



Equality and Wellbeing Impact Assessment

Name of Activity	Our Plan (Community Risk Management Plan)
Owner Responsible	Hazel Gray
Person Completing the EWIA	Hazel Gray
Area or Department	Business Services
Date EWIA Commenced	21/03/2025

Version	Date	Author	Rationale
0.1	21/03/2025	Hazel Gray	Draft
1.0	02/04/2025	Hazel Gray	Published
1.1	August 2025	Hazel Gray	Review (post consultation)
1.1	September 2025	Lisa Jackson	Review (post consultation)

Analysis Rating

Please tick 1 box (The analysis rating is identified after the analysis has been completed – refer to completion notes)

Red ☐

Amber ☐

Green ☒

1) Is this a policy, procedure, project or function? Please tick as appropriate.

Policy ☐ Procedure ☐ Project ☒ Function ☐

Strategic Plan – Community Risk Management Plan

Please Note: an EWIA is not required for procedures however you will need to upload this blank document with the procedure onto the Force Library. (Police)

2) Purpose of the policy/project/function. Why do we need it and what will it achieve?

The Fire and Rescue National framework for England (The Framework) sets out the requirement for Fire & Rescue Authorities to provide an 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.

The draft Plan (CRMP) aims to achieve the following outcomes:

- Reduce deaths, injuries and damage caused by fire and other hazardous events to our communities.
- Deliver the best value to the public with the least impact on the environment.
- Develop and maintain a diverse, high performing, and healthy workforce.

And presents the following priorities:

- **Prevention** - We will help people stay safe from fires and other emergencies.
- **Protection** - We will improve fire safety in the buildings where people live and work.
- **Response** - We will respond immediately and effectively to emergency incidents.
- **People & culture** - We will continue to develop and support our workforce promoting an inclusive and high performing service.
- **Sustainability & resilience** - We will manage and invest in our service to be agile and fit for the future, using our resources sustainably and productively while delivering the most value.

Additionally, the Plan introduces a proposed change to NFRS Standards of Response (SOR) which is how we measure our response to incidents. A distinct [EWIA](#) has been developed as part of the wider SOR project.

3) Explain briefly why the policy/project/function is being developed or reviewed?

This new plan will replace the previous CRMP (2022 – 2025) and introduces a new vision, mission, priorities and strategic outcomes for the service. This plan is inextricably linked to the Police, Fire and Crime Commissioners Plan – Safe and Sound 2025-2030 which sets the strategic direction for both NFRS and Northamptonshire Police.

4) What research/resources have been used or considered in the initial stages of this assessment?

- Research of other FRS CRMP EWIA
- Joint Strategic Needs Assessment (JSNA) for North and West Northamptonshire
- Northamptonshire Health Inequalities Plan 2022/23 to 2025/26

5) Who has been consulted around the potential impact during the development/amendment of the policy?

- The draft Plan was subject to a full consultation with the public, partners, and our staff, including representative bodies – consultation period 9 April – 21 May 2025.
- An external company was commissioned to facilitate consultation, including four focus groups and all analysis. Their independent CRMP Consultation report was considered by SLT during June 2025, presenting recommendations to the PFCC in July 2025. Read this report [here](#).
- It was agreed that a mixed methodology (qualitative and quantitative methods) approach would be taken for consultation, which included random quota sampling (sample size of 750 respondents) to the survey, with quota targets set for age, gender and ethnicity using 2021 census figures within Northamptonshire authority areas. Similarly, quotas were set for the focus groups to target those who have previously been less engaged, weighting towards females and ethnic minorities, and to allow exploration of the proposals more fully, with one group weighted more towards rural residents and another working with AGE UK to facilitate a group with over 70's. See screen notes section below and [EWIA for SOR](#) for more detail of rationale (Age and Urban/Rural)
- In total, 1345 survey responses were received, with 645 people/organisations taking part in the online consultation and a further 750 residents who took part in the survey over the phone. The detail of the methodology and sample for respondents to the survey and of the 40 residents who took part in the four focus groups is detailed within the [consultation report](#) (pages 28 - 31 and 73 – 75)
- We have consulted with senior staff members through regular meetings and also liaised with the Senior Equality Officer throughout the production of the CRMP and this EWIA.
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6) Initial Screening (Positive, Neutral or Negative Effect)

If there is a positive effect enter 0 in the box, if it is neutral enter 1 and if it is negative enter 2.

Positive Effect – Will actively promote equality of opportunity or improve relations between one or more groups.

Negative Effect – Will cause some form of disadvantage or exclusion.

Neutral Effect – Is when there is no notable consequences for any diversity group.

Note: Whilst the changing of how we measure and record our SOR will not directly impact how long it take a resource to attend any specific incident, changing our SOR targets will likely have future impacts on resource allocation, including station locations, vehicle placement and vehicle types. The following assessments are made with this in mind.

