

Service Document Standard Form:

Equality Impact Assessment (EIA)

Linked documents: *Equality Impact Assessment Guidance note*



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1: Overview information

Name of activity / change / policy / procedure/project:	Building Risk Review and Protection Update
Directorate/department:	Protection Department
Name(s) of person(s) completing the assessment	Steve Hawkins
Date of commencement of assessment:	09/11/2022

2: What is the aim and purpose of the activity / change / policy / procedure / project you are assessing?

The aim of this paper is to provide Members with an update of the Building Risk Review completed at the end of last year and the Protection activity that has taken place within the last year. This paper is for noting by Members.

3: Who will be affected by the activity / change / policy / procedure / project, and how? Consider members of the public, employees, partner organisations etc.

Employees within the Protection department continue to undertake their roles undertaking advice, guidance and enforcement. The Service continues to enhance their knowledge and skills ongoing training and support them in their activity by improving the effectiveness and efficiency with which they work. Their activity affects other parts of the organization such as Response and Prevention where improve understanding and communication of Protection activity enhances the way in which we can deal with the safety of the public.

Other partner agencies such as Public Sector Housing, the Health and Safety Executive, the Local Authorities, UK Security Agency and the Environment Agency are all affected by the work that the Protection team do to offer guidance and advice and with joint visits improve the safety of the public.

Businesses continue to be offered advice when the Protection Team become aware of issues and concerns through complaints, after fire visits and audits, or risk-based inspections that improve the safety of the business and the people impacted by that business.

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The public as a whole can be assured that Protection continue to improve their safety within its remit whilst dealing with any complaint efficiently and seriously. Throughout the processes involved in fire Safety the most vulnerable groups are considered preferentially in order to ensure that they are just as safe as everyone else and that they can safely escape from any building in good time in the event of a fire. Guidance on fire safety specifically includes the need to risk assess for the most vulnerable groups within society.

4: What information is already available that tells you what impact the activity / change / policy / procedure / project has/will have on people? (*please reference*) Consider quantitative and qualitative data, consultation, research, complaints etc. What does this information tell you?

Existing Legislation and guidance within Protection Department.

5: Does the activity/change / policy/procedure/project have the potential to impact differently on individuals in different groups? Complete the table below by ✓ the likely impact.

Assessment of impact on groups in **bold** is a legal requirement. Assessment of impacts on groups in *italics* is not a legal requirement, however it will help to ensure that your activity does not have unintended consequences.

Protected characteristic	Positive	Negative	Neutral	Rationale for decision (<i>use action plan in section 14 for negative impacts</i>)
Individuals of different ages	✓			Inspecting Officers will include challenges for how the Responsible Person (RP) is managing the risk of evacuation of all people including the vulnerable young and old. Specific audits reflect the increased risk of the elderly sleeping in

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				care homes.
Disabled individuals	✓			Inspecting Officers will challenge the RP on their fire risk assessment for disabled people. The Service continues to work and consult on the evacuation of those needing assistance from high rise buildings.
Individuals transitioning from one gender to another			✓	The fire safety risk assessment and audits meets the needs of all persons and there is no detrimental effect on anyone transitioning.
Individuals who are married or in civil partnerships			✓	The fire safety risk assessments and audits meets the needs of all persons and there is no detrimental effect on anyone who within this protected characteristic.
Pregnancy, maternity and new parents	✓			Inspecting Officers challenge RPs on their fire risk assessment with regard to those who are pregnant or the actions of new parents if applicable.
Individuals of different race	✓			The Service has assisted the Home Office and the Local Authorities with advice and guidance on recent arrivals of those arriving in numbers from foreign countries.
Individuals of different religions or beliefs	✓			Inspecting Officers work with all religious groups and beliefs to ensure that their understanding of risk is not

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				compromised by religious practices.
Individual's gender identity			✓	The fire risk assessment and audits deals with all persons needing to evacuate from the building and there is no detrimental effect on anyone regardless of their gender identity.
Individual's sexual orientation			✓	Any fire risk assessment and fire safety audit deals with the need to have all persons evacuate safely which presented no detrimental effect upon anyone whatever sexual orientation they are.
<i>Individuals living in different family circumstances</i>	✓			The ongoing risk-based inspection programme includes residential high-rise buildings to ensure the safety families living in different circumstances.
<i>Individuals in different social circumstances</i>	✓			The ongoing risk-based inspection programme includes residential high-rise buildings to ensure the safety families living in different circumstances.
<i>Different employee groups</i>	✓			These are supported in the round based upon the inspecting officer visits to businesses to ensure that all employees can safely evacuate from the building.
<i>Other, please specify</i>				

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6: What further research or consultation is needed to check the impact/potential impact of the activity/change/policy/procedure/project on different groups? If needed, how will you gather additional information and from whom?

All of the existing work undertaken by Protection meets the acknowledged impacts as highlighted above and included within the relevant legislation.

7: Following your research, considering all the information that you now have, is there any evidence that the activity/change/policy/procedure/project is impacting/will impact differently or disproportionately on some group of people?

N/A

8: What amendments will you make/have been made to the activity/change/policy/procedure/project as a result of the information you have? If a negative effect has been identified, how could it/has it been lessened, does the original plan need changing?

N/A

9: After these amendments (if any) have been made, is/will there still be a negative impact on any groups?

Yes – please explain below

No – go to section 11

10: Can continuing or implementing the proposed activity/change/policy/procedure/project, without further amendment, be justified legally? If so, how?

Captured within existing Fire Safety Legislation and guidance.

11: How can you ensure that any positive or neutral impact is maintained?

Continue to follow existing guidance and legislation.

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12: How will you monitor and review the impact of the activity/change/policy/procedure/project once it has been implemented?

Continue to seek feedback from Protection team about their activity and how and when they challenge the RPs. Through team meetings and training monitor this feedback and learn from others about how to further incorporate the depts impact fro all groups specifically those covered above.

13: Sign off

Name of department head / project lead	Steve Hawkins
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Date of EIA sign off:	09/11/2022
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Date(s) of review of assessment:	09/11/2023
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14. Action Plan - the table below should be completed to produce an action plan for the implementation of proposals to:

- Lower negative impacts
- Ensure the negative impacts are legal under anti-discriminatory law
- Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups i.e. increase
- the positive impact

Area of impact	Changes proposed	Timescales	Resource implications	Comments

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