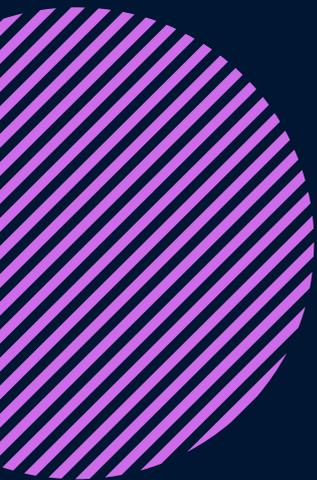




ANNEX 1

RESOURCE PLAN  
2022-2026

# EQUALITY IMPACT ASSESSMENT



## Alternative Formats

If you require this document in an alternative language, large print or Braille, please do not hesitate to contact us

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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

Our Resource Plan 2022-26 is part of a suite of strategically linked documents that guide the work of Cleveland Fire Brigade in the achievement of the Authority's objectives as set out in its Corporate Plan 2022-2026.

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 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)

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This Equalities Impact Assessment is a high level evaluation of the proposals contained within our Resource Plan 2022-2026

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## 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):	Resource Plan 2022-2026
Date of Assessment:	28th Feb 2022
Assessment carried out by:	Karen Winter, Assistant Chief Fire Officer Strategic Planning and Resources
Is this Policy:	Applicable to:
Existing <input type="checkbox"/>	Our Staff <input checked="" type="checkbox"/>
New/Proposed <input checked="" type="checkbox"/> New Resource Plan	Our Communities <input checked="" type="checkbox"/>
Changing <input type="checkbox"/>	Other: Our Partners <input checked="" type="checkbox"/>
Other <input type="checkbox"/>	

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

Our Resource Plan 2022-26 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, 'Efficient, Sustainable Resources' and the Authority's corporate objectives:

- to promote good governance and be transparent and accountable to our communities for the provision of an efficient, effective and value for money fire and rescue service
- to capitalise on insight, learning and technological advances
- to pursue opportunities to collaborate
- to contribute to a more sustainable future for our next generations

### Our Proposals 2026

Our Resource Plan is set out into seven key themes which reflects our commitment to align our resources to our CRMP and achieve value for money for our communities:

1. Human Resources
2. Financial Resources
3. Assets
4. Digital Transformation
5. Procurement
6. Collaboration and Partnerships
7. Climate Change

Our resource priorities to 2026 have been aligned to each of these themes. Any adverse impact on people through the delivery of our services to the community, our partners and our staff are always considered and wherever possible, impact is eliminated or reduced.

Our resource priorities to 2026 have been aligned to each of the themes with our plan. Each of the priorities have a number of actions and it is these actions that have been considered when developing this EqlA (Note: Specific EqlA's will be undertaken at strategy level as appropriate). There are no people impacts anticipated with regards to the following priorities: (2) Prudent, Integrated Financial Management , (4) Fit for Purpose Fleet and Climate Change, and (7) Sound, Ethical Procurement and Climate Change.

The potential for people impacts could arise from actions within priorities:

1. Human Resourcing to Risk
3. 'Maximising' our Modernised Estate and Climate Change
5. Safe and Effective Equipment and Climate Change
6. Digital First

Of the nine protected characteristics, as detailed within the Equality Act 2010, five have been identified as having the potential for impact from actions within the priorities listed above. These characteristics are:

- Age
- Disability
- Pregnancy/Maternity
- Gender
- Religion and Beliefs

It is not anticipated that any of the priorities which will have actions that effect Gender Reassignment, Race, Marriage and Civil Partnership and Sexual Orientation protected characteristics. For the purpose of this EqlA these have 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:

- Climate Emergency Fire and Rescue Services LGA
- Department of Transport - Road Length Statistics, 2020
- Environment Agency
- Hartlepool Local Plan, May 2018
- Heritage England
- 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
- NFCC 'Access to Services' guidance documents
- Public Health England, published March 2020
- 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.trusselltrust.org](http://www.trusselltrust.org)
- [www.wikipedia](http://www.wikipedia)

## Involving and Consulting Stakeholders

Many of the priorities detailed with the Resource Plan link to priorities within our CRMP 2022-2026 and People Plan 2022-2026.

A full consultation programme was followed for the development of our CRMP which involved both internal and external stakeholders. The consultation followed the Government's Consultation Principles 2016, in that it aimed to be proportionate, targeted and placed emphasis on ensuring that consultees understood the effects of the proposals.

The themes within the People Plan have been shaped to a large extent through the regular discussions, work and ideas emanating from the Equality, Diversity and Inclusion Board, the Health and Wellbeing Board and the Health and Safety Committee; and the associated sub groups and Networks. Formal views were sought from Unison and FBU, members of our Future Leaders Forum and those staff who are not members of any specific board or working group.

