose of the Service/Policy and any proposed changes/actions?

Our Community Risk Management Plan (CRMP) 2022-26 is our Integrated Risk Management Plan. It is part of a suite of strategically linked documents that guide the work of Cleveland Fire Brigade to achieving the Authority's corporate objectives as set out in its Corporate Plan 2022-2026:

Our Community Risk Management Plan

sets out how we will manage the risks to our local communities and support and support the U.K.'s national resilience arrangements.

Our People Plan

sets out how we will support, train, develop and engage our staff throughout their employment to make a difference every day.

Our Resource Plan

sets out how we will use and manage our financial, human and technical resources to improve effectiveness, efficiency and the environment

This Plan focuses on the strategic goal, 'Safer, Stronger Communities' and the Authority's corporate objective: **'to minimise fire and rescue related risks in the community'**

Our Risk Management Objectives 2026

We will:

- identify and assess all foreseeable fire and rescue service risks that our communities face
- reduce fire incidents, deaths and injuries and other emergencies; and the associated economic, social and environmental impacts; and safeguard our heritage by:
 - responding quickly and effectively
 - providing education and advice to help our communities prevent fires and other emergencies and safe from harm
 - supporting the business sector to help people stay safe in their buildings and comply with fire safety standards
- maintain fire and rescue service national resilience assets in a high state of readiness
- work with emergency services and other local, regional and national partners to improve the effectiveness of the service

Our Proposals 2026

Over the next four years we will focus on our risk management priorities and improvement proposals. These will direct our work activities and resources and will be underpinned by a suite of 'SMART' improvement actions that have been established through our learning and insight:

Proposal 1: To Develop our Approach to Risk Management to Reflect Good Practice and Improve the Safety, Health, Wellbeing and Economic Prosperity of Our Communities

Proposal 2: To Build on our Successful Approach to Helping People Stay Safe in their Homes

Proposal 3: To Tackle Arson and Deliberate Fires

Proposal 4: To Ensure our Prevention Activities Remain Efficient, Effective and Deliver Value for Money

Proposal 5: To Continue our Risk-Based approach to Support Businesses to Keep their Buildings Safe in line with the Fire Safety Order 2005

Proposal 6: To Be Better Prepared to Deal with Incidents Involving Buildings where the Height can have a Serious Impact on Firefighting and Evacuation (Anticipated to be no impact on any protected characteristic)

Proposal 7: To Ensure our Firefighters Plan and Prepare to Respond Effectively to Operational Incidents Including Those Across Our Borders (Anticipated to be no impact on any protected characteristic)

Proposal 8: To Develop Options for Improving the Efficient Deployment of our Emergency Response Resources to Flexibly Meet Current and Future Risks and Demands

Proposal 9: To Be 'Better Together – Working in Partnership'

Of the nine protected characteristics (as defined within The Equality Act 2010), it is not anticipated that any of the above proposals will have an affect on **'Marriage and Civil Partnership'** and for the purpose of this EqlA this has been classed as **'Neutral Impact'**

What is the data which has been considered?

Our Plan has been developed using the following key sources of insight:

- Annual Population Survey, 2019, ONS
- BOC Oxygen Suppliers
- Cleveland Police
- Climate Emergency Fire and Rescue Services LGA
- Coronavirus and the Social Impacts in Great Britain, October 2020
- Department of Transport – Road Length Statistics, 2020
- Disparities in the risk and outcomes from COVID-19, Public Health England 2020
- Emergency Planning Unit
- English Indices of Deprivation, 2019
- Environment Agency
- Feed in Tariffs Sub National Stats, 2018/19
- Fire and Security Matters 23rd April 2019
- Focus on Trends in Fires and Fire-related fatalities, 2017, Home Office.
- Gateshead Council
- Hartlepool Local Plan, May 2018
- Health Falls Teams
- Health and Social Care Fire Safety Guidance, produced by Greater Manchester Fire and Rescue Service and Manchester Mental Health and Social Care Trust
- Heritage England
- High Hazard Sites
- Home Office Operational Stats
- Institute of Health Equity, Health Equity in England – the Marmot Review 10 years on
- Local Authorities Council Tax base, 2019
- Local Authority Development Plans
- Local Authority Flood Plans
- Local Authority Housing Associations
- Local Authority Social Services
- Local Resilience Forum
- Mid-Term Estimates, 2019, ONS
- Ministry of Housing Communities and Local Government, English Housing Survey
- National Fire Protection Association (<https://www.nfpa.org/public-education/by-topic/safety-in-the-home/hoarding-and-fire-safety>)
- National Risk Register
- NFCC 'Access to Services' guidance documents
- NFCC Equality Impact 'Operational Scenarios'
- NOMIS – Labour Market statistics
- North East Road Safety Resource
- PANSI (Projecting Adult Needs and Service information)
- Performance Reports (CFFB)
- POPPI (Projecting Older People Population Information)
- Population Projections for Local Authorities in England May, 2020, ONS
- Public Health England, published March 2020
- Public Sector Equality Duty Report (CFB Staff data)

