



Policy / Project / Function	Community Risk Management Plan	Date of Analysis	22/02/2022
Analysis Rating: please tick 1 box ✓ (The analysis rating is identified after the analysis has been completed - See Completion Notes).	RED	AMBER	GREEN ✓
Please list methods used to analyse impact on people (e.g. consultations forums, meetings, data collection)	Consultation – detailed on page 3, 4 and 5 are extracts from the demographic analysis of the online survey		
Please list any other policies that are related to or referred to as part of this analysis	N/A		
Please list the groups of people potentially affected by this proposal. (e.g. applicants, employees, customers, service users, members of the public)	Employees, members of the public		
What are the aims and intended effects of this proposal (project, policy, function, service)?			
<p>The Fire and Rescue National framework for England (The Framework) sets out the requirement for Fire & Rescue Authorities to provide a 3 year Integrated Risk Management Plan (now known as a Community Risk Management Plan – CRMP). The CRMP should outline how we have identified and assessed all foreseeable fire and rescue related risks that could affect the communities in Northamptonshire, including those of a cross-border, multi-authority and national nature. The plan impacts upon all who live, work or travel within Northamptonshire.</p> <p>This new plan will replace the previous IRMP (2019-2022) and provides updated objectives and priorities. Following the change of governance in January 2019, it is inextricably linked to the Commissioners Police, Fire and Crime Plan as produced by the Office of the Police, Fire and Crime Commissioner. As an emergency service for Northamptonshire, everyone who works, lives and travels through the County has the potential to be considered as a stakeholder.</p> <p>The CRMP presents a number of proposals for delivery over the period of the CRMP (2022-2025), in summary:</p> <ul style="list-style-type: none">• Emergency Cover Review – review our data and current resources to make proposals for future procurement and ways of working• Adapt to climate change – review our data and current resources to make proposals for future ways or working in relation to weather related incidents. This will also consider wider climate change impact and legislation on day-to-day business.			

Equality Impact Analysis (EqIA)

(Also known as Equality Impact Assessment, People Impact Assessment, Equality Risk Assessment)

- Review our current data and intelligence – plan is to invest in new technology and work with partner organisations to enhance our understanding of risk and our service delivery to drive performance improvements

Where applicable, these proposals will be subject to a further EqIA on an individual basis, as part of project delivery.

Is any Equality Data available relating to the use or implementation of this proposal (policy, project, or function, service)?
Please Tick ✓ (See Completion notes)

YES: ✓

NO:

Prior to consultation, the Joint Strategic Needs Assessment (JSNA) provided us with a profile of Northamptonshire population – general population data: [Demography Insight Pack](#)

List any Consultations e.g., with employees, service users, Unions or members of the public that has taken place in the development or implementation of this proposal (project, policy, function)?

6 week public consultation from 20/12/2021 to 31/01/2022

The demographic data from the online survey has provided us with a benchmark for future consultations, and provided evidence and an understanding of how representative the sample group was, and who we reached through the methods and approach to this consultation. Learning from this can be taken forward to explore who and how we might target in the future, in order to achieve improved demographic representativeness.

Financial Analysis If applicable, state any relevant cost implications (e.g. expenses, returns or savings) as a direct result of the implementation of this policy, project, or function.

Costs (£)