Characteristics	Positive (0), Neutral (1), Negative (2) Effect	Notes (short explanation)
Sex (Men and Women)	1	The strategic priorities of Our Plan will have neutral impact on the people with these protected characteristics. Our Plan (CRMP) does not specifically target on the basis of sex and no adverse effects have been identified.
Race (All racial groups)	1	<p>The strategic priorities of Our Plan (CRMP) will have neutral impact on the people with these protected characteristics.</p> <p>Under the Equality Act, the Service has a responsibility to demonstrate due regard to the Public Sector Equality Duty. We aim to remove barriers faced by the individual by making reasonable adjustments to allow people to understand the information we provide. It is acknowledged that the Plan is in English and this may present a barrier for members of our local communities where English is not spoken or is not a first language.</p> <p>In order to better understand the needs of our local communities we have referenced the most recent Census 2021 and identified the main spoken languages in the local areas to guide our alternative translation offer in the Plan. In terms of a reasonable adjustment, we will offer the CRMP document in the top 10 most commonly spoken languages should this be requested.</p>

Sexual Orientation (Lesbian, Gay, Bisexual and Heterosexual People)	1	<p>The strategic priorities of Our Plan (CRMP) will have a neutral impact on the people with these protected characteristics.</p> <p>Our Plan (CRMP) does not specifically target on the basis of sexual orientation and no adverse effects have been identified.</p>
Disability (Mental, Physical and Carers of Disabled People)	0	<p>The strategic priorities of Our Plan (CRMP) will have a positive impact on the people with these protected characteristics.</p> <p>Disability can increase the individual's risk of harm in the event of a fire and some disabilities or learning differences may require staff to provide advice in different or alternative ways. The provision of prevention advice (e.g. HFSV) and some building safety audits (Risk Based Inspection Planning) is targeted according to risk, which factors in the age of an individual(s).</p> <p>Under the Equality Act, the Service has a responsibility to demonstrate due regard to the Public Sector Equality Duty. We aim to remove barriers faced by the individual by making reasonable adjustments to allow people to understand the information we provide.</p> <p>Our Plan (CRMP) is published on the Service's website in accordance with the Service's Publication Scheme.</p> <p>The Service's website is designed to be accessible to as many people as possible. We have published our Accessibility Statement which offers advice on how to effectively navigate our website or how to make a device easier to use if someone has a disability.</p> <p>As part of the consultation on Our Plan (CRMP), we will seek the views of the Services' neurodiversity staff network to ensure we capture any relevant considerations.</p>
Religion or Belief	1	<p>The strategic priorities of Our Plan (CRMP) will have a neutral impact on the people with these protected characteristics.</p>

		Our Plan (CRMP) does not specifically target on the basis of religion and no adverse effects have been identified.
Pregnancy and Maternity	1	<p>The strategic priorities of Our Plan (CRMP) will have a neutral impact on the people with these protected characteristics.</p> <p>Our Plan (CRMP) does not specifically target on the basis of pregnancy/maternity and no adverse effects have been identified.</p>
Marital Status (Marriage and Civil Partnerships)	1	<p>The strategic priorities of Our Plan (CRMP) will have a neutral impact on the people with these protected characteristics.</p> <p>Our Plan (CRMP) does not specifically target on the basis of marital status and no adverse effects have been identified.</p>
Gender Reassignment (This includes Non-Binary people)	1	<p>The strategic priorities of Our Plan (CRMP) will have a neutral impact on the people with these protected characteristics.</p> <p>Our Plan (CRMP) does not specifically target on the basis of gender and no adverse effects have been identified.</p>
Age (People of all ages)	0	<p>The strategic priorities of Our Plan (CRMP) will have a positive impact on the people with these protected characteristics.</p> <p>Research into deaths and injuries from fire has shown that those over 65 are at greater risk of death and/or serious injury in the event of a fire. The provision of prevention advice (e.g. HFSV) and some building safety audits (Risk Based Inspection Planning) is targeted according to risk, which factors in the age of an individual(s).</p>
Other Non-Legislative - Socio-economic Factors	0	<p>The strategic priorities of Our Plan (CRMP) will have a positive impact on the people with these protected characteristics.</p> <p>5.7% of our communities are living in the most deprived areas and deprivation is increasing in smaller towns.</p>