What is the data which has been considered? (continued)

- Strategic Transport Plan, 2020-2030
- Tees Valley Combined Authority Economic Strategy 2016-26
- Tees Valley Rail Implementation Plan, 2020
- Tees Valley Unlimited – Transport Plans; Business Growth Plans
- The Academy of Medical Sciences, Preparing for a challenging winter, July 2020
- www.neroadsafety.org.uk
- www.pdports
- www.trusselltrust.org
- www.wikipedia

We have a range of tools, systems, and processes that we use to assess and understand the nature and scale of the risks faced by our communities:

- **Cadcorp:** a commercially developed modelling and deployment system for response services and measures the impact of potential changes in service deployment
- **Community Risk Register:** is a requirement of the Civil Contingencies Act 2004. Cleveland's CRR is produced by the Local Resilience Forum and is a reference document outlining the considered risks to the communities within Cleveland
- **Corporate Risk Register:** which captures and evaluates risks to our organisation that may impact on our ability to deliver services safely and effectively
- **EMF:** modelling software system to support incident command activities in industrial incidents and used in supporting the development of the Brigades 'worst case' planning scenarios for high hazard sites
- **Exeter Data:** health data set detailing all individual's aged over 65 registered with GP practice within our area
- **Fire Service Emergency Cover (FSEC) toolkit:** a geographical information system that estimates the potential losses in terms of lives lost and property costs based on a particular fire service response to emergencies
- **Incident Recording system (IRS):** records detailed incident information
- **Mosaic:** profiling software that uses information on vulnerable groups and maps it to incident data and performance information to enable the intelligent targeting of our prevention and education activities
- **professional Judgement:** to assess other factors that may affect our risks
- **SEED:** is our command and control mobilisation system for emergency response calls. SEED integrates with our IRS system
- **Site Specific Risk Information:** details of buildings and installations that are present or are vulnerable to particular types of risk

Our information and analysis work results in the production of a Community Risk Profile report which considers all protected characteristics of our communities (as defined within The Equality Act 2010), which is published on CFB website (www.clevelandfire.gov.uk)

Involving and Consulting Stakeholders

A full consultation programme will be followed to ensure that all relevant internal and external stakeholders are sufficiently consulted on the draft CRMP.

A comprehensive consultation exercise is to run from **29th October 2021** to **21st January 2022**. The consultation follows the Government's Consultation Principles 2016, in that it aims to be proportionate, targeted and places emphasis on ensuring that consultees understood the effects of the proposals.

The purpose of the consultation is to:

- ensure stakeholders are aware of the proposals set out in the draft CRMP
- seek views on the proposals set out within CRMP
- seek alternative proposals that would achieve the same level of financial savings whilst mitigating risk to the public and staff

The objectives of the consultation are to:

- provide details of our risk identification and assessment methodology
- present our identified risks
- explain how we manage our identified risks through our approach of prevention, protection and emergency response interventions
- highlight our risk management priorities and proposals to 2026
- seek views on our improvement proposals for the next four years

The following stakeholders will be involved in the consultation process:

- Employees
- Members of the Public (including visitors to the area)
- Community Engagement Champions
- Industrial and Commercial Businesses
- Employee Representative Bodies
- North East MEPs
- Members of Parliament in Teesside
- Chief Executives and Leaders of Hartlepool, Middlesbrough, Stockton and Redcar and Cleveland Borough Councils
- Tees Valley Combined Authority
- Tees Valley Mayor
- Police and Crime Commissioner for Cleveland
- Cleveland Police: Chief Constable
- Professional Associations
- Third Sector Organisations
- Other Partners: Health, Safeguarding Boards,
- Ambulance
- Media
- All Fire and Rescue Authorities in the U.K.
- Other Emergency Services