Projected Returns £

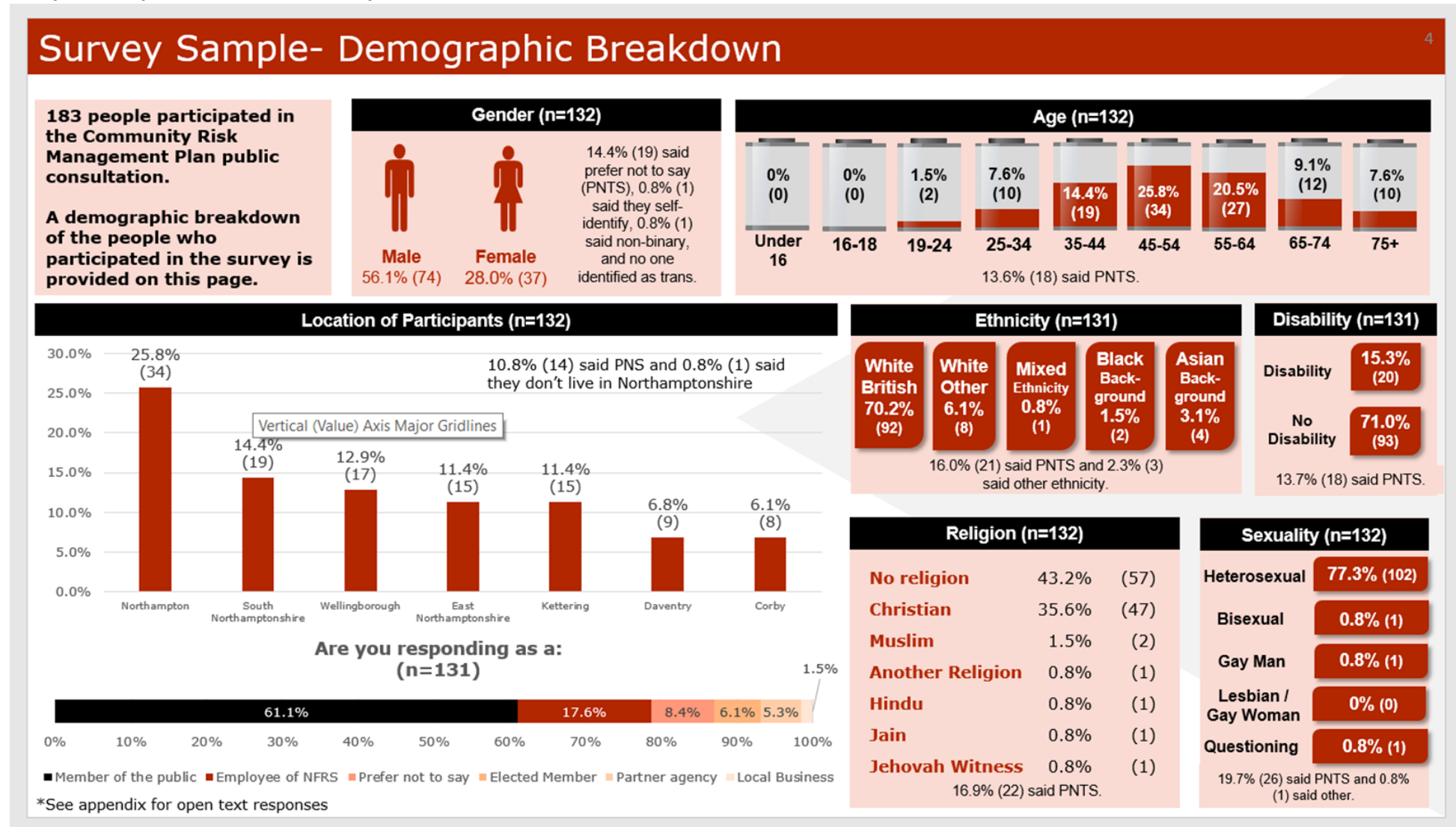
Implementation £

Projected Savings £

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Analysis of respondents to CRMP survey:



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Analysis of demographic representativeness of survey respondents:

Demographic representativeness in comparison to the Office for National Statistics 2020 mid-year population estimates across the county for geography, gender, and age is noted below.

Unitary Authority:

	Population 2020	Survey Sample	% Difference	Representativeness
North Northamptonshire	46.3%	41.8%	-4.5%	Under represented
West Northamptonshire	53.7%	47.0%	-6.7%	Under represented

Gender:

	Population 2020	Survey Sample	% Difference	Representativeness
Female	50.5%	28.0%	-22.5%	Under represented
Male	49.5%	56.1%	6.6%	Under represented

Age:

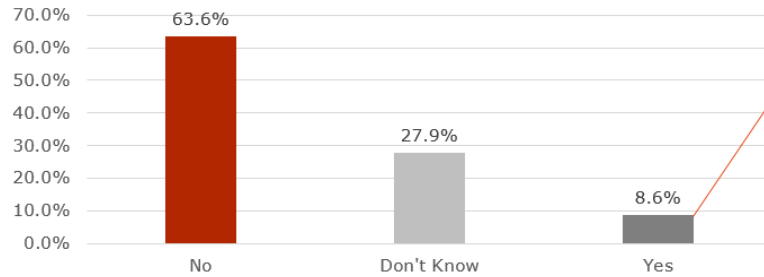
	Population 2020	Survey Sample	% Difference	Representativeness
24 & under	29.9%	1.5%	-28.4%	Under represented
25-34	12.0%	7.6%	-4.4%	Under represented
35-44	13.0%	14.4%	1.4%	Fairly representative
45-54	14.0%	25.8%	11.8%	Over represented
55-64	12.6%	20.5%	7.9%	Over represented
65-74	10.3%	9.1%	-1.2%	Fairly representative
75+	8.0%	7.6%	-0.4%	Fairly Representative

Analysis of response to open question on whether respondents considered if the proposals could disadvantage any particular group or community:

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Do you think that any of our proposals could disadvantage a particular group or community?
(n=140)