Similarly, with regards to the priorities set out within the Resource Plan, we have used a range of insight from staff and views sought from Unison and FBU representatives. The Resource Plan has been communicated to all staff through its publication on the Brigade's intranet and communicated via the Chief Fire Officer's weekly Communication Forum. A copy of the plan and associated equality impact assessment is published on the Brigade's website.

Aligned to each Protected Characteristic which group/s is directly or indirectly affected and how?

Age

There are no **negative** impacts identified relating to Age with regards to actions within priorities numbered 1, 3, 5 and 6.

There are **Positive** impacts anticipated in the delivery of actions within:

**Priority 1: Human Resourcing to Risk:** **Positive** impacts are anticipated in that the reviews of duty systems (Whole-time and Flexi Duty), future provision of call handling and fire-fighter productivity support all staff regardless of age. However, individual equality impact assessments will occur as part of each review process and should any impacts be identified then appropriate mitigating actions will be implemented as appropriate.

**Priority 6: Digital First:** **Positive** impacts are anticipated from the delivery of the priorities, as insight gathered from national data sources, tells us that people under the age of 50 years are confident in the use of technology and would prefer to use technological solutions, systems, equipment whilst at work. This intelligence also indicates that a large majority of 50-64 year olds (88%) and 65-74 year olds (75%) use the internet every day or almost every day. Two-fifths (39%) of people aged 52 plus say they are using the internet more since the start of the coronavirus, and this is true of the Brigade as we accelerated the use of digital solutions to ensure that we could continue to deliver many of our services during the pandemic. This need for digital acceleration has led to many of our staff being trained in the use of new technologies such as TEAMS. Insight also tells us that among those people age 52+ , they would like to use ICT platforms more, but the most common barrier was lack of digital skills. Within the Brigade, 32% of our workforce are aged between 46-55 years, and 8.5% are in the age group 56+. To reduce any risk and minimise negative impact on staff, particularly those in age group 50 plus, we will ensure that staff have access to training, resources and continuing support as new technology systems are implemented.

**Aligned to each Protected Characteristic which group/s is directly or indirectly affected and how?**

**Disability**

As a Disability Confident Leader we understand and demonstrate our responsibilities and recognise all forms of disability under the Disability Discrimination Act.

Within the Brigade, 2.3% of our workforce have shared that they have a disability or long term health problems; which includes physical as well as those 'hidden disabilities' such as neurodiverse conditions.

**Priority 1: Human Resourcing to Risk:** there are no **negative** impacts anticipated. A **positive** impact is that we have a range of well-embedded policies and procedures which support those members of staff who are known to have a disability, such as 'Workplace Adjustment passport' for those of our staff autism spectrum conditions. As part of the delivery of the duty systems, individual equality impact assessments will be undertaken and should any impacts be identified then appropriate mitigating actions will be implemented.

**Priority 3: 'Maximising' our Modernised Estate and Climate Change:** There are no **negative** impacts anticipated from any of the priorities associated for those individuals with a disability. There are **positive** impacts identified as our buildings comply with HM Government Building Regulations 2010, Part M (Access to and use of buildings), and these regulations are also applicable to those buildings which will be under-going refurbishment. Ensuring accessibility is not only important to us for our own staff, but for those people who we work with and our community who access our buildings. An example of a **positive** impact with regards to our buildings has been through an 'Autism Friendly Audit' of our fire station at Grangetown and this will be repeated across all of our buildings. The audit identified a number of improvements we could make such as signage and displaying pictures of staff at the locations to make it easier to identify 'who is who'.

**Priority 5: Safe and Effective Equipment and Climate Change:** There are no **negative** impacts anticipated from any of the priorities associated for those individuals with a disability. There are **positive** impacts identified when purchasing equipment as any adaptations required would be carried out on an individual and role related assessment basis to ensure that the needs of the individual were met as far as practicable.

**Priority 6: Digital First:** there are no **negative** impacts anticipated from any of the priorities associated with this theme for people with a disability. There are **positive** impacts identified from delivering our programme of digital transformation. Where required, staff can access specific aids to support them using technology such as coloured screen covers to support staff with dyslexia, specialist software for visual impaired, 'read aloud' browser facility to support hearing impairments and accessibility compliant documents. As part of the procurement and implementation planning of any digital solutions, specific people equality impact assessments will be undertaken to ensure these are accessible to all staff.

Our Disability Staff Network, and the Brigade's Equality, Diversity and Inclusion Board continue to be proactive in reducing or eliminating risks with regards to disability.

Aligned to each Protected Characteristic which group/s is directly or indirectly affected and how?