A wide variety of communication methods and tools will be used to encourage staff, members of the public, and other stakeholders to engage in the consultation process. These will include:

- development and agreement of proposals through the Authority's governance arrangements
- early engagement with representative bodies prior to the launch
- copies of the draft plan being widely circulated to stakeholders via the links to the Brigade's website
- road shows for all staff to explain the proposals
- social media messaging to encourage participation
- consultation materials published on the intranet and the external website, informing all stakeholders and communities of the methodology of feeding back to the Authority through the Communications & Engagement Team

Feedback will be consolidated into a report that will be considered by the Authority prior to making decisions on the final CRMP. This will be available from the Communications & Engagement Team located at the Training & Admin Hub.

Age

We have carried out detailed risk identification and analysis based on the latest information and intelligence available and have 'drilled down' through this data to get the best profile of our communities. With regard to age we have taken cognisance of the following facts:

- an increase in the ageing population
- an increase in the number of people aged 65 years
- decrease in children aged 0-15 years
- significant increase in people living on their own – particularly older
- people aged 16-35 incur the highest number of RTC injuries
- older people are more likely to have symptoms of hoarding disorder which increases fire risk

This information is used to better target our emergency response, protection and prevention services.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): **positive impact** as this will enable us to gather more specific risk information on community groups and maybe some 'hard to reach' community groups. It will also enable us to apply a more consistent methodology for the gathering and analysing of risk information which may give us a richer picture of our community profile. With better insight we will be able to more precisely target our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities, such as the elderly, in our communities. A deeper dive into the causal factors associated with accidental dwelling fires may also give us information that we can use to better target our resources.

Proposal 2 (Safer Homes): **positive impact** as our new targeting methodology for 'Safer homes' Visits is to be introduced on 1st Apr 2022 and focuses on the most vulnerable people in our communities, such as the elderly; this will be evaluated over the next four years to ensure it is achieving what is intended.

Proposal 3 (Arson and Deliberate Fires): **positive impact** as we will expand our fire setter intervention service to include adults as well as children. A wider commitment from local authorities to arson reduction will see better exchanges of data and intelligence and better understanding of the issues. Community engagement is essential in the design of our education and youth engagement activities and this is being addressed through our Community Engagement Strategy

Proposal 4 (Efficient and Effective Prevention Activities): **positive impact** as we will be introducing evaluation of our prevention activities which will help us improve our targeting methodologies and interventions. The introduction of a Community Volunteer Scheme will increase the diversity of people supporting our prevention activities and provide us with access to a wider range of diverse skills. Improving our community engagement through the use of good practice developed by the NFCC should improve the way we provide access to our prevention services.

Age	<p>Proposal 5 (Keeping Buildings Safe in line with Fire Safety Order 2005): positive impact as we will work with businesses to ensure that there premises are legally compliant.</p> <p>Proposal 8 (Deployment of Emergency Response Resources): positive impact as will we improve appliance availability which will have a positive impact on our ability to continue to achieve our to predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved).</p> <p>Proposal 9 (Partnership Working): positive impact as we will continue to work with and develop new partnership arrangements which will help us better understand local issues and provide more specific support to our local communities such as the elderly.</p> <p>We will continue to plan for innovative and efficient ways to engage with communities of different ages.</p>
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Disability

As a Disability Confident Leader we understand and demonstrate our responsibilities and recognise all forms of disability under the Disability Discrimination Act. We have carried out detailed risk identification and analysis based on the latest information and intelligence available and have 'drilled down' through this data to get the best profile of our communities. With regard to disability we have taken cognisance of the following facts:

- 10.6% of our community identify as having long term health problems
- monitoring of incidents to inform our understanding of the needs and experiences of these community groups

This information is used to better target our emergency response, protection and prevention services.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): positive impact as this will enable us to gather more specific risk information on community groups and maybe some 'hard to reach' community groups. It will also enable us to apply a more consistent methodology for the gathering and analysing of risk information which may give us a richer picture of our community profile. With better insight we will be able to more precisely target our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities, such as those with a disability, in our communities. A deeper dive into the causal factors associated with accidental dwelling fires may also give us information that we can use to better target our resources.