If yes, please specify who you think it may disadvantage (n=13)

- Those with less money (4 people, 2.2%)
- N/A (1 person, 0.5%)
- Muslim/BAME (1 person, 0.5%)
- Rural communities (1 person, 0.5%)
- White, heterosexual, working class men (1 person, 0.5%)
- Low lying areas (1 person, 0.5%)
- No (1 person, 0.5%)
- Council tax payer – if proposals are not funded adequately (1 person, 0.5%)
- Residents in Daventry (1 person, 0.5%)

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What impact will the implementation of this proposal have on people who share characteristics protected by <i>The Equality Act 2010</i> ? ✓ (See Completion notes)				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists

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				<p>Across all protected characteristics - The aim of the CRMP is to put the community first in its vision of 'Making Northamptonshire Safer, and so delivers a positive impact for all residents in the county. Focussing our resources where they are most needed, with 100% response to incidents and through our prevention and protection activity which targets to the highest risk and most vulnerable.</p> <p>EXTRACT FROM RISK ANALYSIS –</p> <p>The majority of fire fatalities occur in dwellings. Research undertaken by UK FRS, in developing a Person Centered Framework (https://www.ukfrs.com/guidance/person-centred-framework) suggests that the risks associated with home fire safety fall into three categories:</p> <ul style="list-style-type: none"> • Risk of having an accidental dwelling fire • Risk of being a casualty in an accidental dwelling fire • Risk of being killed in an accidental dwelling fire <p>This research identifies that the characteristics that put people at greater risk of dying in a fire are different to those that put people at risk of having a fire or being injured. Research which has been identified usually focuses on either fire fatalities or accidental dwelling fires and casualties. The most significant characteristics consistently identified are set out below.</p> <p>Fire fatalities</p> <ul style="list-style-type: none"> • Over 70 years old, particularly in combination with any pre-existing mental or physical impairment including frailty. • Children under 11 years old, but especially under 5 years who are less likely to be able to self-rescue. • Being male (particularly when combined with other risk factors) • Smokers – especially if combined with poor mobility or other health condition. • Low Socioeconomic Status (SES) i.e. deprivation. • Disability or long-term health condition (including dementia). • Mental and/or physical impairment caused by alcohol and/or drugs. • Non-owned property or mobile home – this may be a proxy indicator for low SES. • Single-parent families, and households with more children. • Fire casualties/accidental dwelling fires • Living alone. • 48 • Having had a fire before, and lack of basic fire safety knowledge. • More prevalent among people in the 40-49 age group. <p>Northamptonshire is a growing County with population growth predicted to be above average and with particular increases (above the national average) in the over 65 age range and 0 -19 year olds. Both of these age groups have been identified, through UKFRS research, as a characteristic that puts these people at greater risk of dying in a fire. Low SES i.e. deprivation, is another characteristic which has been identified in this research and we know that there are 26 LSOA small area geographies in Northamptonshire which fall amongst the 10% most health and disability deprived areas across England. We have used the top twenty most deprived LSOA and also included those that scored highly in specific indices (IDAOPi and IDACI) relating to older persons deprivation factors and children's deprivation factors within the Indices of Multiple</p>
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				<p>Deprivation (IMD) 2019 data from the Ministry of Housing, Communities and Local Government (Link), to enable us to map the most deprived areas in the County and to target fire risk – see below: Figure 2 – Northamptonshire most deprived area</p> <p>In addition, our HFSV referral pathways provide incoming referrals based on person centred risk factors that partners identify, and we will combine Acorn data with our Geographical Information Systems (GIS) to further understand the make-up of an area. Acorn is a demographic system which will provide data in relation to local demographics, types of individuals, lifestyle, areas they live in (affluent/deprived areas), as well as wellbeing data.</p> <p>-----</p> <p>The likelihood of dying in a fire is not uniform across all age groups and genders. Generally, the likelihood increases with age, with those aged 80 and over by far the most likely to die in a fire. Overall, men are twice as likely to die in a fire as women.</p> <p>https://www.gov.uk/government/statistics/detailed-analysis-of-fires-attended-by-fire-and-rescue-services-england-april-2020-to-march-2021/detailed-analysis-of-fires-attended-by-fire-and-rescue-services-england-april-2020-to-march-2021</p> <p>Through our prevention activity we target specific groups, based on our understanding of the risk and work with partners to share information and data. Our person centred approach has a positive impact as it considers the individual and their risk/needs across all areas and through our protection activity we target specific premises such as care homes, HMO's.</p>
Sex (Men and Women)		X		
Race (All Racial Groups)		X		
Disability (Mental, Physical, and Carers of Disabled people)		X		
Religion or Belief		X		
Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)		X		
Pregnancy and Maternity		X		
Marital Status (Married and Civil Partnerships)		X		
Gender Reassignment (Includes non-binary)		X		
Age (People of all ages)		X		