		<p>National research has shown that higher levels of deprivation are linked to vulnerability and ill health, which in turn can increase the risk of fires and road traffic collisions.</p> <p>The impact of the plan should be positive for communities across Northamptonshire as a whole, increasing capacity to provide more prevention and protection work in the community over the term of the CRMP period (2025 – 2030). We know that socio-economics and material deprivation can be intertwined with other risk factors, such as age and so increase an individuals risk of harm. The provision of prevention advice (e.g. HFSV) is targeted according to risk, which factors in the age of an individual(s).</p>
Other Non-Legislative Urbanisation and Rurality	1	<p>The strategic priorities of Our Plan (CRMP) will have a neutral impact on the people across the county. Our Plan (CRMP) does not specifically target on the basis of where people live. NFRS stations are located within population densities. Stations in smaller towns tend to be crewed by On Call personnel.</p> <p>30% of the population of Northamptonshire live in rural areas.</p>
Wellbeing (physical, mental, social, intellectual and spiritual)	0	<p>The strategic priorities of Our Plan (CRMP) will have a positive impact on the wellbeing of people who live, work and travel through Northamptonshire.</p> <p>The impact of the plan should be positive for communities across Northamptonshire as a whole, increasing capacity to provide more prevention and protection work in the community over the term of the CRMP period (2025 – 2030). This will provide community reassurance and therefore reduce any impact on wellbeing.</p>
Total (type this number into your RAG score) 10 or less = Green 11-15= Amber 16+ = Red	8	Green

	Name	Signature	Role
I as the person completing the form, declare that there is no equality impact for any of the Characteristics stated above. I am, therefore, not proceeding any further with this assessment.	Hazel Gray	H Gray	CRMP Manager
As a designated Owner, I have considered, and agree that there is no equality impact for the named activity in relation to any of the characteristics stated above. I authorise ceasing the assessment at the screening stage.	Lisa Jackson (in lieu of James Powell)	<i>Lisa Jackson</i>	Area Commander Business Services
As Senior Equality Officer I have considered the completed EWIA and agree with both parties that no further action is required.	Leo Holmes	L Holmes	Senior Equality Officer

Please upload this form via Service request to the HR Q. If impact is identified, please continue to Part 7.

7) Full Equality Impact Assessment	
Please list the methods used to analyse the impact on people (e.g. consultation forums, meetings, data collection)	
Who has been consulted about the potential impact during the development/amendment of the activity? List any consultations e.g. with employees, service user, Unions or members of the public, that have taken place in the development or implementation of this activity.	
Is any Equality Data available relating to the use or implementation of this activity? (i.e. PSED data, census) Yes or No: If yes, what information was available and what was used.	
Please List any other policies/projects that are related to or referred to as part of this analysis.	
Please List the groups of people potentially affected by this proposal (E.G applicants, employees, customers, service users, members of the public)	

8) Outcomes and Mitigation				
	Main concerns identified during the research and/or consultations (List one at a time, add rows as needed)	Potential Mitigation(s) for each area of concern	Action to be taken or proportionate means achieving a legitimate aim?	Owner
1	<p>No specific areas of concern were raised in relation to any group identified through EWIA assessment.</p> <p>In summary, the results of combined survey responses show that 88% of respondents agreed that the proposed CRMP priorities were the right focus for the Service for the next five years, including 30% who strongly agreed and 58% who agreed.</p> <p>In relation to the draft SOR –</p> <ul style="list-style-type: none"> 78% of respondents considered that different standards, based on the type and risk level of the incident, is the correct approach for measuring how quickly the service responds to incidents. 75% of respondents agreed that changing the way response times are reported, moving from using the average (mean) to the median, would give a fairer picture of typical response times 66% of respondents agreed with the proposal to measure response time from the moment the first fire resource arrives. <p>These survey results show that there is broad agreement to the CRMP; to its assessment of risk, identified priorities, proposals and ongoing activities, this agreement was echoed in the staff sessions and focus groups.</p>	<p>Following consideration by SLT and through the PFCC, the decision was taken to adopt the proposed CRMP priorities without amendment and to adopt the proposed changes to the SOR.</p>	N/A	N/A

2	<p>Whilst not raised as a specific concern, this consultation received a significant level of response with comprehensive and broader questioning through the survey and as a result of the more qualitative focus group approach. As a result, the consultation analysis provided NFRS with many useful insights. A key theme identified was around the public's awareness of NFRS activity and perception of the service.</p> <p>The independent consultation report made this summary point that "consultation findings reveal a consistent desire for greater transparency, clearer performance reporting, and deeper community engagement".</p>	<p>An additional recommendation was made by SLT and subsequently approved through PFCC. This was to more fully incorporate the public perception of risk into the refresh of the Strategic Assessment of Risk (SAR). This will ensure that public insights are a consideration of future planning.</p> <p>Furthermore, this insight and the detail of this feedback will be shared internally to help shape future work around service delivery, communication and engagement (such as the development of any new website) and for future recruitment campaigns.</p>	<p>There is commitment to strengthening our current approach to engagement and being more targeted in communities. As part of its annual planning process, the service will identify areas which require further public insight, to inform decision making.</p>	
3				
4				

9) Sign Off			
The Person completing the EWIA must ensure that all stages of the sign off and authorisation are completed.			
EWIA Author	Hazel Gray	Date	12/08/2025
EWIA Owner		Date	
Chief Officer/Head of		Date	

Senior Equality Officer		Date	
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10) Review date	
At least 12 months after sign off or sooner if monitoring indicates an adverse impact with the Activity.	
Date of next review	