Proposal 2 (Safer Homes): positive impact as our new targeting methodology for 'Safer homes' Visits is to be introduced on 1st Apr 2022 and focuses on the most vulnerable people in our communities, such as those with a disability; this will be evaluated over the next four years to ensure it is achieving what is intended.

Proposal 3 (Arson and Deliberate Fires): positive impact as our arson reduction strategy includes actions to reduce the risk to those members of our communities with disabilities who may be subject to hate crime including the use of fire as a weapon.

Proposal 4 (Prevention Activities): positive impact as we will be introducing evaluation of our prevention activities which will help us improve our targeting methodologies and interventions. The introduction of a Community Volunteer Scheme will increase the diversity of people supporting our prevention activities and provide us with access to a wider range of diverse skills. Improving our community engagement through the use of good practice developed by the NFCC should improve the way we provide access to our prevention services.

Disability

Proposal 5 (Keeping Buildings Safe in line with Fire Safety Order 2005): positive impact as we will work with businesses to ensure that their premises are legally compliant.

Proposal 8 (Deployment of Emergency Response Resources): positive impact as we will improve appliance availability which will have a positive impact on our ability to continue to achieve our predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved).

Proposal 9 (Partnership Working): positive impact as we will continue to work with and develop new partnership arrangements which support our local communities such as those with disabilities.

Following consultation with communities as part of the CRMP process, 10% of respondents felt that some of the proposals may disadvantage those with a 'disability' (note that the data did not specify which proposals nor define how this group would be impacted). Prior to any development of any intervention, the Brigade undertakes an Equality Impact Assessment of that particular action/activity, with the aim of ensuring that all control measures to mitigate or eliminate risk are considered. This is a well-embedded process which will take place as part of the approach to delivering the proposals as set out in CRMP. This includes engagement with community, specialist groups, partners and wherever possible align to best practice guidance such as NFCC Access to Services.

We will continue to plan for innovative and efficient ways to engage with communities of different disabilities.

Gender Reassignment

Cleveland Fire Brigade is an inclusive employer and is committed to ensuring that all employees can experience a workplace without fear of discrimination, bullying and/or harassment on the grounds of being transgender, non-binary, intersex, undergoing any process of gender reassignment, or because of their gender identity. Equally, we apply this same understanding when delivering our services to our local communities.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): positive impact as this will enable us to focus our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities in our communities.

Proposal 2 (Safer Homes): positive impact as our new targeting methodology for 'Safer homes' Visits is to be introduced on 1st Apr 2022 and focuses on the most vulnerable people in our communities; this will be evaluated over the next four years to ensure it is achieving what is intended.

Proposal 3 (Arson and Deliberate Fires): positive impact as our arson reduction strategy includes actions to reduce the risk to those members of our communities who may be subject to hate crime including the use of fire as a weapon.

Proposal 4 (Prevention Activities): positive impact as we continue to improve our community engagement which includes the use of Community Volunteers to better understand the needs of our local communities and ensure equality in access to our services.

Proposal 8 (Deployment of Emergency Response Resources): positive impact as will we improve appliance availability which will have a positive impact on our ability to continue to achieve our to predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved)

We will continue to plan for innovative and efficient ways to engage with communities identifying as transgender, non-binary, intersex, undergoing any process of gender reassignment.

Pregnancy and Maternity

We have well embedded policies and procedures which consider all the needs of our staff in relation to maternity and pregnancy.

We have carried out detailed risk identification and analysis based on the latest information, which indicates that Teesside area has higher than average levels of teenage pregnancy.

This information is used to better target our emergency response, protection and prevention services.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): positive impact as this will enable us to focus our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities in our communities.

Proposal 2 (Safer Homes): positive impact as our new targeting methodology for 'Safer homes' Visits is to be introduced on 1st Apr 2022 and focuses on the most vulnerable people in our communities; this will be evaluated over the next four years to ensure it is achieving what is intended.