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What impact will the implementation of this proposal have on people who are impacted by and / or local factors that sit outside the Equality Act 2010 (non-legislative). Examples include social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✓ (See Completion notes)				
Identified impact non-legislative factor.	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining proportionate means of achieving legitimate aims exists
Socio-economic		X		For the first time, as part of the consultation we asked (online survey) if people thought the proposals could disadvantage a particular group/community. We received a small response of 4 people who suggested that it would impact on those with less money (socio-economic). See previous section for detail of the current and future positive action we undertake around this group. Whilst this is proportionately a very small number, we will ensure that this is a part of our consideration within any future consultation around the individual proposals and it will also be a consideration as we review our data and intelligence, we have recently procured consumer data (Acorn) which will enable us to consider our incident data in the context of household level data about lifestyle, demographic, behavioural and health characteristics.

This Equality Impact Analysis was completed by: (Name and Department):Hazel Gray – Business Services.....

Action Plan Owner: Hazel Gray		Commencement date: April 2022		Sign off date: April 2025	
As a result of performing this analysis, what actions are proposed to remove or reduce any negative impact of adverse outcomes identified on people (employees, applicants customers, members of the public etc) who share characteristics protected by <i>The Equality Act 2010</i> or are <i>non-legislative characteristics</i> ?					
Action Planning					
Identified Impact Protected Characteristic or local non-legislative factor	Recommended Actions		Responsible Lead	Completion Date	Review Date
All	To embed EqIA as a formative document within the CRMP process, and within its regular review. This will ensure it better informs continuous planning at strategic level.			Term of CRMP ends April 2025	
All	EqIA to be undertaken for each of individual CRMP proposals/projects			Term of CRMP ends April 2025	
All	To consider data/evidence to inform our measurement of EqIA over the term of the CRMP			Term of CRMP ends April 2025	

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Completion Notes:	
Analysis Ratings:	<p>The analysis rating is located at the top of the document so that if you have several impact assessments you will be able to determine priority impact status. To assure the analysis determines the rating, the rating should not be determined before the analysis has been completed.</p> <p>Red: As a result of performing this analysis, it is evident a risk of discrimination exists (direct, indirect, unintentional, or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics (and / or local non-legislative factors)</i>. In this instance, it is recommended that the use of the activity or policy be suspended until further work or analysis is performed.</p> <p>If it is considered this risk of discrimination (is <i>objectively justified</i>, and/or the use of this proposal (policy, activity, function) is a <i>proportionate means of achieving a legitimate aim</i>; this should be indicated and further professional advice taken.</p> <p>Amber: As a result of performing this analysis, it is evident a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p>Green: As a result of performing this analysis, no adverse effects on people who share Protected Characteristics <i>and / or local non-legislative factors</i> are identified - no further actions are recommended at this stage.</p>
Equality Data:	<p>Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine Protected Characteristics <i>and / or local non-legislative factors</i>. Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>1: Application success rates by <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i></p>
Legal Status:	<p>This document is designed to assist organisations in “<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>” as required by <i>The Equality Act Public Sector Duty 2011</i>.</p> <p>The NFCC/FRSs may be keen to extend “due regard” to local/non-legislative factors such as social economic factors (i.e. poverty and or isolation), caring responsibility, unemployment, homelessness, urbanisation, rurality, health inequalities any other disadvantage. ✓ (See Completion notes). What impact will the implementation of this proposal have on people for which there is no legal requirement? (consider each local non-legislative factor separately).</p> <p>Doing this analysis may also identify opportunities to <i>foster good relations</i> and <i>advance opportunity</i> between those who share Protected Characteristics <i>and / or local non-legislative factors</i> and those that do not.</p> <p><i>An EqIA is not legally binding and should not be used as a substitute for legal or other professional advice.</i></p>
Objective And/or Proportionate	<p>Certain discrimination may be capable of being defensible if the determining reason is:</p> <p>(i) <i>objectively justified</i> (ii) <i>a proportionate means of achieving a legitimate aim</i> of the organisation</p> <p>For <i>objective justification</i>, the determining reason must be a real, objective consideration, and not in itself discriminatory. To be ‘<i>proportionate</i>’ there must be no alternative measures available that would meet the aim without too much difficulty that would avoid such a discriminatory effect. Where (i) and/or (ii) is identified it is recommended that professional (legal) advice is sought prior to completing an Equality Impact Analysis.</p>