**Pregnancy and Maternity**

There are no **negative** impacts identified relating to Pregnancy and Maternity with regards to actions within priorities numbered 1, 3, 5 and 6.

There are **Positive** impacts anticipated in the delivery of actions within:

**Priority 1: Human Resourcing to Risk:** There are **positive** impacts anticipated as we have well embedded policies and procedures which consider all the needs of our staff in relation to maternity and pregnancy, covering health and safety and health and wellbeing, which includes risk assessments specific to workplace and duty system e.g. female firefighter is placed on alternative duties during pregnancy.

**Priority 5: Safe and Effective Equipment and Climate Change:** with regards to uniform and personal protective equipment, there are **Positive** impacts as individuals are provided with suitable equipment which are all subject to equality impact assessments at the beginning and during any procurement exercise.

Our Women's Staff Network, and the Brigade's Equality, Diversity and Inclusion Board continue to be proactive in reducing or eliminating risks with regards to pregnancy and maternity.

**Religion and Belief**

There are no negative impacts identified relating to Religion and Belief with regards to actions within priorities numbered 1, 3, 5 and 6.

There are **Positive** impacts anticipated in the delivery of actions within:

**Priority 1: Human Resourcing to Risk:** Our insights tells us that 29% of our staff identify as being Christian, 27.6% identify as having no religion, 0.5% identify as Buddhist, 0.3% identify as Muslim, 31.45% have not declared their religion. **Positive** impact is anticipated with regards to the Brigade policies which support our staff of all religions and beliefs, for example an understanding around working during the period of Ramadan. It is not anticipated that any of the priorities, such as the review of duty systems will necessitate a change to policy or procedures which will impact on this characteristic.

**Priority 5: Safe and Effective Equipment and Climate Change:** there may be **Positive** impacts on religion and beliefs through the delivery of priorities such as the purchase of uniform (which includes personal protective equipment) to comply with specific religions beliefs and equality impact assessment will be undertaken prior to any purchase. For example, if we had a female firefighter of Muslim faith wearing a hi-jab, then as an 'inclusive employer' we would be proactive in sourcing a fire-proof hijab to wear under her breathing apparatus.

Our Cultural Diversity Staff Network, and the Brigade's Equality, Diversity and Inclusion Board continue to be proactive in reducing or eliminating risks with regards to religion and beliefs.

Aligned to each Protected Characteristic which group/s is affected and how?

**Gender**

There are no **negative** impacts identified relating to Gender with regards to actions within priorities numbered 1, 3, 5 and 6.

There are **Positive** impacts anticipated in the delivery of actions within:

Our workforce profile tells us that the % of all females employed within CFB has increased since last year to 21% and the % of females employed as Firefighters is 6.8%. 56% of our support staff are female and within Control that figure is 87%.

**Priority 1: Human Resourcing to Risk:** Our workforce profile tells us that the % of all females employed within CFB has increased since last year to 21% and the % of females employed as Firefighters is 6.8%. 56% of our support staff are female and within Control that figure is 87%. **Positive** impacts are anticipated in that the reviews of duty systems (Whole-time and Flexi Duty), future provision of call handling and fire-fighter productivity, support staff regardless of gender.

**Priority 3: 'Maximising' our Modernised Estate and Climate Change:** a **Positive** impact identified is that gender is considered during the planning and design of our building refurbishment programme, ensuring that there are suitable gender appropriate facilities at all our buildings.

**Priority 5: Safe and Effective Equipment and Climate Change:** a **Positive** impact identified is that gender is considered when purchasing clothing; male and female fit uniform is provided and this will continue as we deliver our priorities relating to replacement of fire kit.

Our Women's Staff Network, and the Brigade's Equality, Diversity and Inclusion Board continue to be proactive in reducing or eliminating risks with regards to gender.

## Monitoring and Review

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

Feedback from consultation regarding CRMP and People Plan have been considered as well as consultation regarding this plan as all these plans are inter-linked.

Where required, specific consultations will take place prior to the delivery of individual priorities within the Resource Plan.

Date of Review

Reviews will take place as and when each proposal or action is implemented and separate EqIAs will be undertaken as appropriate.

## Authorisation of Equality Impact Assessment

Name: K Winter

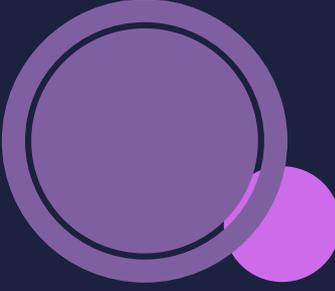
Role: Assistant Chief Fire Officer, Strategic Planning and Resources

Date: 28th Feb 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'**



Feb 2022

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