Proposal 3 (Arson and Deliberate Fires): positive impact as our arson reduction strategy includes actions to reduce the risk to those members of our communities who may be subject to hate crime including the use of fire as a weapon.

Proposal 4 (Prevention Activities): positive impact as we continue to improve our community engagement which includes the use of Community Volunteers to better understand the needs of our local communities and ensure equality in access to our services.

Proposal 8 (Deployment of Emergency Response Resources): positive impact as will we improve appliance availability which will have a positive impact on our ability to continue to achieve our to predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved).

Proposal 9 (Partnership Working): positive impact as we will continue to work with and develop new partnership arrangements which support our local communities such as teenage pregnancy.

We will continue to plan for innovative and efficient ways to engage with communities.

Race

We have carried out detailed risk identification and analysis based on the latest information and intelligence available and have 'drilled down' through this data to get the best profile of our communities. With regard to race we have taken cognisance of the following facts:

- 5.5% of residents within the Teesside area are ethnic minority
- 14 languages, other than English, are used within the Teesside area
- monitoring of incidents to inform our understanding of the needs and experiences of these community groups

This information is used to better target our emergency response, protection and prevention services.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): **positive impact** as this will enable us to gather more specific risk information on community groups and maybe some 'hard to reach' community groups. It will also enable us to apply a more consistent methodology for the gathering and analysing of risk information which may give us a richer picture of our community profile. With better insight we will be able to more precisely target our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities in our communities. A deeper dive into the causal factors associated with accidental dwelling fires may also give us information that we can use to better target our resources.

Proposal 2 (Safer Homes): **positive impact** as our new targeting methodology for 'Safer homes' Visits is to be introduced on 1st Apr 2022 and focuses on the most vulnerable people in our communities; this will be evaluated over the next four years to ensure it is achieving what is intended.

Proposal 3 (Arson and Deliberate Fires): **positive impact** as our arson reduction strategy includes actions to reduce the risk to those members of our communities who may be subject to hate crime including the use of fire as a weapon.

Proposal 4 (Prevention Activities): **positive impact** as we will be introducing evaluation of our prevention activities which will help us improve our targeting methodologies and interventions. The introduction of a Community Volunteer Scheme will increase the diversity of people supporting our prevention activities and provide us with access to a wider range of diverse skills. Improving our community engagement through the use of good practice developed by the NFCC should improve the way we provide access to our prevention services.

Race

Proposal 5 (Keeping Buildings Safe in line with Fire Safety Order 2005): positive impact as we will work with property owners to ensure that there sleeping premises are compliant.

Proposal 8 (Deployment of Emergency Response Resources): positive impact as will we improve appliance availability which will have a positive impact on our ability to continue to achieve our to predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved).

Proposal 9 (Partnership Working): positive impact as we will continue to work with and develop new partnership arrangements which support our local communities such as teenage pregnancy.

We will continue to plan for innovative and efficient ways to engage with different ethnic groups.

**Religion
and Belief**

We have carried out detailed risk identification and analysis based on the latest information and intelligence available and have 'drilled down' through this data to get the best profile of our communities. With regard to religion and belief we have taken cognisance of the following facts:

- there are 44 different faiths across the Teesside region
- highest % of population declaring their religion/belief as those identifying as Christian
- the next highest religion/faith communities across Teesside are Buddhist, Hindu, and Muslim (Islam)
- monitoring of incidents to inform our understanding of the needs and experiences of these community groups

This information is used to better target our emergency response, protection and prevention services.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): positive impact as this will enable us to focus our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities in our communities.

Proposal 2 (Safer Homes): positive impact as our new targeting methodology for 'Safer homes' Visits is to be introduced on 1st Apr 2022 and focuses on the most vulnerable people in our communities; this will be evaluated over the next four years to ensure it is achieving what is intended.

Proposal 3 (Arson and Deliberate Fires): positive impact as our arson reduction strategy includes actions to reduce the risk to those members of our communities who may be subject to hate crime including the use of fire as a weapon.

Proposal 4 (Prevention Activities): positive impact as we continue to improve our community engagement which includes the use of Community Volunteers to better understand the needs of our local communities and ensure equality in access to our services.

Proposal 8 (Deployment of Emergency Response Resources): positive impact as will we improve appliance availability which will have a positive impact on our ability to continue to achieve our to predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved).

Proposal 9 (Partnership Working): positive impact as we will continue to work with and develop new partnership arrangements which support our local communities including those of different faiths.

We will continue to plan for innovative and efficient ways to engage with different faith groups.

Gender

We have carried out detailed risk identification and analysis based on the latest information and intelligence available and have 'drilled down' through this data to get the best profile of our communities. With regard to race we have taken cognisance of the following facts:

- 49.1% of population in Teesside are Male
- life expectancy for Females is higher than Male
- males are more likely to have symptoms of hoarding disorder, which can lead to increased fire risk
- young drivers are an over-represented group in involvement in RTCs; of that group incidents involving males are more likely for the outcome to be a fatality than incidents involving females

This information is used to better target our emergency response, protection and prevention services.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): **positive impact** positive impact as this will enable us to gather more specific risk information on community groups and maybe some 'hard to reach' community groups. It will also enable us to apply a more consistent methodology for the gathering and analysing of risk information which may give us a richer picture of our community profile. With better insight we will be able to more precisely target our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities in our communities. A deeper dive into the causal factors associated with accidental dwelling fires may also give us information that we can use to better target our resources.

Proposal 4 (Prevention Activities): **positive impact** as we continue to deliver a range of prevention services which includes road safety initiatives

Proposal 8 (Deployment of Emergency Response Resources): **positive impact** as will we improve appliance availability which will have a positive impact on our ability to continue to achieve our to predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved).

Proposal 9 (Partnership Working): **positive impact** as we will continue to work with and develop new partnership arrangements which support our local communities

We will continue to plan for innovative and efficient ways to engage with gender groups

Sexual Orientation

We have carried out detailed risk identification and analysis based on the latest information and intelligence available and have 'drilled down' through this data to get the best profile of our communities. With regard to sexual orientation we have taken cognisance of the following facts:

- monitoring of incidents to inform our understanding of the needs and experiences of these community groups

This information is used to better target our emergency response, protection and prevention services.

Our Proposals 2026 which may impact on this characteristic are:

Proposal 1 (Risk Management): positive impact as this will enable us to focus our resources on activities where they will have the greatest impact on reducing risk and vulnerabilities in our communities.

Proposal 2 (Safer Homes): positive impact as our new targeting methodology for 'Safer homes' Visits is to be introduced on 1st Apr 2022 and focuses on the most vulnerable people in our communities; this will be evaluated over the next four years to ensure it is achieving what is intended.

Proposal 3 (Arson and Deliberate Fires): positive impact as our arson reduction strategy includes actions to reduce the risk to those members of our communities who may be subject to hate crime including the use of fire as a weapon.

Proposal 4 (Prevention Activities): positive impact as we continue to improve our community engagement which includes the use of Community Volunteers to better understand the needs of our local communities and ensure equality in access to our services.

Proposal 8 (Deployment of Emergency Response Resources): positive impact as will we improve appliance availability which will have a positive impact on our ability to continue to achieve our to predetermined response standard regardless of location across Teesside. (Figures for year 2020/21 indicate standards are being achieved).

Proposal 9 (Partnership Working): positive impact as we will continue to work with and develop new partnership arrangements which support our local communities including those of different sexual orientation.

We will continue to plan for innovative and efficient ways to engage with communities across all sexual orientation groups.

Monitoring and Review

What procedures are in place to monitor the impacts outlined in the analysis and feedback from stakeholders

A comprehensive consultation exercise ran from 29th October 2021 to 21st January 2022.

At the conclusion of the consultation period, feedback from stakeholders has been used to inform amendments to this Equality Impact Assessment. 10% of respondents felt that some of the proposals may disadvantage members of the community with a disability. This assessment has been reviewed to reflect those actions that we will put in place to address or reduce risks identified aligned to this specific protected characteristic

Date of Review

22nd January 2022

Authorisation of Equality Impact Assessment

Name: K Winter

Role: Assistant Chief Fire Officer, Strategic Planning and Resources

Date: 22nd January 2022



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Equality is at the heart of what we do, making our services fair and accessible to all our local communities and making Cleveland Fire Brigade an 'Inclusive Employer of Choice'



September 2021

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